

Nonprofit Compensation Report

20th edition | September 2020



Foreword

In February 2019, GuideStar and Foundation Center joined forces to form a new organization, Candid. Candid's mission is to get people the information they need to do good. You can learn more at candid.org.

GuideStar's database, website, and tools are now services of Candid. Visitors still access information on more than 2.9 million U.S. nonprofit organizations at guidestar.org. They still use free and fee-based products to get the nonprofit data they need. And they can use this new edition of the Nonprofit Compensation Report to benchmark and research nonprofit executive compensation.

The 2020 Nonprofit Compensation Report reviews key employee compensation at more than 113,000 nonprofit organizations. It relies exclusively upon data derived from the GuideStar database of digitized IRS Form 990 and 990-EZ information.

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Nonprofit Compensation Report

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Author's letter

Welcome to the *2020 Nonprofit Compensation Report*. This year's report, the 20th in our annual series, is derived from information on more than 177,000 individual positions at more than 113,000 tax-exempt organizations. The executive summary presents findings based not only on this report but also on data for previous years.

The *Nonprofit Compensation Report* remains the only large-scale analysis of its kind based entirely on data reported to the IRS. It also continues to be the most comprehensive nonprofit compensation study available.

Accurate, complete, and authoritative information on the nonprofit sector is more important than ever. The Pension Protection Act of 2006 increased the penalties for excessive benefit transactions, including overpayment of nonprofit executives. Meanwhile, Congress, donors, and the media continue to scrutinize nonprofit salaries.

Nonprofits must demonstrate to oversight agencies, grantmakers of all types (government, corporations, and private foundations), and individual donors that the salaries and benefits they offer are justified. They must document their compensation practices and be prepared to help their supporters understand why these practices are appropriate. The *Nonprofit Compensation Report* is a valuable tool for achieving these goals.

This report was conceived, designed, and compiled for 17 years by Chuck McLean, GuideStar's senior research fellow, and for one year by Holly Ivel, GuideStar's director of data services. I took over these duties last year. Now, in the report's 20th year, I'm proud to announce that extracting, cleaning, categorizing, and calculating the data is fully automated. We've worked tirelessly to ensure that the new automated process meets the same high-quality standards you've come to expect from Candid and doesn't stray too far from the process we've used in the past. With the exception of a newly created model to categorize free-text job titles into the 14 categories used in this report, the remaining steps for cleaning and compiling the data have largely remained unchanged. Automation opens the possibilities for what

this report can become, and I'm excited for its future.

Without the foundation that Chuck and Holly laid for this report, the 20th edition would not be in your hands. I would also like to acknowledge and thank Carol Brouwer, Hannah Oren, Dave Hollander, and our two interns, Kenzie Reed and Monica Alicea. Their unwavering support, guidance, and willingness to roll up their sleeves and dig in was paramount to the development of the automated process used this year.

In the year ahead, I will be laying out plans for the 2021 edition. Feedback and comments on changes made this year, which are outlined in the methodology, or any other aspects of the report are very much welcome. Please e-mail your thoughts to products@candid.org.

Thank you for acquiring the *2020 Nonprofit Compensation Report*.

Jenna Allen

Sr. Data Services Analyst

August 30, 2020

Executive summary

Highlights of the 2020 Nonprofit Compensation Report

In February 2019, GuideStar and Foundation Center joined forces to form a new organization, Candid. Candid's mission is to get people the information they need to do good. You can learn more at candid.org.

GuideStar's database, website, and tools are now services of Candid. Visitors still access information on more than 2.9 million U.S. nonprofit organizations at guidestar.org. They still use free and fee-based products to get the nonprofit data they need. And they can use this new edition of the *Nonprofit Compensation Report* to benchmark and research nonprofit executive compensation.

The *2020 Nonprofit Compensation Report* is based on 177,542 observations from 113,103 Forms 990 and 990-EZ filed by 501(c) organizations with the IRS for fiscal year 2018.

Among the highlights:

More observations in 13 out of 14 title categories

From 2017 to 2019 we saw percent increases across all job categories, ranging from 0.2 percent to 51 percent. Employing a classification model to assign the free-text job titles into the 14 job categories used in the report resulted in larger percent increases in observations for each job category except for CEO as compared to last year. We saw increases ranging from 11 percent (Top Finance Position) to 108 percent (Top PR/Communications).

More observations in the highest budget band

- The number of observations in this year's report increased significantly from last year by 14,689 observations.
- We saw a 36 percent increase in observations in the highest budget band, greater than \$50 million, compared to last year. This increase is likely due to the model's ability to categorize more free-text titles into the 14 job categories. For this budget band we saw large percentage increases in Top Business Position (112 percent increase), Top Facilities Position (133 percent increase), Top Program Position (138 percent increase), and Top PR/Communications Position (149 percent increase) compared to last year.

Section 501(c)(3) organizations broken out from other nonprofits

- Consistent with last year's report, we created separate sections at the national, state, and MSA (metropolitan statistical area) levels for non-501(c)(3) nonprofits. Data for 501(c)(3) organizations are grouped by NTEE (National Taxonomy of Exempt Entities) code. Data for non-(c)(3)s is presented in sections titled, "Other Subsection Groups."
 - Non-501(c)(3)s account for 20,600 filings, or 18 percent of total filings.

- Section 501(c)(06) business leagues account for 48 percent of non-(c)(3)s in the report.
- Five subsections make up the majority of the non-(c)(3) filings:

IRS subsection	Filing count
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.	9,899
501(c)(05)—Labor, Agricultural, and Horticultural Organizations	4,384
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees	1,522
501(c)(07)—Social and Recreational Clubs	1,506
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds	1,392

No change or slight increases in the gender gap

- Median compensation of females continued to lag behind that of males when considering comparable positions at similar organizations. The gap ranged from 5 percent for CEOs at organizations with budgets of \$250 thousand or less to 20 percent at organizations with budgets of greater than \$50 million.
- With the exception of the \$1 million and \$2.5 million budget band, all other budget bands for CEO showed no change or an increase in the size of the gap from 2017 to 2018.

Increases in annualized CEO compensation in most budget bands

- Median CEO compensation increased in 2018 compared to 2017 with the exception of women in the \$25 million to \$50 million budget band.
- The highest budget band showed the most significant year-over-year increase for CEOs, 5.7 percent for women and 5.9 percent for men.
- Year-over-year median CEO compensation changes are in line with or higher for males than females in all but the \$1 million to \$2.5 million budget band.

Leadership by gender

- Since 2005, women have made gains in the percentage of CEOs in organizations of all sizes. Gains have been most dramatic at organizations with budgets between \$25 million and \$50 million, where female leadership increased from 20 percent to 33 percent.
- Between 2017 and 2018, the percent of women leading organizations increased by 2-3 percentage points in all of the higher budget bands (\$5 million and up).

Incumbent CEO compensation

- The median percentage increases for CEOs in 2018 were either in line with or slightly higher than the median percentage increases in 2017.
- The highest pay increases—3 to 4 percent—were seen in organizations with budgets of \$1 million and up.
- Women showed higher median percent increases than men in all budget bands except the highest two.

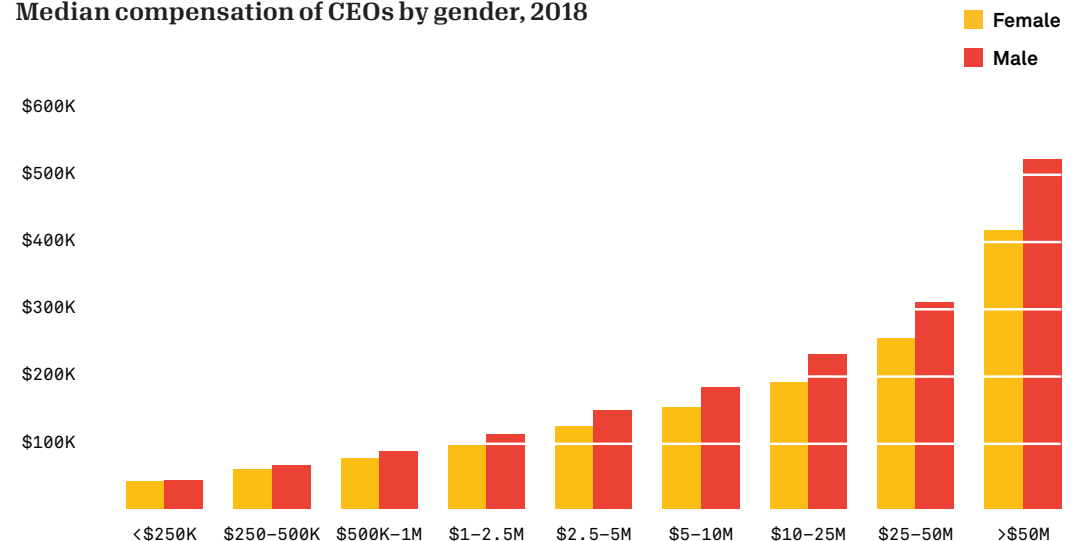
Trends by program area for 501(c)(3) organizations

As was the case last year and has been for some time, health and science organizations had the highest overall median salaries. Arts, religion, and animal-related organizations brought up the rear. Several of these topics are explored in more detail below.

Compensation by gender

As past reports have found, there are still significant differences between the compensation of males and females. The median compensation of female CEOs was lower than that of males at organizations of all sizes, ranging from a 5 percent difference at organizations with budgets of less than \$250 thousand to 20 percent at organizations with budgets over \$50 million.

Median compensation of CEOs by gender, 2018



Although the pay gap between males and females had been slowly declining between 2005 and 2016, in 2018, the gap remained the same as 2017 or went up with one exception.

- The gap is smallest at organizations with budgets of less than \$500 thousand.
- Organizations with budgets between \$1 million and \$2.5 million were the only group that showed a decrease in the gap between pay for men and women in 2018.
- Organizations with budgets between \$25 million and \$50 million showed an increase in the gap between pay for men and women in 2018, reversing the decrease seen in 2017.

Female gap in median CEO compensation, 2005–2018

Budget size	2005	2015	2016	2017	2018
<\$250 thousand	22%	7%	4%	5%	5%
\$250 thousand–\$500 thousand	18%	12%	10%	11%	11%
\$500 thousand–\$1 million	17%	14%	12%	12%	12%
\$1 million–\$2.5 million	19%	15%	14%	14%	13%
\$2.5 million–\$5 million	19%	18%	14%	15%	15%
\$5 million–\$10 million	21%	19%	15%	16%	16%
\$10 million–\$25 million	20%	21%	17%	18%	19%
\$25 million–\$50 million	17%	17%	16%	14%	17%
>\$50 million	25%	21%	20%	20%	20%

The chart below shows the annualized change in CEO median salary from 2017 to 2018.

- All budget bands show gains year over year, with the exception of women in the \$25 million to \$50 million budget band.
- Male median salary increases were higher or the same, except for the \$1 million to \$2.5 million budget band.
- The greater than \$50 million budget band shows the most significant jump in median salary for women and men year over year.

Annualized change in CEO median salary, 2017–2018

Budget size	Female	Male
≤\$250K	0.4%	0.4%
\$250K–\$500K	0.8%	0.8%
\$500K–\$1M	0.8%	1.7%
\$1M–\$2.5M	2.5%	1.2%
\$2.5M–\$5M	1.3%	2.1%
\$5M–\$10M	2.3%	2.4%
\$10M–\$25M	1.9%	3.0%
\$25M–\$50M	-1.4%	2.9%
>\$50M	5.7%	5.9%

Leadership by gender

In the 13 years from 2005 to 2018, the percentage of female CEOs grew in all budget groups. As has been the case in the past, however, their representation still declined steadily as organization size increased. Women still represent the majority of CEOs at smaller organizations. We saw increases between the 2017 and 2018 numbers in the higher budget bands.

Percentage of female CEOs, 2005–2018

Budget size	2005	2018
≤\$250K	53%	58%
\$250K–\$500K	54%	59%
\$500K–\$1M	47%	56%
\$1M–\$2.5M	42%	51%
\$2.5M–\$5M	36%	46%
\$5M–\$10M	31%	42%
\$10M–\$25M	26%	37%
\$25M–\$50M	20%	33%
>\$50M	14%	25%

Incumbent CEO compensation

The median increase in compensation of incumbent CEOs was either the same or slightly higher in 2018 than in 2017, regardless of gender or organization size, except for the median increase for females in the \$250 thousand or less budget band, males in the \$250 thousand to \$500 thousand budget band, and females in the \$25 million to \$50 million budget band, which were slightly lower.

- As has typically been the case, increases were higher at larger organizations.
- In all but the highest two budget bands, females received higher increases than males.

Median Increase in Incumbent CEO Compensation by Gender, 2016–2017

Budget size	Female	Male
≤\$250K	1.3%	0.0%
\$250K–\$500K	2.4%	1.2%
\$500K–\$1M	2.7%	2.4%
\$1M–\$2.5M	3.0%	2.6%
\$2.5M–\$5M	3.2%	2.9%
\$5M–\$10M	3.3%	3.2%
\$10M–\$25M	3.6%	3.4%
\$25M–\$50M	3.6%	4.4%
>\$50M	4.0%	4.0%

Trends by program area for 501(c)(3) organizations

Not surprisingly, the type of work that tends to be associated with specialized knowledge and/or large organizations led the way in median compensation.

5 program areas with highest median CEO compensation, 2018

Program area (NTEE major)	Median
Science and technology research institutes, services	\$167,140
Health—general and rehabilitative	\$161,952
Medical research	\$147,719
Mutual/Membership benefit organizations, other	\$134,673
Social science research institutes, services	\$125,000

5 program areas with lowest median CEO compensation, 2018

Program area (NTEE major)	Median
Religion-related, spiritual development	\$57,240
Animal-related	\$66,519
Food, agriculture, and nutrition	\$70,425
Arts, culture, and humanities	\$73,464
Recreation, sports, leisure, athletics	\$75,000

Compensation Report

overview and methodology

The *2020 Nonprofit Compensation Report* draws exclusively from data reported on Forms 990 and 990-EZ. These are information returns filed annually with the Internal Revenue Service (IRS) by most tax-exempt organizations—the 990 is used by organizations with annual revenues of \$200,000 or more, and the 990-EZ by organizations with annual revenues of \$200,000 or less and EOY assets of less than \$500,000. Organizations are instructed to supply compensation information for all officers, directors, trustees, and up to 20 key employees who earn at least \$150,000. Additionally, information is provided for certain other employees who earn at least \$100,000.

The report considers 177,542 observations from 113,103 forms filed with the Internal Revenue Service by section 501(c) nonprofits for fiscal year 2018. Statistics are reported on total compensation; for the purposes of this report, total compensation is defined as the sum of Form 990, Part VII, Line 1a, Columns D, E, and F, or Form 990-EZ, Part IV, Columns C, D, and E, and Part VI, Columns C, D, and E. Individuals with total compensation of less than \$15,000 were not included in order to make the cleansing and processing of the data more manageable. The vast majority of the filings examined for this report, 94 percent, were 990s; only 6 percent were EZs.

The *2020 Nonprofit Compensation Report* also reports statistics on annual increases in total compensation. Because these statistics are driven by direct comparison with 2017 data for individuals who held the same positions at the same organizations, this data is less rich. It includes 102,716 observations from 76,703 organizations.

Job categories

The report shows the following job categories broken down by various combinations of gender, geography, organization type, and organization size. Because of the way organizations are required to report compensation on Form 990, only one position is available for most organizations, that of CEO/Executive Director. The report is extremely robust in that area, less so in the others. The chart below lists the number of individuals in the report who were classified into each job category and provides a few examples of the types of job titles mapped to each one.

New for this year, we used a classification model to assign these job categories. Using a model instead of manually coding the information allowed us to capture more observations in the final report, specifically for job titles other than CEO/Executive Director. As with any model, the output was not perfect, but our model performed sufficiently well for both precision and recall. For those interested in the details of precision and recall, [this article](https://developers.google.com/machine-learning/crash-course/classification/precision-and-recall) (developers.google.com/machine-learning/crash-course/classification/precision-and-recall) provides a high-level overview.

Job category	Examples of titles included in the category
CEO/Executive Director (103,452)	CEO Executive Director President
Top administrative position (8,280)	Administrative Director Chief Administrative Officer Finance and Administration Director General Manager Vice President of Administration
Top business position (4,020)	Business Affairs Director Business Development Director Business Manager Chief Business Development Officer Sales Director
Top development position (4,797)	Advancement Director Chief Development Officer Major Gifts Officer
Top education/training position (2,834)	Academic Vice President/Provost Chief Learning Officer Dean of Academic Affairs Director of Educational Services Vice President of Human Resources and Training
Top facilities position (1,429)	Director of Facilities Director of Plant/Grounds Services Vice President of Facilities Operations Vice President of Facilities Management
Top financial position (25,029)	Assistant Treasurer and CFO Associate Vice President of Finance CFO Senior Vice President of Finance and Administration
Top HR position (3,020)	Human Resources Director Vice President of Human Resources Vice President of Human Resources and Training

Job category	Examples of titles included in the category
Top legal position (2,198)	Chief Legal Counsel General Counsel Legal Affairs Vice President Legal Affairs Officer
Top marketing position (2,094)	Chief Marketing and Brand Officer Director of Marketing Director of Marketing and Communications
Top operations position (10,758)	Chief Operations Officer COO Operations Director
Top program position (3,536)	Program Coordinator Program Director Executive Director of Programs Vice President of Programs
Top public relations/communications position (2,366)	Director of Communications Director of Marketing and Communications Director of Public Relations
Top technology position (3,729)	Chief Information Officer Chief Technology Officer Director of Information Systems Vice President of Information Technology

Note: A single position might be coded into more than one job category. For example, if a person's title was director of finance and administration, and no other person at the organization was more highly compensated in either area, the position was coded as both the top financial position and the top administrative position.

Gender

In the tables where the data is split out by gender, gender has been assigned using data from the Social Security Administration. The Social Security Administration provides separate [annual files](https://ssa.gov/oact/babynames/limits.html) (ssa.gov/oact/babynames/limits.html) from 1880 to 2018 containing name, sex, and number of individuals born in the United States with a Social Security number. Names with 5 or more occurrences are listed.

The data set used to assign gender in this report was limited to data from 1928 to 1998, with the assumption that individuals listed on organizations' IRS filings would be between the ages of 20 and 90. The number of occurrences for each name for each sex during this period was totaled and the percentage of time a given name was assigned a specific gender was calculated. For example, the name Mary was given to females in 99.6 percent of observations and to males in 0.4 percent. Only names with 20 or more total occurrences and a male/female percentage greater than 70 percent were used to assign gender in this report. Individuals listed on the tax filings with names that were not included in the Social Security Administration data set or with male/female percentages less than 70 percent were assigned an unknown gender.

Output display

For each combination of variables with at least 5 observations, information is displayed. When there are fewer than 10 observations, only the average and median values are displayed. For between 10 and 20 observations, we display the average and the 25th, median (50th percentile), and 75th percentiles. For more than 20 observations, the 10th and 90th percentiles are also displayed. These percentile values approximate the distribution of compensation within a given category. As an example, if the 25th percentile value is \$43,278, this means that about 25 percent of employees in the category made less than \$43,278 and about 75 percent made more than that.

In cases where there are few observations, the median is likely to be the most reliable statistic. Still, this report does not use sampling but draws instead from every fiscal year 2018 Form 990 available to the author on August 5, 2020, on which compensation information was reported and could be codified. In most categories where the number of observations is small, it is because the number of such organizations in the entire population is as small or almost as small.

In general, the report is not useful for comparisons across categories, especially when the number of observations is small. For example, in the \$250,000 to \$500,000 budget group, the median salary for the top legal position is \$107,678, versus \$62,830 for CEOs. The CEO median, however, is based on 14,727 organizations, whereas that for the top legal position is based on only 21 organizations, and the CEO is more highly compensated (or is also in the top legal position) in 11 of those 21.

Besides job category, results are displayed for various combinations of gender, organization size, geography, and organization type. As noted above, gender was determined using data from the Social Security Administration.

Organization budget size

Organization size is represented here by annual expenses. Two different groupings are used, depending on the amount of information available for a particular table:

Four groups:

- \$500,000 or less
- \$500,001 to \$1,000,000
- \$1,000,001 to \$5,000,000
- Greater than \$5,000,000

Nine groups:

- \$250,000 or less
- \$250,001 to \$500,000
- \$500,001 to \$1,000,000
- \$1,000,001 to \$2,500,000
- \$2,500,001 to \$5,000,000
- \$5,000,001 to \$10,000,000
- \$10,000,001 to \$25,000,000
- \$25,000,001 to \$50,000,000
- Greater than \$50,000,000

Geography

Two different geographical groupings are used: state (including Puerto Rico, District of Columbia, and U.S. Virgin Islands), and metropolitan statistical area.

Metropolitan statistical area (MSA)

Data is displayed only for MSAs for which sufficient data is available, a total of 278. The level of detail available varies greatly, with larger MSAs obviously having more information available than smaller ones. The following MSAs have 500 or more observations:

- | | | |
|-------------------------------|---------------------------------------|---|
| — Albany-Schenectady-Troy, NY | — Buffalo-Niagara Falls, NY | — Dallas-Fort Worth, TX |
| — Albuquerque, NM | — Charlotte-Gastonia-Rock Hill, NC-SC | — Denver-Boulder, CO |
| — Atlanta, GA | — Chicago, IL | — Detroit, MI |
| — Austin-San Marcos, TX | — Cincinnati, OH-KY-IN | — Fort Worth, TX |
| — Baltimore, MD | — Cleveland, OH | — Grand Rapids-Muskegon-Holland, MI |
| — Bergen-Passaic, NJ | — Colorado Springs, CO | — Greensboro—Winston-Salem—High Point, NC |
| — Birmingham, AL | — Columbus, OH | |
| — Boston, MA | | |

- Harrisburg-Lebanon-Carlisle, PA
- Hartford, CT
- Honolulu, HI
- Houston, TX
- Indianapolis, IN
- Jacksonville, FL
- Kansas City, MO-KS
- Los Angeles-Long Beach, CA
- Louisville, KY-IN
- Madison, WI
- Memphis, TN-AR-MS
- Miami, FL
- Milwaukee, WI
- Minneapolis-St. Paul, MN-WI
- Nashville, TN
- Nassau-Suffolk, NY
- New Orleans, LA
- New York, NY-NJ
- Newark, NJ
- Norfolk-Virginia Beach-Newport News, VA-NC
- Oakland, CA
- Oklahoma City, OK
- Orange County, CA
- Orlando, FL
- Philadelphia, PA-NJ
- Phoenix-Mesa, AZ
- Pittsburgh, PA
- Portland, OR-WA
- Providence-Fall River-Warwick, RI-MA
- Raleigh-Durham-Chapel Hill, NC
- Richmond-Petersburg, VA
- Riverside-San Bernardino-Ontario, CA
- Rochester, NY
- Sacramento, CA
- Salt Lake City-Ogden, UT
- San Antonio, TX
- San Diego, CA
- San Francisco-Oakland, CA
- San Jose, CA
- Seattle-Everett, WA
- St. Louis, MO-IL
- Tampa-St. Petersburg-Clearwater, FL
- Washington, DC-MD-VA
- West Palm Beach-Boca Raton, FL

A full list of the MSAs included in the report is in Appendix A.

Organization type

There are two primary organization type groupings in this report, (a) 501(c)(3) organizations and (b) other subsections.

The report uses three levels of hierarchy for 501(c)(3)s: NTEE major group (general), NTEE decile group (more specific), and NTEE centile group (most specific). For example, the Museum of Modern Art belongs to the NTEE major group “Arts, culture, and humanities”; the NTEE decile group “Museums”; and the NTEE centile group “Art museums.”

More information about the NTEE system, including definitions, is available at the [NCCS website](http://nccs.urban.org/classification/NTEE.cfm) (nccs.urban.org/classification/NTEE.cfm). Note: N.E.C. below means “not elsewhere classified.”

A full list of the major, decile, and centile NTEE codes used in this report can be found in Appendix B.

Nonprofit organizations that fall outside the 501(c)(3) category are listed by their IRS subsections in the Other subsections portions of the report. Of the 113,103 filings in this report, 20,600 fall into this category.

All Organizations Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
\$250 thousand or less							
CEO/Executive Director	18,694	\$46,238	\$20,559	\$29,000	\$41,971	\$58,000	\$76,466
Top Administrative Position	577	\$33,583	\$17,904	\$22,282	\$29,538	\$40,810	\$53,984
Top Business Position	81	\$50,007	\$20,000	\$29,260	\$42,654	\$70,610	\$82,717
Top Development Position	52	\$36,677	\$18,308	\$25,000	\$35,500	\$44,362	\$54,479
Top Education Position	70	\$45,836	\$21,904	\$26,958	\$38,282	\$54,480	\$85,755
Top Facilities Position	38	\$28,902	\$18,594	\$20,451	\$25,610	\$33,093	\$45,400
Top Finance Position	1,121	\$37,714	\$17,108	\$21,500	\$30,583	\$45,833	\$66,084
Top Human Resources Position	5	\$30,446			\$28,920		
Top Legal Position	30	\$52,339	\$27,317	\$37,726	\$48,600	\$65,155	\$87,419
Top Marketing Position	15	\$30,312		\$22,774	\$28,980	\$32,091	
Top Operations Position	239	\$39,591	\$19,572	\$25,035	\$35,000	\$45,567	\$68,650
Top PR/Communications Position	24	\$34,669	\$18,440	\$23,313	\$30,732	\$43,800	\$52,165
Top Program Position	459	\$36,342	\$19,449	\$24,713	\$33,213	\$43,620	\$56,637
Top Technology Position	12	\$33,207		\$19,121	\$25,000	\$33,750	

Between \$250 thousand and \$500 thousand

CEO/Executive Director	14,727	\$69,051	\$32,400	\$46,858	\$62,830	\$83,649	\$110,335
Top Administrative Position	503	\$47,036	\$19,772	\$29,000	\$42,212	\$55,856	\$75,562
Top Business Position	192	\$89,717	\$30,787	\$56,108	\$87,639	\$115,222	\$147,310
Top Development Position	67	\$51,417	\$20,774	\$31,869	\$43,108	\$64,649	\$78,000
Top Education Position	100	\$70,194	\$25,000	\$32,752	\$63,845	\$96,833	\$130,112
Top Facilities Position	24	\$36,666	\$17,771	\$24,300	\$35,179	\$45,751	\$60,897
Top Finance Position	983	\$54,137	\$20,614	\$28,800	\$44,458	\$67,611	\$98,298
Top Human Resources Position	9	\$63,362			\$31,875		
Top Legal Position	21	\$95,449	\$41,600	\$65,423	\$107,678	\$125,656	\$149,323
Top Marketing Position	20	\$40,434	\$20,171	\$31,856	\$39,194	\$49,973	\$62,797
Top Operations Position	268	\$56,383	\$27,245	\$38,728	\$51,135	\$66,612	\$90,000

All Organizations Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$250 thousand and \$500 thousand							
Top PR/Communications Position	21	\$44,278	\$19,645	\$22,780	\$33,594	\$46,200	\$85,864
Top Program Position	220	\$51,112	\$26,886	\$34,393	\$45,794	\$62,237	\$79,975
Top Technology Position	11	\$46,345		\$17,391	\$22,957	\$52,926	

Between \$500 thousand and \$1 million

CEO/Executive Director	16,084	\$89,849	\$43,517	\$60,000	\$79,616	\$107,744	\$148,466
Top Administrative Position	576	\$64,579	\$29,095	\$40,000	\$57,969	\$78,577	\$112,193
Top Business Position	350	\$114,406	\$45,500	\$72,016	\$111,328	\$149,493	\$181,683
Top Development Position	74	\$75,696	\$31,675	\$45,126	\$59,197	\$113,077	\$140,763
Top Education Position	101	\$110,311	\$45,386	\$67,700	\$114,012	\$146,671	\$176,573
Top Facilities Position	35	\$48,660	\$18,975	\$29,723	\$41,562	\$65,604	\$73,130
Top Finance Position	1,394	\$77,074	\$27,171	\$41,574	\$63,657	\$98,548	\$142,518
Top Human Resources Position	12	\$79,032		\$41,101	\$61,804	\$87,532	
Top Legal Position	38	\$129,509	\$58,701	\$90,326	\$129,117	\$165,932	\$199,500
Top Marketing Position	23	\$82,990	\$37,784	\$46,342	\$68,100	\$118,978	\$152,468
Top Operations Position	440	\$71,748	\$33,967	\$48,887	\$63,613	\$84,883	\$125,839
Top PR/Communications Position	30	\$83,016	\$32,125	\$52,032	\$70,602	\$116,340	\$140,694
Top Program Position	217	\$69,190	\$31,219	\$44,083	\$60,000	\$85,150	\$112,173
Top Technology Position	35	\$91,413	\$31,769	\$43,766	\$72,000	\$128,189	\$165,692

Between \$1 million and \$2.5 million

CEO/Executive Director	19,326	\$120,620	\$59,037	\$78,133	\$103,792	\$143,418	\$199,684
Top Administrative Position	1,007	\$96,168	\$43,722	\$60,000	\$87,563	\$122,345	\$152,704
Top Business Position	617	\$134,158	\$52,291	\$78,874	\$128,782	\$175,436	\$218,336
Top Development Position	275	\$118,332	\$54,737	\$81,736	\$119,119	\$141,054	\$172,650
Top Education Position	204	\$125,612	\$55,800	\$80,577	\$119,379	\$157,707	\$184,715

All Organizations Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$1 million and \$2.5 million							
Top Facilities Position	42	\$89,794	\$36,899	\$54,482	\$86,154	\$115,987	\$128,578
Top Finance Position	2,754	\$95,171	\$40,524	\$57,201	\$81,355	\$120,080	\$168,275
Top Human Resources Position	61	\$106,276	\$35,248	\$58,689	\$106,448	\$136,779	\$163,744
Top Legal Position	139	\$155,961	\$106,666	\$124,614	\$144,870	\$181,687	\$216,268
Top Marketing Position	73	\$115,781	\$45,435	\$68,250	\$118,148	\$140,008	\$165,295
Top Operations Position	1,054	\$106,854	\$49,175	\$68,664	\$97,578	\$130,519	\$174,492
Top PR/Communications Position	115	\$126,979	\$63,858	\$109,536	\$125,308	\$148,679	\$179,197
Top Program Position	302	\$101,994	\$45,242	\$64,686	\$106,326	\$127,613	\$154,554
Top Technology Position	102	\$132,351	\$61,624	\$109,741	\$127,764	\$150,969	\$187,597
Between \$2.5 million and \$5 million							
CEO/Executive Director	11,388	\$160,086	\$78,179	\$102,258	\$136,002	\$188,335	\$265,911
Top Administrative Position	1,093	\$130,329	\$66,569	\$90,836	\$121,775	\$157,314	\$204,692
Top Business Position	556	\$152,240	\$61,339	\$99,713	\$138,505	\$188,514	\$254,576
Top Development Position	524	\$132,604	\$86,496	\$110,937	\$128,836	\$149,734	\$180,865
Top Education Position	244	\$147,454	\$88,596	\$115,434	\$135,821	\$171,511	\$217,089
Top Facilities Position	164	\$139,231	\$101,868	\$117,253	\$135,115	\$156,324	\$187,387
Top Finance Position	3,487	\$113,177	\$55,000	\$74,845	\$101,400	\$135,276	\$183,657
Top Human Resources Position	147	\$121,731	\$71,330	\$86,718	\$120,146	\$140,654	\$170,740
Top Legal Position	220	\$184,309	\$117,427	\$137,124	\$165,329	\$211,896	\$254,715
Top Marketing Position	171	\$146,617	\$96,473	\$116,208	\$134,588	\$163,785	\$201,000
Top Operations Position	1,332	\$131,211	\$68,741	\$93,168	\$119,581	\$158,398	\$198,947
Top PR/Communications Position	262	\$143,747	\$106,444	\$117,028	\$135,606	\$160,687	\$192,764
Top Program Position	400	\$130,117	\$79,305	\$108,818	\$126,190	\$150,882	\$180,919
Top Technology Position	215	\$156,234	\$103,057	\$119,391	\$143,644	\$166,035	\$228,405

All Organizations Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$5 million and \$10 million							
CEO/Executive Director	8,648	\$201,673	\$96,469	\$125,652	\$169,839	\$234,967	\$328,300
Top Administrative Position	1,319	\$172,462	\$94,965	\$117,290	\$152,465	\$212,206	\$273,065
Top Business Position	525	\$162,192	\$76,773	\$115,891	\$148,926	\$197,121	\$252,731
Top Development Position	747	\$144,802	\$94,600	\$116,952	\$135,542	\$167,050	\$200,791
Top Education Position	338	\$148,631	\$104,948	\$120,933	\$140,018	\$169,874	\$210,170
Top Facilities Position	343	\$180,710	\$118,129	\$138,531	\$172,323	\$212,214	\$256,738
Top Finance Position	4,280	\$129,413	\$68,512	\$89,955	\$116,990	\$152,510	\$197,519
Top Human Resources Position	260	\$130,467	\$67,940	\$105,907	\$128,055	\$151,528	\$182,175
Top Legal Position	251	\$200,064	\$122,391	\$139,250	\$172,806	\$223,662	\$308,975
Top Marketing Position	266	\$151,161	\$109,251	\$123,519	\$142,079	\$164,931	\$205,194
Top Operations Position	1,616	\$156,416	\$86,377	\$109,464	\$137,712	\$183,310	\$244,244
Top PR/Communications Position	408	\$160,611	\$114,375	\$128,020	\$149,278	\$179,940	\$224,030
Top Program Position	482	\$139,816	\$96,356	\$115,087	\$130,745	\$161,256	\$190,349
Top Technology Position	404	\$163,933	\$110,869	\$125,723	\$146,035	\$178,671	\$219,968

Between \$10 million and \$25 million

CEO/Executive Director	7,498	\$262,868	\$120,704	\$158,350	\$216,675	\$307,863	\$438,047
Top Administrative Position	1,347	\$191,210	\$110,026	\$128,400	\$163,672	\$222,447	\$320,375
Top Business Position	671	\$178,812	\$106,850	\$126,953	\$162,058	\$210,522	\$266,508
Top Development Position	1,235	\$158,729	\$109,801	\$125,044	\$150,207	\$180,057	\$222,494
Top Education Position	557	\$159,744	\$109,518	\$126,310	\$148,536	\$182,572	\$226,688
Top Facilities Position	286	\$181,052	\$112,721	\$128,279	\$157,935	\$221,210	\$280,492
Top Finance Position	5,056	\$157,422	\$86,589	\$110,981	\$142,184	\$185,106	\$236,554
Top Human Resources Position	678	\$145,314	\$96,679	\$116,809	\$135,919	\$165,476	\$202,079
Top Legal Position	329	\$227,262	\$127,393	\$157,331	\$199,880	\$271,490	\$378,235
Top Marketing Position	556	\$164,332	\$112,817	\$125,341	\$150,941	\$185,322	\$233,816
Top Operations Position	2,347	\$180,179	\$105,519	\$126,357	\$157,197	\$207,310	\$274,506

All Organizations Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$10 million and \$25 million							
Top PR/Communications Position	579	\$179,901	\$118,156	\$133,475	\$161,471	\$204,498	\$263,442
Top Program Position	666	\$155,109	\$109,008	\$122,138	\$142,858	\$177,643	\$220,920
Top Technology Position	804	\$165,591	\$112,051	\$127,628	\$152,999	\$187,926	\$235,500

Between \$25 million and \$50 million

CEO/Executive Director	3,220	\$371,960	\$155,040	\$207,082	\$289,584	\$425,012	\$617,555
Top Administrative Position	741	\$206,016	\$117,286	\$140,784	\$177,719	\$239,306	\$317,612
Top Business Position	397	\$201,836	\$122,351	\$145,122	\$177,589	\$233,558	\$294,794
Top Development Position	782	\$189,922	\$121,685	\$143,420	\$173,311	\$222,702	\$272,570
Top Education Position	411	\$174,594	\$114,519	\$134,304	\$159,515	\$197,748	\$253,977
Top Facilities Position	185	\$173,624	\$118,804	\$131,786	\$153,726	\$181,503	\$233,143
Top Finance Position	2,556	\$200,943	\$110,449	\$139,991	\$179,531	\$236,457	\$308,556
Top Human Resources Position	644	\$169,626	\$113,376	\$129,432	\$154,182	\$187,855	\$237,171
Top Legal Position	268	\$270,842	\$132,381	\$179,865	\$230,028	\$314,240	\$453,244
Top Marketing Position	403	\$185,953	\$122,191	\$137,305	\$168,000	\$209,758	\$262,680
Top Operations Position	1,368	\$217,022	\$124,110	\$150,372	\$186,773	\$251,580	\$338,711
Top PR/Communications Position	341	\$201,001	\$122,546	\$142,572	\$187,962	\$231,347	\$295,037
Top Program Position	348	\$181,952	\$116,095	\$135,233	\$163,518	\$208,032	\$259,293
Top Technology Position	726	\$187,342	\$121,107	\$138,371	\$167,663	\$210,991	\$276,213

Greater than \$50 million

CEO/Executive Director	3,867	\$751,122	\$225,960	\$325,783	\$498,388	\$810,383	\$1,393,761
Top Administrative Position	1,117	\$311,244	\$140,842	\$182,022	\$245,985	\$352,944	\$509,405
Top Business Position	631	\$310,241	\$143,252	\$182,201	\$238,440	\$351,703	\$522,202
Top Development Position	1,041	\$286,045	\$147,546	\$182,828	\$237,576	\$324,802	\$442,656
Top Education Position	809	\$335,274	\$155,103	\$192,441	\$247,807	\$356,710	\$557,738

All Organizations Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than \$50 million							
Top Facilities Position	312	\$269,999	\$145,772	\$173,486	\$228,435	\$307,534	\$408,694
Top Finance Position	3,398	\$363,485	\$149,617	\$198,250	\$276,982	\$400,615	\$655,765
Top Human Resources Position	1,204	\$310,581	\$143,774	\$182,127	\$239,351	\$353,133	\$535,211
Top Legal Position	902	\$428,815	\$180,784	\$234,043	\$331,949	\$515,192	\$749,822
Top Marketing Position	567	\$283,388	\$141,193	\$174,788	\$235,284	\$329,736	\$466,354
Top Operations Position	2,094	\$408,960	\$162,323	\$209,606	\$296,765	\$441,159	\$706,168
Top PR/Communications Position	586	\$285,968	\$141,807	\$187,019	\$237,358	\$335,435	\$461,380
Top Program Position	442	\$267,430	\$141,518	\$177,716	\$227,866	\$301,382	\$411,528
Top Technology Position	1,420	\$320,103	\$149,895	\$183,465	\$247,447	\$367,383	\$541,392

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
\$250 thousand or less								
CEO/Executive Director								
	F	10,224	\$44,485	\$21,000	\$29,425	\$41,200	\$55,123	\$71,302
	M	7,410	\$48,997	\$20,119	\$28,800	\$43,527	\$62,400	\$85,000
	U	1,060	\$43,850	\$20,000	\$26,500	\$39,450	\$55,225	\$72,027
Top Administrative Position								
	F	359	\$32,424	\$17,540	\$21,641	\$28,800	\$39,182	\$50,260
	M	182	\$35,080	\$18,020	\$22,595	\$30,346	\$42,367	\$56,091
	U	36	\$37,578	\$17,935	\$25,962	\$34,193	\$47,651	\$56,303
Top Business Position								
	F	36	\$41,819	\$20,435	\$29,625	\$38,324	\$51,725	\$70,225
	M	43	\$58,017	\$20,738	\$32,640	\$53,742	\$77,836	\$90,529
Top Development Position								
	F	35	\$35,208	\$17,939	\$22,900	\$33,846	\$43,216	\$55,481
	M	14	\$37,251		\$28,300	\$37,955	\$44,480	
Top Education Position								
	F	41	\$40,162	\$21,249	\$25,978	\$35,180	\$48,654	\$63,422
	M	20	\$63,204	\$23,004	\$38,982	\$57,610	\$92,299	\$108,519
	U	9	\$33,087			\$31,620		
Top Facilities Position								
	F	11	\$26,384		\$19,827	\$25,090	\$27,951	
	M	25	\$29,559	\$18,815	\$20,450	\$26,130	\$33,390	\$41,394
Top Finance Position								
	F	600	\$35,673	\$17,032	\$21,347	\$30,160	\$43,647	\$60,000
	M	454	\$40,319	\$17,656	\$21,568	\$32,050	\$50,824	\$73,178
	U	67	\$38,340	\$18,000	\$22,703	\$31,569	\$47,920	\$64,834

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
\$250 thousand or less								
Top Legal Position								
	F	17	\$53,242		\$39,393	\$51,750	\$59,768	
	M	8	\$51,169			\$36,580		
	U	5	\$51,141			\$48,000		
Top Marketing Position								
	F	12	\$28,484		\$21,457	\$26,726	\$31,597	
Top Operations Position								
	F	137	\$36,744	\$20,060	\$26,000	\$32,732	\$41,496	\$58,088
	M	89	\$43,339	\$19,817	\$25,000	\$37,552	\$52,000	\$75,391
	U	13	\$43,933		\$18,000	\$37,570	\$58,269	
Top PR/Communications Position								
	F	15	\$35,290		\$22,587	\$31,343	\$48,450	
	M	7	\$36,241			\$29,080		
Top Program Position								
	F	323	\$36,264	\$19,300	\$24,628	\$33,500	\$44,200	\$56,379
	M	103	\$35,366	\$20,021	\$25,316	\$32,158	\$43,443	\$54,896
	U	33	\$40,147	\$20,291	\$28,600	\$34,215	\$42,400	\$72,300
Top Technology Position								
	M	9	\$37,226			\$28,122		

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$250 thousand and \$500 thousand								
CEO/Executive Director								
	F	8,320	\$65,246	\$32,500	\$45,955	\$60,500	\$78,633	\$100,668
	M	5,709	\$74,956	\$32,148	\$48,000	\$67,674	\$91,676	\$125,176
	U	698	\$66,112	\$31,850	\$47,366	\$60,539	\$79,493	\$105,936
Top Administrative Position								
	F	285	\$44,553	\$21,676	\$30,000	\$40,836	\$54,340	\$67,711
	M	186	\$51,929	\$18,200	\$26,000	\$44,881	\$63,904	\$92,400
	U	32	\$40,703	\$20,583	\$26,975	\$41,700	\$48,549	\$57,776
Top Business Position								
	F	33	\$51,214	\$17,901	\$30,531	\$43,680	\$64,479	\$95,944
	M	154	\$99,183	\$46,076	\$65,297	\$94,480	\$126,678	\$151,983
	U	5	\$52,290			\$38,775		
Top Development Position								
	F	49	\$51,635	\$23,810	\$31,601	\$40,583	\$65,047	\$77,269
	M	15	\$53,577		\$39,032	\$51,000	\$61,653	
Top Education Position								
	F	41	\$48,264	\$23,574	\$27,672	\$35,000	\$62,918	\$88,108
	M	54	\$89,492	\$31,477	\$61,234	\$86,127	\$118,952	\$138,831
	U	5	\$41,607			\$36,000		
Top Facilities Position								
	F	5	\$36,211			\$36,173		
	M	16	\$34,253		\$22,111	\$28,664	\$45,751	

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$250 thousand and \$500 thousand								
Top Finance Position								
	F	525	\$46,937	\$20,832	\$27,514	\$41,153	\$55,833	\$78,280
	M	407	\$65,417	\$20,643	\$33,022	\$56,505	\$83,804	\$125,679
	U	51	\$38,235	\$17,400	\$25,187	\$34,430	\$45,475	\$65,175
Top Human Resources Position								
	F	5	\$49,417			\$38,423		
Top Legal Position								
	F	9	\$98,521			\$109,740		
	M	9	\$90,246			\$77,876		
Top Marketing Position								
	F	16	\$43,571		\$35,081	\$41,133	\$56,039	
Top Operations Position								
	F	136	\$53,556	\$25,000	\$38,862	\$51,539	\$63,663	\$85,344
	M	111	\$60,201	\$26,740	\$39,875	\$51,581	\$70,711	\$93,817
	U	21	\$54,510	\$33,967	\$36,650	\$48,000	\$67,503	\$84,454
Top PR/Communications Position								
	F	13	\$37,134		\$22,350	\$31,960	\$41,683	
	M	7	\$57,269			\$35,897		
Top Program Position								
	F	147	\$50,336	\$26,544	\$33,679	\$45,760	\$62,507	\$78,141
	M	60	\$53,419	\$23,757	\$34,775	\$46,810	\$61,113	\$80,059
	U	13	\$49,248		\$36,000	\$44,219	\$56,302	
Top Technology Position								
	M	8	\$55,587			\$30,796		

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	8,606	\$82,901	\$43,553	\$58,576	\$75,604	\$98,448	\$128,969
	M	6,735	\$99,611	\$44,469	\$62,700	\$86,250	\$122,939	\$170,598
	U	743	\$81,835	\$36,518	\$55,729	\$74,814	\$99,715	\$132,249
Top Administrative Position								
	F	308	\$59,152	\$28,909	\$39,005	\$52,187	\$71,636	\$98,579
	M	245	\$70,541	\$29,393	\$42,514	\$65,075	\$87,308	\$119,273
	U	23	\$73,757	\$31,430	\$56,135	\$65,653	\$96,830	\$117,577
Top Business Position								
	F	58	\$62,793	\$29,029	\$41,877	\$51,052	\$72,750	\$116,200
	M	278	\$126,267	\$67,989	\$90,590	\$121,832	\$156,537	\$187,405
	U	14	\$92,697		\$47,446	\$99,044	\$136,762	
Top Development Position								
	F	46	\$81,204	\$38,119	\$47,593	\$62,708	\$124,737	\$139,607
	M	25	\$61,949	\$26,177	\$39,958	\$48,200	\$68,333	\$117,567
Top Education Position								
	F	26	\$64,731	\$33,431	\$44,240	\$48,827	\$76,006	\$130,667
	M	71	\$126,154	\$67,700	\$96,744	\$119,379	\$157,092	\$188,238
Top Facilities Position								
	F	6	\$47,854			\$48,521		
	M	27	\$46,936	\$18,841	\$25,955	\$40,226	\$63,444	\$72,540
Top Finance Position								
	F	656	\$60,803	\$25,730	\$36,542	\$52,513	\$74,490	\$103,855
	M	663	\$93,137	\$30,382	\$51,092	\$78,849	\$126,264	\$165,351
	U	75	\$77,387	\$19,320	\$40,997	\$64,970	\$96,941	\$133,405

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$500 thousand and \$1 million								
Top Human Resources Position								
	F	11	\$81,248		\$37,198	\$63,608	\$87,724	
Top Legal Position								
	F	18	\$112,863		\$78,225	\$99,875	\$130,332	
	M	18	\$143,871		\$102,159	\$157,667	\$172,040	
Top Marketing Position								
	F	16	\$72,439		\$44,268	\$52,897	\$110,596	
	M	7	\$107,108			\$104,846		
Top Operations Position								
	F	250	\$70,396	\$32,637	\$47,886	\$63,723	\$80,736	\$123,232
	M	161	\$74,330	\$35,293	\$50,877	\$68,328	\$91,191	\$128,994
	U	29	\$69,071	\$34,240	\$46,610	\$57,537	\$76,875	\$105,082
Top PR/Communications Position								
	F	19	\$65,868		\$35,528	\$57,558	\$77,273	
	M	11	\$112,635		\$102,263	\$119,087	\$133,277	
Top Program Position								
	F	136	\$68,249	\$31,071	\$43,492	\$58,757	\$83,408	\$110,126
	M	69	\$71,131	\$32,252	\$44,945	\$63,598	\$91,929	\$121,974
	U	12	\$68,702		\$43,398	\$68,299	\$93,302	
Top Technology Position								
	F	9	\$67,073			\$54,812		
	M	23	\$95,295	\$34,216	\$48,685	\$72,000	\$134,880	\$188,278

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$1 million and \$2.5 million								
CEO/Executive Director								
	F	9,528	\$109,589	\$57,818	\$75,000	\$97,811	\$129,705	\$173,652
	M	9,001	\$132,693	\$61,299	\$83,213	\$112,738	\$161,075	\$225,342
	U	797	\$116,160	\$55,580	\$75,000	\$101,249	\$138,705	\$196,422
Top Administrative Position								
	F	457	\$85,189	\$41,884	\$56,030	\$77,850	\$111,074	\$137,435
	M	494	\$107,226	\$46,338	\$69,610	\$101,249	\$133,752	\$170,468
	U	56	\$88,206	\$41,383	\$58,375	\$79,506	\$113,826	\$140,513
Top Business Position								
	F	157	\$84,881	\$40,160	\$53,621	\$70,129	\$107,074	\$152,300
	M	443	\$152,503	\$72,864	\$108,079	\$150,000	\$190,100	\$233,207
	U	17	\$111,191		\$52,184	\$112,353	\$153,737	
Top Development Position								
	F	180	\$111,764	\$50,000	\$72,440	\$117,130	\$134,582	\$159,884
	M	89	\$130,252	\$61,534	\$99,900	\$127,703	\$148,857	\$185,763
	U	6	\$138,552			\$125,039		
Top Education Position								
	F	82	\$102,622	\$53,200	\$63,104	\$104,213	\$126,445	\$149,480
	M	112	\$146,158	\$69,633	\$104,247	\$146,577	\$171,018	\$224,451
	U	10	\$84,015		\$57,801	\$76,710	\$95,975	
Top Facilities Position								
	M	37	\$85,499	\$38,651	\$54,973	\$77,346	\$112,220	\$126,870

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$1 million and \$2.5 million								
Top Finance Position								
	F	1,344	\$80,091	\$36,728	\$52,713	\$71,095	\$98,808	\$131,730
	M	1,296	\$111,872	\$44,751	\$65,665	\$97,045	\$146,720	\$191,162
	U	114	\$83,107	\$35,911	\$53,752	\$71,895	\$114,231	\$139,412
Top Human Resources Position								
	F	43	\$102,866	\$39,752	\$61,106	\$109,606	\$135,714	\$159,202
	M	15	\$122,128		\$51,708	\$74,618	\$141,789	
Top Legal Position								
	F	51	\$146,604	\$93,237	\$121,103	\$138,504	\$171,745	\$215,000
	M	80	\$163,596	\$118,776	\$127,306	\$147,062	\$188,475	\$229,818
	U	8	\$139,271			\$137,303		
Top Marketing Position								
	F	47	\$108,730	\$44,314	\$62,985	\$111,863	\$135,763	\$157,957
	M	23	\$130,280	\$59,549	\$100,272	\$126,091	\$165,185	\$198,547
Top Operations Position								
	F	538	\$103,125	\$51,081	\$69,146	\$97,332	\$126,795	\$162,502
	M	466	\$110,686	\$46,305	\$68,664	\$97,161	\$139,100	\$184,817
	U	50	\$111,253	\$50,950	\$68,103	\$105,851	\$126,997	\$181,627
Top PR/Communications Position								
	F	68	\$126,523	\$76,786	\$114,269	\$122,980	\$146,129	\$168,817
	M	40	\$128,426	\$54,178	\$95,481	\$127,347	\$154,486	\$208,389
	U	7	\$123,147			\$111,080		

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$1 million and \$2.5 million								
Top Program Position								
	F	186	\$98,616	\$45,451	\$62,877	\$103,312	\$124,435	\$147,734
	M	103	\$107,586	\$45,412	\$69,535	\$107,925	\$131,053	\$168,092
	U	13	\$106,028		\$104,328	\$117,282	\$130,850	
Top Technology Position								
	F	18	\$102,151		\$81,016	\$112,365	\$127,193	
	M	75	\$138,027	\$62,735	\$112,356	\$130,071	\$158,618	\$193,401
	U	9	\$145,449			\$135,092		
Between \$2.5 million and \$5 million								
CEO/Executive Director								
	F	5,062	\$142,546	\$74,767	\$96,695	\$125,199	\$167,331	\$227,873
	M	5,874	\$175,859	\$82,578	\$109,334	\$147,981	\$207,603	\$294,571
	U	452	\$151,555	\$74,222	\$97,497	\$129,494	\$183,996	\$250,346
Top Administrative Position								
	F	448	\$113,933	\$59,858	\$80,454	\$106,327	\$138,275	\$173,067
	M	600	\$142,357	\$76,938	\$101,573	\$131,638	\$172,880	\$219,793
	U	45	\$133,194	\$69,294	\$95,186	\$126,602	\$157,314	\$217,055
Top Business Position								
	F	198	\$112,514	\$54,433	\$73,285	\$112,684	\$139,535	\$172,454
	M	330	\$177,910	\$89,142	\$120,177	\$167,931	\$215,763	\$286,951
	U	28	\$130,628	\$55,572	\$91,988	\$119,514	\$147,413	\$223,961

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$2.5 million and \$5 million								
Top Development Position								
	F	352	\$133,510	\$89,442	\$111,705	\$127,490	\$149,150	\$181,036
	M	152	\$130,002	\$77,600	\$109,942	\$131,158	\$149,026	\$171,716
	U	20	\$136,445	\$88,774	\$102,760	\$132,520	\$170,726	\$197,183
Top Education Position								
	F	118	\$133,231	\$89,272	\$113,763	\$130,140	\$151,387	\$182,191
	M	116	\$165,157	\$98,098	\$126,255	\$156,309	\$199,751	\$248,677
	U	10	\$109,928		\$77,330	\$110,717	\$128,122	
Top Facilities Position								
	F	19	\$131,707		\$107,692	\$128,993	\$150,489	
	M	142	\$140,385	\$105,082	\$117,522	\$135,115	\$158,484	\$186,127
Top Finance Position								
	F	1,791	\$100,723	\$53,855	\$71,317	\$93,961	\$120,844	\$153,742
	M	1,508	\$128,125	\$56,767	\$80,287	\$110,686	\$154,215	\$218,030
	U	188	\$111,910	\$53,434	\$74,956	\$101,488	\$139,361	\$179,777
Top Human Resources Position								
	F	108	\$116,077	\$70,521	\$84,533	\$120,443	\$137,005	\$159,686
	M	33	\$137,915	\$84,433	\$92,500	\$120,146	\$157,645	\$197,008
	U	6	\$134,497			\$102,737		
Top Legal Position								
	F	81	\$175,814	\$113,868	\$133,582	\$160,637	\$211,357	\$256,875
	M	128	\$191,910	\$119,733	\$144,245	\$175,183	\$213,468	\$262,553
	U	11	\$158,408		\$127,152	\$149,997	\$186,094	

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$2.5 million and \$5 million								
Top Marketing Position								
	F	100	\$141,402	\$96,265	\$116,265	\$131,659	\$158,597	\$178,961
	M	59	\$155,425	\$101,951	\$116,208	\$140,209	\$182,005	\$211,993
	U	12	\$146,770		\$115,405	\$133,138	\$178,682	
Top Operations Position								
	F	727	\$126,194	\$67,715	\$90,153	\$116,946	\$156,130	\$195,597
	M	546	\$139,405	\$71,944	\$96,219	\$126,754	\$163,444	\$220,527
	U	59	\$117,201	\$61,040	\$89,134	\$110,803	\$135,546	\$182,557
Top PR/Communications Position								
	F	159	\$137,797	\$107,224	\$117,869	\$133,413	\$156,323	\$177,317
	M	91	\$153,668	\$105,000	\$116,173	\$139,568	\$181,967	\$225,115
	U	12	\$147,355		\$129,178	\$139,621	\$155,650	
Top Program Position								
	F	244	\$124,495	\$73,146	\$106,391	\$122,713	\$142,859	\$170,181
	M	132	\$136,093	\$84,507	\$111,682	\$135,217	\$156,785	\$185,469
	U	24	\$154,401	\$106,620	\$127,146	\$147,806	\$182,855	\$197,235
Top Technology Position								
	F	29	\$135,421	\$84,119	\$107,009	\$133,255	\$150,513	\$191,501
	M	177	\$158,559	\$106,831	\$119,836	\$144,284	\$165,660	\$230,609
	U	9	\$177,563			\$166,878		

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$5 million and \$10 million								
CEO/Executive Director								
	F	3,441	\$176,609	\$92,376	\$118,550	\$153,436	\$207,572	\$282,951
	M	4,846	\$219,941	\$101,149	\$132,986	\$183,645	\$257,198	\$361,924
	U	361	\$195,342	\$85,000	\$122,350	\$165,220	\$222,941	\$299,446
Top Administrative Position								
	F	480	\$139,892	\$86,743	\$106,661	\$131,803	\$164,253	\$202,784
	M	784	\$194,568	\$103,200	\$132,193	\$178,899	\$241,280	\$298,597
	U	55	\$141,611	\$78,273	\$105,588	\$131,985	\$160,938	\$224,934
Top Business Position								
	F	224	\$137,104	\$72,613	\$101,616	\$131,427	\$164,882	\$200,775
	M	280	\$181,426	\$90,844	\$129,770	\$169,673	\$217,750	\$277,916
	U	21	\$173,338	\$95,234	\$105,720	\$144,216	\$182,956	\$293,432
Top Development Position								
	F	440	\$139,645	\$95,024	\$115,805	\$132,227	\$161,497	\$194,743
	M	264	\$154,968	\$92,652	\$120,952	\$143,248	\$181,317	\$214,079
	U	43	\$135,157	\$101,265	\$111,779	\$130,065	\$142,261	\$196,035
Top Education Position								
	F	190	\$145,413	\$108,714	\$120,933	\$136,689	\$161,992	\$206,401
	M	126	\$155,191	\$105,583	\$122,183	\$146,687	\$182,837	\$214,084
	U	22	\$138,845	\$89,848	\$111,716	\$134,574	\$169,594	\$186,847
Top Facilities Position								
	F	10	\$133,754		\$109,577	\$120,375	\$152,224	
	M	329	\$182,320	\$118,994	\$139,609	\$174,420	\$214,177	\$257,756

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$5 million and \$10 million								
Top Finance Position								
	F	2,167	\$118,283	\$65,534	\$84,653	\$110,128	\$141,471	\$179,618
	M	1,897	\$142,146	\$73,318	\$98,079	\$125,590	\$165,639	\$223,406
	U	216	\$129,250	\$74,047	\$93,280	\$116,521	\$150,696	\$184,356
Top Human Resources Position								
	F	190	\$126,132	\$67,423	\$100,094	\$126,089	\$149,481	\$179,370
	M	55	\$143,893	\$94,930	\$113,661	\$139,408	\$154,943	\$223,015
	U	15	\$136,150		\$110,152	\$117,951	\$134,181	
Top Legal Position								
	F	93	\$192,753	\$120,521	\$137,501	\$171,020	\$205,066	\$268,524
	M	144	\$203,370	\$123,266	\$142,710	\$173,310	\$225,443	\$310,230
	U	14	\$214,617		\$132,093	\$205,720	\$260,521	
Top Marketing Position								
	F	164	\$147,896	\$106,886	\$120,452	\$141,051	\$161,223	\$205,363
	M	88	\$158,681	\$118,318	\$126,896	\$145,589	\$171,876	\$203,593
	U	14	\$142,150		\$115,545	\$129,097	\$148,775	
Top Operations Position								
	F	831	\$146,832	\$84,934	\$106,123	\$131,781	\$169,702	\$225,855
	M	709	\$167,686	\$88,754	\$114,130	\$146,635	\$197,290	\$264,145
	U	76	\$156,067	\$85,866	\$110,879	\$131,982	\$172,202	\$256,054
Top PR/Communications Position								
	F	235	\$157,490	\$113,070	\$128,414	\$147,568	\$172,562	\$218,593
	M	154	\$167,137	\$119,547	\$129,870	\$155,848	\$186,924	\$227,836
	U	19	\$146,322		\$110,507	\$149,265	\$189,525	

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$5 million and \$10 million								
Top Program Position								
	F	291	\$136,748	\$95,161	\$114,449	\$129,924	\$155,308	\$188,203
	M	164	\$145,235	\$100,345	\$117,185	\$135,553	\$167,230	\$195,645
	U	27	\$139,972	\$94,000	\$108,880	\$130,389	\$157,940	\$192,305
Top Technology Position								
	F	70	\$157,101	\$106,856	\$117,615	\$144,745	\$175,017	\$222,337
	M	305	\$163,314	\$113,611	\$126,403	\$145,773	\$178,909	\$217,757
	U	29	\$186,926	\$109,151	\$119,422	\$156,590	\$179,873	\$234,008
Between \$10 million and \$25 million								
CEO/Executive Director								
	F	2,648	\$224,063	\$113,716	\$144,714	\$190,826	\$265,975	\$364,956
	M	4,568	\$286,192	\$127,825	\$170,849	\$234,362	\$333,591	\$479,202
	U	282	\$249,450	\$107,507	\$147,926	\$203,866	\$294,031	\$395,947
Top Administrative Position								
	F	606	\$161,135	\$104,217	\$122,104	\$145,461	\$179,407	\$234,121
	M	682	\$219,003	\$117,748	\$142,131	\$186,251	\$271,745	\$366,587
	U	59	\$178,835	\$107,775	\$121,044	\$154,915	\$197,288	\$258,232
Top Business Position								
	F	297	\$164,251	\$100,900	\$123,422	\$147,294	\$192,400	\$231,395
	M	350	\$189,805	\$113,344	\$131,679	\$171,446	\$226,963	\$286,508
	U	24	\$198,688	\$122,970	\$134,855	\$199,712	\$247,937	\$320,876

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$10 million and \$25 million								
Top Development Position								
	F	773	\$155,410	\$110,514	\$123,990	\$147,803	\$174,179	\$210,576
	M	411	\$164,948	\$107,740	\$128,568	\$156,203	\$187,205	\$240,349
	U	51	\$158,919	\$109,126	\$119,750	\$154,731	\$208,004	\$233,750
Top Education Position								
	F	311	\$152,767	\$109,716	\$124,081	\$142,972	\$168,845	\$206,244
	M	216	\$170,792	\$109,291	\$132,181	\$160,914	\$202,016	\$242,695
	U	30	\$152,529	\$112,029	\$122,002	\$143,569	\$178,954	\$210,580
Top Facilities Position								
	F	27	\$159,785	\$114,428	\$127,251	\$147,652	\$181,398	\$224,559
	M	251	\$183,862	\$113,387	\$129,645	\$159,187	\$224,638	\$287,962
	U	8	\$164,670			\$129,202		
Top Finance Position								
	F	2,348	\$147,222	\$83,130	\$106,187	\$135,301	\$173,127	\$218,419
	M	2,468	\$167,478	\$91,780	\$116,975	\$149,201	\$196,134	\$258,523
	U	240	\$153,804	\$79,881	\$109,809	\$141,742	\$186,844	\$236,653
Top Human Resources Position								
	F	505	\$143,085	\$96,282	\$115,235	\$136,364	\$164,090	\$195,488
	M	145	\$154,253	\$101,155	\$117,122	\$135,241	\$172,293	\$219,576
	U	28	\$139,224	\$107,510	\$120,108	\$127,906	\$158,235	\$192,613
Top Legal Position								
	F	131	\$217,259	\$127,040	\$156,502	\$193,620	\$249,537	\$322,701
	M	182	\$234,676	\$130,054	\$157,318	\$208,058	\$288,201	\$385,387
	U	16	\$224,838		\$176,339	\$209,502	\$252,757	

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$10 million and \$25 million								
Top Marketing Position								
	F	355	\$160,229	\$112,069	\$125,643	\$150,355	\$181,211	\$218,872
	M	180	\$172,704	\$114,367	\$127,255	\$157,544	\$194,379	\$251,475
	U	21	\$161,911	\$116,781	\$120,750	\$149,938	\$184,191	\$245,182
Top Operations Position								
	F	1,072	\$169,503	\$102,998	\$122,918	\$152,960	\$195,103	\$248,775
	M	1,157	\$190,881	\$109,316	\$129,751	\$162,490	\$221,921	\$305,692
	U	118	\$172,241	\$104,452	\$122,631	\$157,301	\$214,232	\$253,783
Top PR/Communications Position								
	F	327	\$175,325	\$116,044	\$133,972	\$158,315	\$199,875	\$243,657
	M	228	\$189,040	\$121,732	\$137,962	\$167,105	\$222,233	\$281,216
	U	24	\$155,423	\$114,860	\$121,966	\$136,310	\$184,428	\$239,897
Top Program Position								
	F	388	\$149,756	\$110,108	\$121,276	\$138,580	\$170,296	\$206,185
	M	243	\$165,812	\$110,599	\$128,701	\$152,000	\$192,932	\$237,934
	U	35	\$140,137	\$94,748	\$112,627	\$137,750	\$157,148	\$186,977
Top Technology Position								
	F	146	\$163,139	\$112,352	\$127,594	\$147,588	\$177,990	\$240,960
	M	612	\$165,905	\$112,029	\$127,707	\$152,956	\$190,791	\$234,639
	U	46	\$169,197	\$117,069	\$127,738	\$166,242	\$185,098	\$232,066

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$25 million and \$50 million								
CEO/Executive Director								
	F	1,010	\$320,472	\$145,135	\$186,742	\$258,179	\$369,437	\$521,404
	M	2,090	\$395,160	\$163,301	\$224,928	\$311,784	\$448,189	\$671,655
	U	120	\$401,246	\$145,882	\$201,785	\$277,752	\$435,658	\$737,294
Top Administrative Position								
	F	311	\$184,055	\$112,693	\$133,336	\$165,939	\$205,163	\$279,826
	M	395	\$225,280	\$119,821	\$148,095	\$192,880	\$267,720	\$340,492
	U	35	\$183,757	\$114,102	\$140,251	\$172,242	\$220,238	\$283,858
Top Business Position								
	F	181	\$189,158	\$115,727	\$136,430	\$164,478	\$226,971	\$271,638
	M	201	\$215,246	\$135,266	\$156,667	\$186,787	\$242,343	\$303,569
	U	15	\$175,109		\$154,556	\$165,266	\$188,891	
Top Development Position								
	F	427	\$187,521	\$121,860	\$143,831	\$172,000	\$217,702	\$261,602
	M	315	\$195,439	\$122,039	\$143,808	\$178,817	\$233,689	\$286,981
	U	40	\$172,093	\$108,103	\$134,431	\$156,388	\$201,061	\$227,706
Top Education Position								
	F	216	\$168,023	\$114,485	\$133,162	\$153,514	\$189,100	\$236,358
	M	175	\$183,708	\$119,363	\$138,143	\$164,319	\$203,678	\$267,909
	U	20	\$165,815	\$100,559	\$118,351	\$167,132	\$192,498	\$232,130
Top Facilities Position								
	F	27	\$163,605	\$117,827	\$130,990	\$156,942	\$173,585	\$222,085
	M	145	\$176,524	\$119,154	\$131,903	\$153,128	\$183,106	\$254,730
	U	13	\$162,089		\$131,272	\$158,772	\$198,814	

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$25 million and \$50 million								
Top Finance Position								
	F	1,032	\$188,266	\$106,842	\$133,944	\$170,056	\$221,419	\$277,081
	M	1,424	\$210,141	\$114,238	\$146,319	\$187,922	\$247,242	\$331,231
	U	100	\$200,773	\$104,617	\$128,742	\$173,981	\$229,901	\$314,370
Top Human Resources Position								
	F	484	\$163,860	\$111,378	\$127,435	\$150,685	\$187,533	\$226,162
	M	127	\$194,500	\$122,317	\$137,121	\$160,069	\$192,123	\$256,465
	U	33	\$158,458	\$116,871	\$133,054	\$151,733	\$175,610	\$215,563
Top Legal Position								
	F	137	\$246,873	\$133,976	\$165,685	\$218,974	\$269,840	\$356,949
	M	119	\$290,150	\$128,596	\$187,595	\$235,379	\$356,556	\$522,525
	U	12	\$353,017		\$230,640	\$282,431	\$409,795	
Top Marketing Position								
	F	242	\$180,992	\$122,018	\$137,927	\$162,915	\$204,348	\$244,929
	M	144	\$195,118	\$122,848	\$134,995	\$179,315	\$222,511	\$291,930
	U	17	\$178,941		\$134,966	\$176,140	\$198,949	
Top Operations Position								
	F	567	\$206,407	\$117,388	\$141,258	\$181,505	\$238,673	\$320,281
	M	750	\$225,431	\$130,740	\$156,125	\$194,116	\$262,463	\$353,806
	U	51	\$211,387	\$139,143	\$156,002	\$176,660	\$219,526	\$266,998
Top PR/Communications Position								
	F	202	\$194,337	\$119,503	\$140,035	\$182,666	\$222,858	\$280,737
	M	128	\$211,150	\$126,313	\$153,781	\$193,527	\$242,933	\$313,666
	U	11	\$205,275		\$174,924	\$193,886	\$231,232	

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$25 million and \$50 million								
Top Program Position								
	F	195	\$171,822	\$115,177	\$130,883	\$160,427	\$196,895	\$229,075
	M	135	\$196,641	\$116,503	\$138,937	\$173,521	\$222,041	\$273,751
	U	18	\$181,536		\$137,179	\$159,419	\$225,118	
Top Technology Position								
	F	111	\$186,478	\$117,167	\$140,415	\$169,942	\$199,707	\$273,858
	M	575	\$188,006	\$121,085	\$137,883	\$166,984	\$213,642	\$276,880
	U	40	\$180,190	\$131,826	\$146,420	\$167,130	\$196,001	\$257,669
Greater than \$50 million								
CEO/Executive Director								
	F	910	\$614,017	\$183,433	\$272,095	\$420,174	\$643,503	\$1,143,487
	M	2,796	\$796,893	\$243,803	\$348,647	\$527,621	\$855,462	\$1,463,699
	U	161	\$731,199	\$223,302	\$326,715	\$533,691	\$819,444	\$1,280,048
Top Administrative Position								
	F	430	\$286,979	\$133,697	\$168,875	\$222,397	\$309,713	\$462,096
	M	635	\$328,966	\$148,224	\$192,440	\$263,293	\$374,816	\$534,496
	U	52	\$295,471	\$137,248	\$188,124	\$247,528	\$377,024	\$504,404
Top Business Position								
	F	214	\$269,055	\$135,768	\$160,522	\$215,462	\$340,761	\$482,564
	M	380	\$334,645	\$150,309	\$192,254	\$258,198	\$367,720	\$540,200
	U	37	\$297,819	\$154,302	\$169,232	\$205,604	\$338,765	\$599,967

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than \$50 million								
Top Development Position								
	F	472	\$286,950	\$143,038	\$179,168	\$232,661	\$322,198	\$430,398
	M	533	\$284,908	\$152,419	\$190,107	\$242,782	\$326,823	\$445,124
	U	36	\$291,003	\$163,018	\$182,228	\$243,947	\$356,586	\$535,589
Top Education Position								
	F	307	\$266,679	\$152,825	\$181,558	\$228,072	\$304,675	\$389,442
	M	448	\$386,391	\$157,968	\$201,652	\$268,878	\$401,298	\$676,358
	U	54	\$301,178	\$156,032	\$186,984	\$265,848	\$368,725	\$460,380
Top Facilities Position								
	F	25	\$294,528	\$157,239	\$212,218	\$248,904	\$336,027	\$511,295
	M	275	\$267,333	\$145,382	\$173,162	\$224,402	\$302,949	\$402,252
	U	12	\$280,000		\$167,329	\$240,634	\$330,925	
Top Finance Position								
	F	1,073	\$308,919	\$137,748	\$179,899	\$243,524	\$348,334	\$533,718
	M	2,150	\$391,326	\$158,617	\$209,970	\$292,130	\$433,729	\$703,601
	U	175	\$356,011	\$139,479	\$193,274	\$275,796	\$392,906	\$608,263
Top Human Resources Position								
	F	758	\$285,892	\$141,865	\$176,652	\$227,163	\$332,090	\$480,890
	M	386	\$360,315	\$151,764	\$201,616	\$259,446	\$401,801	\$646,800
	U	60	\$302,528	\$152,532	\$181,821	\$250,064	\$326,388	\$530,326
Top Legal Position								
	F	391	\$409,112	\$177,025	\$227,545	\$314,345	\$485,925	\$750,257
	M	462	\$445,924	\$181,244	\$240,512	\$344,078	\$536,363	\$745,707
	U	49	\$424,730	\$193,822	\$256,070	\$321,428	\$447,959	\$747,985

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than \$50 million								
Top Marketing Position								
	F	316	\$282,122	\$140,197	\$173,240	\$235,176	\$325,631	\$464,443
	M	230	\$290,217	\$143,395	\$176,722	\$237,245	\$342,047	\$491,498
	U	21	\$227,629	\$148,772	\$175,251	\$219,799	\$270,190	\$303,751
Top Operations Position								
	F	704	\$369,899	\$155,850	\$203,516	\$287,222	\$418,008	\$630,060
	M	1,273	\$431,874	\$167,921	\$212,164	\$302,800	\$462,437	\$766,085
	U	117	\$394,688	\$170,470	\$202,991	\$280,395	\$414,434	\$668,542
Top PR/Communications Position								
	F	305	\$278,148	\$140,486	\$184,304	\$234,433	\$326,860	\$449,418
	M	255	\$299,871	\$147,256	\$195,732	\$241,926	\$353,789	\$481,149
	U	26	\$241,335	\$145,347	\$173,229	\$208,644	\$272,541	\$396,267
Top Program Position								
	F	202	\$239,801	\$133,715	\$164,995	\$222,431	\$283,014	\$368,807
	M	220	\$293,505	\$148,901	\$185,028	\$235,727	\$318,696	\$445,669
	U	20	\$259,656	\$182,013	\$191,674	\$226,615	\$292,229	\$396,290
Top Technology Position								
	F	232	\$331,923	\$151,476	\$188,229	\$249,815	\$384,234	\$569,284
	M	1,110	\$317,384	\$148,644	\$182,643	\$245,904	\$362,522	\$532,640
	U	78	\$323,649	\$155,411	\$180,698	\$244,412	\$330,504	\$549,546

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	577	\$44,091	\$19,858	\$27,000	\$40,000	\$54,700	\$73,850
Top Administrative Position	7	\$28,395			\$28,587		
Top Finance Position	49	\$37,565	\$17,243	\$20,396	\$30,174	\$45,370	\$76,428
Top Operations Position	19	\$32,196		\$23,493	\$35,000	\$38,348	
Top Program Position	13	\$34,313		\$30,375	\$32,083	\$36,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	307	\$65,613	\$32,635	\$46,650	\$61,635	\$78,750	\$99,743
Top Administrative Position	6	\$47,307			\$38,047		
Top Finance Position	30	\$53,952	\$24,984	\$39,266	\$50,250	\$67,480	\$78,955
Top Operations Position	11	\$52,059		\$35,396	\$50,775	\$62,382	
Between \$1 million and \$5 million							
CEO/Executive Director	482	\$98,094	\$51,333	\$70,002	\$90,212	\$118,773	\$152,559
Top Administrative Position	12	\$66,787		\$37,721	\$53,905	\$83,272	
Top Development Position	9	\$97,771			\$109,709		
Top Finance Position	50	\$75,372	\$26,974	\$48,360	\$68,784	\$101,680	\$123,203
Top Operations Position	17	\$105,570		\$81,846	\$111,955	\$134,337	
Greater than \$5 million							
CEO/Executive Director	202	\$270,332	\$127,721	\$158,829	\$226,532	\$319,305	\$468,730
Top Administrative Position	21	\$162,419	\$118,788	\$129,761	\$145,346	\$177,204	\$210,697
Top Business Position	13	\$152,873		\$118,468	\$145,122	\$164,099	
Top Development Position	74	\$165,448	\$110,862	\$123,513	\$146,837	\$184,258	\$244,322
Top Education Position	16	\$159,841		\$130,101	\$146,166	\$181,117	
Top Facilities Position	10	\$182,498		\$141,902	\$171,387	\$216,052	
Top Finance Position	131	\$154,833	\$89,434	\$109,051	\$143,738	\$187,557	\$227,162
Top Human Resources Position	33	\$171,195	\$117,700	\$128,539	\$158,166	\$190,148	\$246,335
Top Legal Position	10	\$221,048		\$132,963	\$199,077	\$245,015	

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related							
Greater than \$5 million							
Top Marketing Position	39	\$176,503	\$112,296	\$129,748	\$162,137	\$220,537	\$251,616
Top Operations Position	94	\$190,714	\$107,735	\$131,269	\$165,965	\$221,142	\$329,374
Top PR/Communications Position	32	\$221,950	\$113,474	\$138,916	\$173,826	\$205,127	\$249,856
Top Program Position	19	\$171,037		\$136,703	\$164,758	\$192,036	
Top Technology Position	15	\$181,188		\$142,876	\$183,370	\$199,476	
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	3,874	\$48,821	\$22,214	\$30,961	\$45,000	\$60,643	\$79,455
Top Administrative Position	108	\$41,455	\$20,975	\$26,895	\$36,877	\$47,908	\$70,636
Top Business Position	20	\$36,144	\$19,109	\$23,455	\$39,250	\$43,500	\$47,372
Top Development Position	18	\$47,892		\$36,275	\$41,492	\$50,028	
Top Education Position	23	\$34,506	\$22,019	\$24,989	\$33,002	\$40,129	\$46,375
Top Finance Position	144	\$40,007	\$18,888	\$24,000	\$35,188	\$50,246	\$63,607
Top Marketing Position	5	\$38,903			\$40,583		
Top Operations Position	55	\$43,555	\$21,075	\$26,796	\$40,000	\$51,900	\$71,175
Top Program Position	45	\$39,313	\$20,120	\$27,140	\$33,335	\$46,120	\$64,300
Between \$500 thousand and \$1 million							
CEO/Executive Director	1,627	\$77,279	\$42,016	\$56,010	\$73,000	\$90,951	\$116,386
Top Administrative Position	34	\$61,762	\$30,252	\$42,263	\$57,098	\$77,054	\$95,066
Top Business Position	7	\$52,954			\$37,861		
Top Development Position	11	\$66,935		\$38,500	\$48,872	\$89,455	
Top Finance Position	60	\$64,254	\$23,279	\$38,085	\$58,983	\$81,936	\$122,273
Top Operations Position	34	\$69,954	\$38,327	\$52,292	\$63,377	\$86,759	\$105,037
Top Program Position	15	\$71,468		\$44,771	\$65,998	\$76,997	

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
Top Technology Position	6	\$65,564			\$36,130		
Between \$1 million and \$5 million							
CEO/Executive Director	2,311	\$124,610	\$62,031	\$83,840	\$110,436	\$150,800	\$195,784
Top Administrative Position	109	\$101,253	\$50,059	\$69,734	\$97,260	\$124,242	\$154,804
Top Business Position	35	\$92,248	\$36,324	\$55,043	\$93,473	\$116,632	\$162,283
Top Development Position	98	\$125,883	\$92,764	\$110,811	\$121,578	\$139,937	\$164,929
Top Education Position	19	\$97,549		\$59,764	\$115,543	\$126,710	
Top Facilities Position	5	\$109,213			\$110,156		
Top Finance Position	323	\$94,188	\$47,971	\$67,067	\$88,400	\$115,858	\$141,093
Top Human Resources Position	9	\$89,390			\$88,260		
Top Legal Position	5	\$204,209			\$181,303		
Top Marketing Position	15	\$99,381		\$77,165	\$108,575	\$121,375	
Top Operations Position	127	\$113,187	\$63,698	\$79,495	\$107,787	\$129,172	\$161,834
Top PR/Communications Position	14	\$137,875		\$119,643	\$130,838	\$163,937	
Top Program Position	24	\$114,385	\$61,008	\$101,201	\$124,425	\$135,419	\$144,082
Top Technology Position	12	\$130,004		\$110,825	\$138,355	\$142,832	
Greater than \$5 million							
CEO/Executive Director	918	\$321,416	\$138,045	\$183,231	\$259,244	\$375,951	\$578,086
Top Administrative Position	170	\$197,754	\$108,503	\$128,443	\$166,446	\$213,184	\$281,141
Top Business Position	96	\$195,338	\$116,587	\$134,552	\$175,558	\$233,644	\$279,885
Top Development Position	405	\$189,337	\$117,281	\$134,859	\$168,254	\$218,391	\$292,880
Top Education Position	104	\$177,823	\$110,024	\$126,047	\$151,609	\$193,974	\$271,617
Top Facilities Position	42	\$191,025	\$112,107	\$132,235	\$181,889	\$227,475	\$262,402
Top Finance Position	618	\$177,345	\$93,229	\$115,581	\$153,017	\$208,317	\$289,496
Top Human Resources Position	83	\$171,108	\$115,359	\$129,748	\$158,870	\$201,164	\$244,401
Top Legal Position	53	\$286,498	\$153,474	\$195,680	\$242,649	\$350,654	\$475,499

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities							
Greater than \$5 million							
Top Marketing Position	177	\$171,696	\$113,685	\$127,473	\$154,101	\$196,297	\$250,125
Top Operations Position	292	\$214,352	\$115,023	\$137,695	\$179,094	\$247,072	\$348,077
Top PR/Communications Position	126	\$174,587	\$115,731	\$129,916	\$158,166	\$200,117	\$243,177
Top Program Position	100	\$189,147	\$120,472	\$135,359	\$167,796	\$211,565	\$275,369
Top Technology Position	130	\$175,206	\$112,648	\$126,613	\$157,269	\$193,747	\$260,939
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	486	\$60,755	\$29,105	\$40,357	\$56,567	\$74,556	\$99,273
Top Education Position	5	\$54,231			\$47,016		
Top Finance Position	13	\$40,119		\$26,392	\$37,940	\$50,756	
Top Legal Position	8	\$66,361			\$51,980		
Top Operations Position	8	\$47,298			\$41,000		
Top Program Position	8	\$39,427			\$30,516		
Between \$500 thousand and \$1 million							
CEO/Executive Director	277	\$92,988	\$55,103	\$70,055	\$86,268	\$107,778	\$138,534
Top Finance Position	9	\$60,512			\$63,372		
Top Legal Position	5	\$110,456			\$99,661		
Top Operations Position	6	\$49,987			\$35,712		
Top Program Position	5	\$52,774			\$50,320		
Between \$1 million and \$5 million							
CEO/Executive Director	425	\$138,879	\$74,575	\$96,800	\$128,348	\$168,301	\$212,089
Top Administrative Position	13	\$112,383		\$76,124	\$99,861	\$132,304	
Top Development Position	26	\$120,698	\$76,116	\$105,239	\$128,909	\$140,360	\$150,861
Top Education Position	6	\$142,368			\$141,976		

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
Top Finance Position	70	\$108,729	\$51,772	\$78,600	\$106,353	\$131,200	\$156,545
Top Legal Position	62	\$159,615	\$115,991	\$132,734	\$149,499	\$177,217	\$219,907
Top Operations Position	44	\$125,451	\$67,616	\$95,835	\$117,457	\$149,350	\$185,590
Top PR/Communications Position	24	\$135,211	\$112,058	\$120,677	\$134,329	\$146,759	\$156,644
Top Program Position	15	\$127,237		\$111,685	\$121,477	\$153,537	
Greater than \$5 million							
CEO/Executive Director	149	\$252,714	\$121,581	\$162,495	\$231,398	\$302,789	\$406,343
Top Administrative Position	21	\$176,635	\$99,343	\$145,617	\$174,562	\$191,294	\$265,004
Top Business Position	15	\$181,482		\$137,413	\$158,997	\$187,914	
Top Development Position	47	\$181,956	\$112,178	\$132,150	\$173,077	\$218,168	\$268,258
Top Education Position	11	\$186,809		\$140,742	\$170,450	\$217,454	
Top Finance Position	102	\$165,511	\$92,041	\$116,926	\$150,896	\$187,343	\$240,115
Top Human Resources Position	17	\$176,753		\$120,318	\$174,562	\$195,617	
Top Legal Position	59	\$206,686	\$123,537	\$149,889	\$192,318	\$225,766	\$283,108
Top Marketing Position	15	\$178,210		\$132,587	\$151,812	\$213,211	
Top Operations Position	51	\$202,402	\$120,714	\$146,878	\$185,510	\$229,816	\$279,141
Top PR/Communications Position	40	\$175,481	\$124,757	\$136,615	\$162,882	\$200,416	\$223,745
Top Program Position	34	\$164,314	\$115,306	\$134,350	\$156,832	\$188,932	\$226,807
Top Technology Position	14	\$193,132		\$145,271	\$170,577	\$220,422	

Community Improvement, Capacity Building

\$500 thousand or less

CEO/Executive Director	1,449	\$60,854	\$26,819	\$40,000	\$56,716	\$77,188	\$97,088
Top Administrative Position	24	\$46,482	\$23,509	\$30,295	\$43,891	\$55,349	\$70,830
Top Finance Position	37	\$42,860	\$20,461	\$24,356	\$40,000	\$58,267	\$71,930

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building							
\$500 thousand or less							
Top Operations Position	27	\$49,094	\$28,098	\$33,323	\$43,125	\$64,402	\$79,100
Top Program Position	32	\$43,773	\$24,984	\$32,558	\$38,942	\$50,881	\$67,037
Between \$500 thousand and \$1 million							
CEO/Executive Director	663	\$96,727	\$49,264	\$67,637	\$86,753	\$118,856	\$157,297
Top Administrative Position	7	\$62,162			\$65,653		
Top Finance Position	35	\$61,876	\$19,888	\$40,683	\$58,587	\$80,258	\$111,188
Top Operations Position	15	\$74,791		\$47,268	\$59,165	\$102,480	
Top Program Position	6	\$63,816			\$61,176		
Between \$1 million and \$5 million							
CEO/Executive Director	1,070	\$144,442	\$68,942	\$89,731	\$124,985	\$177,928	\$237,681
Top Administrative Position	40	\$116,853	\$61,453	\$78,684	\$118,583	\$146,097	\$168,200
Top Business Position	20	\$138,037	\$97,587	\$123,832	\$140,898	\$152,897	\$187,770
Top Development Position	24	\$132,231	\$92,147	\$108,404	\$123,550	\$139,663	\$194,042
Top Education Position	10	\$168,104		\$129,066	\$153,997	\$184,422	
Top Finance Position	198	\$105,363	\$52,933	\$73,792	\$98,474	\$127,984	\$156,671
Top Human Resources Position	7	\$120,863			\$114,592		
Top Legal Position	12	\$153,962		\$129,082	\$150,951	\$177,785	
Top Marketing Position	8	\$142,362			\$152,452		
Top Operations Position	107	\$127,038	\$67,882	\$96,767	\$118,479	\$154,667	\$180,207
Top PR/Communications Position	12	\$117,562		\$99,817	\$117,285	\$130,079	
Top Program Position	33	\$139,210	\$112,770	\$121,200	\$132,397	\$150,861	\$172,136
Greater than \$5 million							
CEO/Executive Director	455	\$263,363	\$96,036	\$124,228	\$200,038	\$318,487	\$460,905
Top Administrative Position	43	\$204,499	\$112,548	\$127,580	\$162,389	\$204,479	\$316,765
Top Business Position	58	\$179,031	\$114,518	\$131,602	\$163,494	\$209,474	\$263,940
Top Development Position	43	\$187,667	\$121,762	\$138,775	\$165,765	\$206,012	\$255,528

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building							
Greater than \$5 million							
Top Education Position	21	\$184,787	\$116,560	\$142,156	\$169,464	\$210,066	\$295,573
Top Facilities Position	10	\$140,573		\$125,123	\$131,292	\$159,984	
Top Finance Position	289	\$176,831	\$72,989	\$102,957	\$143,807	\$204,886	\$291,020
Top Human Resources Position	37	\$168,854	\$107,246	\$124,461	\$160,275	\$191,289	\$250,643
Top Legal Position	34	\$290,731	\$149,811	\$176,343	\$223,197	\$308,352	\$499,662
Top Marketing Position	35	\$196,742	\$120,170	\$142,126	\$165,329	\$214,500	\$296,190
Top Operations Position	135	\$213,217	\$108,220	\$143,835	\$179,222	\$245,073	\$346,804
Top PR/Communications Position	30	\$157,482	\$116,362	\$121,523	\$157,226	\$175,378	\$208,820
Top Program Position	49	\$161,528	\$103,065	\$128,567	\$155,617	\$181,941	\$217,637
Top Technology Position	54	\$191,453	\$120,377	\$139,229	\$172,027	\$210,961	\$255,394
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	707	\$56,954	\$24,886	\$38,530	\$52,622	\$69,978	\$91,665
Top Administrative Position	8	\$51,585			\$39,000		
Top Finance Position	17	\$51,468		\$25,397	\$44,102	\$53,673	
Top Legal Position	17	\$77,764		\$47,799	\$69,167	\$111,047	
Top Operations Position	5	\$57,293			\$60,300		
Top Program Position	19	\$40,834		\$28,424	\$37,584	\$49,228	
Between \$500 thousand and \$1 million							
CEO/Executive Director	282	\$87,992	\$50,562	\$64,289	\$80,008	\$100,585	\$129,924
Top Finance Position	18	\$59,619		\$45,695	\$59,357	\$69,922	
Top Legal Position	8	\$109,261			\$110,406		
Between \$1 million and \$5 million							
CEO/Executive Director	462	\$125,545	\$69,604	\$88,152	\$113,279	\$153,665	\$189,421

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related							
Between \$1 million and \$5 million							
Top Administrative Position	22	\$109,829	\$57,528	\$79,609	\$121,823	\$137,309	\$150,639
Top Business Position	6	\$104,125			\$115,167		
Top Development Position	7	\$114,771			\$123,726		
Top Education Position	5	\$134,327			\$126,519		
Top Finance Position	80	\$96,816	\$50,670	\$61,589	\$90,389	\$122,689	\$145,140
Top Legal Position	49	\$152,507	\$112,328	\$126,213	\$151,366	\$173,650	\$187,152
Top Operations Position	30	\$114,387	\$64,511	\$85,460	\$115,561	\$139,013	\$153,813
Top Program Position	14	\$110,786		\$94,282	\$122,763	\$130,641	
Top Technology Position	7	\$113,174			\$109,933		
Greater than \$5 million							
CEO/Executive Director	176	\$198,638	\$114,716	\$142,682	\$171,746	\$226,583	\$280,390
Top Administrative Position	25	\$148,797	\$106,607	\$117,421	\$139,039	\$155,130	\$198,742
Top Development Position	18	\$152,753		\$136,357	\$146,463	\$175,189	
Top Education Position	5	\$141,174			\$132,284		
Top Finance Position	103	\$133,740	\$82,286	\$98,544	\$121,984	\$163,834	\$193,108
Top Human Resources Position	9	\$119,901			\$131,106		
Top Legal Position	82	\$165,174	\$117,340	\$131,774	\$157,464	\$186,477	\$223,365
Top Operations Position	38	\$147,990	\$91,549	\$115,662	\$134,638	\$181,229	\$206,438
Top PR/Communications Position	11	\$159,567		\$139,568	\$159,801	\$169,227	
Top Program Position	20	\$141,816	\$106,036	\$125,935	\$138,817	\$161,874	\$173,554
Top Technology Position	7	\$142,702			\$146,391		

Diseases, Disorders, Medical Disciplines

\$500 thousand or less

CEO/Executive Director	673	\$58,948	\$24,000	\$36,000	\$55,970	\$74,115	\$95,532
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501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
Top Administrative Position	14	\$34,483		\$25,546	\$31,500	\$38,500	
Top Finance Position	26	\$54,182	\$20,574	\$34,824	\$47,095	\$64,275	\$80,465
Top Operations Position	8	\$42,757			\$39,439		
Top Program Position	10	\$42,813		\$29,354	\$39,191	\$48,122	
Between \$500 thousand and \$1 million							
CEO/Executive Director	280	\$95,936	\$50,489	\$66,242	\$87,856	\$116,608	\$140,298
Top Administrative Position	5	\$70,487			\$62,187		
Top Finance Position	19	\$98,567		\$45,852	\$71,043	\$123,310	
Top Operations Position	5	\$79,329			\$61,054		
Top Program Position	5	\$105,007			\$91,929		
Between \$1 million and \$5 million							
CEO/Executive Director	530	\$143,737	\$67,498	\$90,246	\$121,018	\$171,926	\$239,611
Top Administrative Position	12	\$128,014		\$101,560	\$127,919	\$161,798	
Top Business Position	9	\$142,936			\$147,169		
Top Development Position	34	\$144,128	\$104,623	\$116,924	\$136,852	\$159,846	\$192,200
Top Education Position	10	\$123,743		\$105,163	\$133,915	\$149,532	
Top Finance Position	81	\$116,427	\$53,701	\$66,150	\$86,267	\$115,417	\$191,969
Top Marketing Position	6	\$117,300			\$124,792		
Top Operations Position	44	\$121,957	\$64,465	\$85,962	\$108,443	\$146,161	\$191,391
Top PR/Communications Position	8	\$149,123			\$131,520		
Top Program Position	20	\$113,856	\$61,606	\$105,312	\$120,142	\$130,319	\$143,171
Greater than \$5 million							
CEO/Executive Director	311	\$368,726	\$123,421	\$168,671	\$267,757	\$428,140	\$735,381
Top Administrative Position	32	\$227,056	\$132,210	\$158,872	\$180,832	\$225,918	\$306,839
Top Business Position	32	\$184,322	\$104,647	\$123,133	\$167,728	\$216,431	\$282,210
Top Development Position	73	\$196,591	\$116,441	\$138,180	\$189,852	\$238,842	\$300,747

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines							
Greater than \$5 million							
Top Education Position	32	\$216,036	\$128,310	\$139,443	\$162,012	\$237,414	\$303,063
Top Finance Position	191	\$225,568	\$93,367	\$127,812	\$171,936	\$269,095	\$390,736
Top Human Resources Position	37	\$196,343	\$129,057	\$150,496	\$187,044	\$241,594	\$268,223
Top Legal Position	21	\$332,817	\$187,046	\$212,040	\$277,282	\$418,535	\$478,912
Top Marketing Position	42	\$195,149	\$129,064	\$148,502	\$167,483	\$215,475	\$288,945
Top Operations Position	112	\$230,652	\$110,445	\$135,654	\$180,124	\$284,319	\$389,634
Top PR/Communications Position	50	\$187,648	\$125,298	\$141,930	\$161,158	\$219,373	\$292,948
Top Program Position	51	\$182,208	\$111,439	\$121,045	\$153,509	\$222,404	\$293,686
Top Technology Position	53	\$196,233	\$119,125	\$140,165	\$192,744	\$239,238	\$259,296
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	2,732	\$54,452	\$22,923	\$32,863	\$48,712	\$69,427	\$91,500
Top Administrative Position	118	\$38,601	\$18,790	\$23,885	\$34,084	\$47,644	\$60,329
Top Business Position	17	\$51,731		\$27,000	\$34,224	\$46,596	
Top Development Position	13	\$33,156		\$29,460	\$35,000	\$37,219	
Top Education Position	41	\$48,703	\$26,250	\$31,350	\$38,556	\$60,415	\$72,355
Top Finance Position	213	\$43,640	\$18,012	\$24,281	\$32,647	\$51,049	\$77,854
Top Operations Position	39	\$50,508	\$21,875	\$27,013	\$40,375	\$67,094	\$95,200
Top Program Position	79	\$41,221	\$19,606	\$25,630	\$36,250	\$48,390	\$66,028
Between \$500 thousand and \$1 million							
CEO/Executive Director	1,650	\$84,940	\$39,977	\$56,315	\$74,823	\$103,395	\$139,065
Top Administrative Position	104	\$57,413	\$30,843	\$39,438	\$52,166	\$67,758	\$91,373
Top Business Position	14	\$46,582		\$39,271	\$47,005	\$51,606	
Top Development Position	5	\$73,240			\$71,637		

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
Top Education Position	25	\$86,450	\$46,824	\$57,029	\$72,073	\$101,747	\$147,715
Top Finance Position	138	\$65,446	\$25,000	\$35,872	\$52,873	\$83,860	\$120,126
Top Operations Position	48	\$62,977	\$36,000	\$46,126	\$59,760	\$72,352	\$98,374
Top Program Position	43	\$74,834	\$27,758	\$46,104	\$65,173	\$96,926	\$129,795
Top Technology Position	7	\$89,444			\$72,000		
Between \$1 million and \$5 million							
CEO/Executive Director	4,224	\$125,201	\$60,000	\$81,354	\$110,955	\$151,702	\$205,189
Top Administrative Position	344	\$89,688	\$45,084	\$58,782	\$85,964	\$108,388	\$143,245
Top Business Position	177	\$82,431	\$37,210	\$53,621	\$73,753	\$102,534	\$127,965
Top Development Position	110	\$122,522	\$65,628	\$102,732	\$120,873	\$139,452	\$187,055
Top Education Position	145	\$126,137	\$59,681	\$81,798	\$113,809	\$147,548	\$187,265
Top Facilities Position	9	\$85,727			\$95,000		
Top Finance Position	657	\$87,450	\$37,781	\$53,636	\$81,779	\$110,362	\$138,683
Top Human Resources Position	30	\$121,489	\$57,098	\$106,967	\$127,566	\$138,158	\$164,908
Top Legal Position	12	\$151,892		\$133,207	\$142,949	\$170,284	
Top Marketing Position	17	\$123,809		\$105,000	\$126,665	\$144,826	
Top Operations Position	285	\$116,533	\$52,639	\$81,617	\$111,744	\$140,893	\$187,437
Top PR/Communications Position	34	\$137,487	\$87,904	\$110,791	\$127,288	\$159,040	\$193,102
Top Program Position	94	\$128,102	\$61,727	\$103,442	\$128,446	\$156,280	\$186,572
Top Technology Position	32	\$119,724	\$28,570	\$101,521	\$126,619	\$142,034	\$178,506
Greater than \$5 million							
CEO/Executive Director	4,520	\$314,070	\$114,010	\$153,854	\$228,219	\$367,467	\$555,164
Top Administrative Position	1,072	\$197,618	\$103,768	\$128,957	\$167,975	\$231,067	\$329,234
Top Business Position	509	\$178,778	\$84,506	\$119,512	\$155,721	\$210,710	\$278,208
Top Development Position	1,303	\$208,227	\$114,217	\$138,983	\$179,184	\$237,892	\$326,486
Top Education Position	1,371	\$232,943	\$116,866	\$139,365	\$177,327	\$248,856	\$369,982

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Facilities Position	203	\$192,825	\$115,600	\$137,798	\$164,372	\$223,349	\$299,678
Top Finance Position	2,659	\$199,029	\$86,611	\$119,696	\$166,510	\$234,466	\$337,911
Top Human Resources Position	379	\$190,952	\$110,137	\$129,765	\$158,188	\$219,004	\$304,846
Top Legal Position	268	\$312,875	\$155,116	\$200,444	\$258,220	\$370,629	\$550,730
Top Marketing Position	229	\$196,660	\$116,509	\$136,927	\$174,612	\$218,282	\$299,206
Top Operations Position	968	\$213,815	\$105,129	\$128,292	\$166,956	\$236,548	\$334,137
Top PR/Communications Position	330	\$197,752	\$116,130	\$137,669	\$179,927	\$230,613	\$307,073
Top Program Position	290	\$179,670	\$110,111	\$130,997	\$158,664	\$200,639	\$270,649
Top Technology Position	636	\$218,243	\$119,319	\$137,179	\$171,919	\$233,763	\$322,961
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	249	\$54,930	\$22,940	\$33,800	\$50,400	\$70,000	\$93,926
Top Administrative Position	8	\$73,440			\$78,271		
Top Education Position	23	\$93,628	\$52,925	\$76,532	\$85,640	\$109,782	\$144,778
Top Finance Position	14	\$39,373		\$19,500	\$34,632	\$50,587	
Top Operations Position	5	\$57,561			\$67,258		
Top Program Position	11	\$37,826		\$24,576	\$38,896	\$43,552	
Between \$500 thousand and \$1 million							
CEO/Executive Director	176	\$86,040	\$47,707	\$58,187	\$76,949	\$102,627	\$136,705
Top Administrative Position	5	\$108,315			\$73,904		
Top Education Position	29	\$142,192	\$108,539	\$121,297	\$137,498	\$163,810	\$188,257
Top Finance Position	19	\$68,150		\$50,015	\$55,411	\$85,085	
Top Operations Position	8	\$65,078			\$51,948		
Top Program Position	5	\$117,242			\$132,420		

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	506	\$114,361	\$65,412	\$82,440	\$102,702	\$133,993	\$172,988
Top Administrative Position	26	\$153,003	\$79,117	\$113,155	\$156,844	\$177,331	\$237,699
Top Business Position	13	\$80,259		\$54,846	\$62,193	\$107,214	
Top Development Position	7	\$112,217			\$117,317		
Top Education Position	65	\$176,295	\$104,114	\$139,782	\$163,113	\$217,023	\$248,857
Top Finance Position	126	\$94,102	\$52,781	\$71,568	\$90,461	\$111,597	\$134,909
Top Operations Position	43	\$92,778	\$49,616	\$68,072	\$93,353	\$122,211	\$137,164
Top Program Position	13	\$109,538		\$73,128	\$110,116	\$139,685	
Greater than \$5 million							
CEO/Executive Director	369	\$206,861	\$96,199	\$123,889	\$174,476	\$242,230	\$344,542
Top Administrative Position	43	\$179,510	\$109,849	\$130,405	\$152,088	\$212,790	\$276,064
Top Business Position	28	\$148,296	\$105,681	\$118,493	\$140,356	\$175,165	\$214,453
Top Development Position	23	\$158,914	\$90,320	\$133,265	\$146,985	\$179,785	\$221,114
Top Education Position	28	\$214,248	\$153,832	\$173,887	\$217,802	\$239,845	\$292,391
Top Facilities Position	11	\$168,498		\$143,958	\$163,340	\$192,989	
Top Finance Position	230	\$140,993	\$74,295	\$93,703	\$127,758	\$176,231	\$223,042
Top Human Resources Position	51	\$159,583	\$93,445	\$115,651	\$141,282	\$199,205	\$235,917
Top Legal Position	12	\$217,984		\$179,907	\$205,894	\$251,170	
Top Marketing Position	13	\$172,837		\$130,641	\$160,781	\$213,470	
Top Operations Position	107	\$192,567	\$111,668	\$127,262	\$168,032	\$218,748	\$273,455
Top PR/Communications Position	20	\$161,513	\$112,959	\$132,905	\$149,641	\$188,225	\$223,828
Top Program Position	39	\$160,554	\$107,100	\$133,441	\$157,970	\$182,312	\$219,791
Top Technology Position	43	\$174,683	\$122,023	\$135,894	\$153,655	\$199,908	\$243,130

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	1,035	\$58,777	\$26,729	\$39,293	\$56,983	\$73,000	\$91,008
Top Administrative Position	17	\$35,699		\$22,282	\$25,448	\$45,416	
Top Finance Position	37	\$48,991	\$22,281	\$25,332	\$43,125	\$51,750	\$80,659
Top Operations Position	13	\$61,348		\$33,963	\$57,111	\$74,410	
Top Program Position	24	\$40,024	\$19,253	\$26,852	\$34,932	\$50,413	\$66,966
Between \$500 thousand and \$1 million							
CEO/Executive Director	479	\$91,834	\$55,374	\$68,675	\$84,872	\$108,075	\$135,496
Top Development Position	5	\$87,037			\$70,724		
Top Finance Position	15	\$77,505		\$68,841	\$79,375	\$95,342	
Top Operations Position	15	\$87,868		\$53,302	\$76,513	\$116,851	
Top Program Position	5	\$85,800			\$93,924		
Between \$1 million and \$5 million							
CEO/Executive Director	789	\$131,156	\$70,809	\$92,418	\$119,862	\$158,566	\$199,413
Top Administrative Position	34	\$105,877	\$63,253	\$78,066	\$108,166	\$128,845	\$146,557
Top Business Position	11	\$120,862		\$71,858	\$131,347	\$141,660	
Top Development Position	46	\$131,706	\$104,002	\$118,128	\$129,486	\$149,094	\$177,770
Top Finance Position	130	\$105,319	\$62,960	\$75,127	\$100,000	\$135,726	\$157,624
Top Legal Position	12	\$135,356		\$116,272	\$122,169	\$138,055	
Top Operations Position	48	\$116,247	\$70,980	\$87,687	\$109,607	\$148,702	\$165,100
Top PR/Communications Position	17	\$128,884		\$115,190	\$126,155	\$139,844	
Top Program Position	37	\$134,027	\$107,247	\$116,597	\$124,101	\$138,694	\$153,177
Top Technology Position	9	\$150,732			\$151,732		
Greater than \$5 million							
CEO/Executive Director	238	\$272,254	\$120,580	\$160,521	\$230,286	\$328,821	\$457,192
Top Administrative Position	29	\$176,351	\$113,591	\$129,000	\$145,190	\$216,903	\$281,539
Top Business Position	18	\$185,338		\$152,640	\$160,810	\$198,420	

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification							
Greater than \$5 million							
Top Development Position	85	\$195,460	\$122,659	\$132,956	\$168,312	\$228,705	\$309,258
Top Education Position	9	\$148,722			\$145,741		
Top Facilities Position	6	\$166,150			\$165,364		
Top Finance Position	137	\$172,819	\$96,548	\$118,232	\$153,330	\$202,694	\$279,445
Top Human Resources Position	23	\$184,874	\$126,483	\$140,206	\$152,949	\$226,450	\$287,521
Top Legal Position	30	\$243,273	\$146,867	\$192,638	\$210,080	\$293,096	\$365,359
Top Marketing Position	23	\$190,849	\$131,734	\$137,801	\$170,135	\$212,812	\$288,772
Top Operations Position	80	\$181,685	\$111,927	\$127,583	\$162,588	\$211,317	\$247,090
Top PR/Communications Position	49	\$189,871	\$122,595	\$136,663	\$169,276	\$198,873	\$291,158
Top Program Position	53	\$185,676	\$121,314	\$132,375	\$157,677	\$203,952	\$305,520
Top Technology Position	20	\$164,196	\$121,917	\$132,061	\$153,911	\$180,567	\$219,579
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	441	\$47,643	\$20,856	\$29,514	\$44,521	\$59,804	\$77,250
Top Administrative Position	10	\$34,598		\$27,119	\$32,766	\$38,827	
Top Finance Position	13	\$43,636		\$22,675	\$33,447	\$70,000	
Top Operations Position	16	\$34,613		\$22,573	\$25,535	\$45,622	
Top Program Position	23	\$32,881	\$19,669	\$23,702	\$30,830	\$34,660	\$56,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	216	\$68,039	\$34,338	\$48,518	\$63,646	\$80,480	\$102,945
Top Finance Position	15	\$50,203		\$23,191	\$30,380	\$62,002	
Between \$1 million and \$5 million							
CEO/Executive Director	375	\$93,828	\$50,400	\$68,018	\$89,078	\$113,234	\$140,305
Top Administrative Position	9	\$100,910			\$75,012		

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
Top Finance Position	27	\$71,006	\$35,753	\$49,935	\$71,272	\$86,637	\$96,766
Top Operations Position	17	\$112,370		\$58,298	\$104,015	\$120,078	
Top Program Position	8	\$86,511			\$70,067		
Greater than \$5 million							
CEO/Executive Director	296	\$167,284	\$77,745	\$100,086	\$135,980	\$191,133	\$296,257
Top Administrative Position	15	\$183,745		\$113,753	\$159,687	\$183,646	
Top Business Position	11	\$176,416		\$141,548	\$163,612	\$179,277	
Top Development Position	56	\$156,719	\$97,111	\$121,744	\$149,152	\$183,699	\$231,741
Top Finance Position	126	\$132,718	\$56,101	\$87,330	\$120,098	\$157,479	\$193,697
Top Human Resources Position	15	\$168,940		\$132,904	\$142,649	\$193,271	
Top Legal Position	5	\$163,192			\$185,385		
Top Marketing Position	13	\$168,238		\$122,207	\$152,031	\$187,375	
Top Operations Position	74	\$154,703	\$100,197	\$119,120	\$144,820	\$170,563	\$229,889
Top PR/Communications Position	19	\$196,079		\$136,282	\$170,150	\$268,884	
Top Program Position	28	\$160,483	\$110,481	\$119,730	\$145,646	\$200,590	\$223,477
Top Technology Position	9	\$175,444			\$154,030		

Health—General and Rehabilitative

\$500 thousand or less

CEO/Executive Director	1,113	\$58,921	\$24,000	\$36,400	\$53,119	\$71,897	\$96,337
Top Administrative Position	22	\$43,863	\$20,788	\$30,979	\$39,092	\$47,896	\$74,850
Top Business Position	5	\$62,377			\$67,248		
Top Finance Position	64	\$52,164	\$20,245	\$25,993	\$44,115	\$64,814	\$86,117
Top Operations Position	17	\$57,783		\$37,107	\$49,762	\$67,517	
Top Program Position	22	\$47,620	\$27,659	\$35,378	\$47,372	\$59,915	\$63,119

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative							
Between \$500 thousand and \$1 million							
CEO/Executive Director	609	\$93,372	\$47,609	\$62,920	\$84,000	\$110,250	\$151,883
Top Administrative Position	17	\$75,688		\$49,854	\$72,000	\$93,000	
Top Development Position	7	\$97,966			\$102,299		
Top Finance Position	48	\$68,147	\$26,719	\$36,383	\$50,899	\$67,672	\$159,994
Top Operations Position	32	\$74,632	\$36,608	\$50,523	\$68,761	\$88,538	\$116,903
Top Program Position	10	\$77,852		\$54,240	\$80,954	\$97,078	
Between \$1 million and \$5 million							
CEO/Executive Director	1,520	\$145,610	\$68,493	\$90,000	\$122,697	\$172,289	\$248,592
Top Administrative Position	143	\$99,258	\$46,630	\$65,187	\$92,622	\$120,154	\$147,853
Top Business Position	34	\$99,220	\$46,420	\$54,848	\$85,285	\$140,075	\$163,051
Top Development Position	80	\$149,382	\$79,543	\$115,491	\$140,601	\$161,617	\$210,885
Top Education Position	13	\$128,324		\$90,052	\$130,694	\$166,288	
Top Finance Position	360	\$117,686	\$49,825	\$69,096	\$93,744	\$131,371	\$220,674
Top Human Resources Position	21	\$126,755	\$24,229	\$81,331	\$133,928	\$163,744	\$173,017
Top Legal Position	7	\$131,501			\$132,003		
Top Marketing Position	14	\$158,949		\$121,500	\$150,260	\$158,470	
Top Operations Position	201	\$137,388	\$62,363	\$88,760	\$124,876	\$170,770	\$230,964
Top PR/Communications Position	17	\$134,262		\$116,754	\$138,199	\$154,457	
Top Program Position	48	\$123,307	\$64,615	\$106,944	\$123,394	\$139,109	\$176,796
Top Technology Position	41	\$162,090	\$96,741	\$115,840	\$141,834	\$149,368	\$224,617
Greater than \$5 million							
CEO/Executive Director	3,580	\$520,780	\$131,727	\$183,278	\$286,477	\$543,636	\$1,058,724
Top Administrative Position	727	\$246,669	\$106,711	\$134,031	\$171,227	\$245,724	\$400,416
Top Business Position	263	\$319,543	\$126,453	\$157,709	\$214,285	\$355,817	\$612,421
Top Development Position	362	\$256,959	\$120,265	\$145,989	\$194,735	\$279,089	\$435,535
Top Education Position	117	\$380,712	\$121,662	\$149,241	\$224,628	\$439,874	\$819,562

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative							
Greater than \$5 million							
Top Facilities Position	122	\$328,283	\$129,118	\$182,139	\$256,615	\$363,413	\$538,925
Top Finance Position	2,717	\$293,257	\$94,804	\$126,994	\$185,700	\$324,225	\$606,625
Top Human Resources Position	707	\$334,145	\$124,959	\$167,170	\$238,246	\$399,659	\$599,268
Top Legal Position	329	\$540,256	\$190,438	\$258,665	\$443,737	\$627,706	\$974,788
Top Marketing Position	169	\$304,046	\$133,120	\$162,920	\$229,730	\$350,575	\$507,688
Top Operations Position	1,634	\$354,465	\$116,806	\$154,593	\$229,014	\$382,095	\$655,289
Top PR/Communications Position	205	\$275,913	\$125,561	\$154,181	\$223,586	\$352,640	\$487,341
Top Program Position	182	\$249,882	\$116,316	\$136,614	\$184,664	\$266,333	\$364,122
Top Technology Position	677	\$341,227	\$127,779	\$165,483	\$243,919	\$422,315	\$655,563
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	844	\$55,271	\$25,360	\$36,714	\$51,280	\$67,036	\$88,085
Top Administrative Position	24	\$44,592	\$21,522	\$29,988	\$41,804	\$53,325	\$61,455
Top Finance Position	33	\$55,457	\$19,112	\$29,250	\$36,894	\$52,500	\$117,069
Top Operations Position	14	\$39,751		\$24,190	\$35,488	\$50,192	
Top Program Position	20	\$43,416	\$28,275	\$30,588	\$40,273	\$46,557	\$56,835
Between \$500 thousand and \$1 million							
CEO/Executive Director	625	\$77,479	\$40,293	\$55,162	\$70,613	\$90,665	\$116,852
Top Administrative Position	26	\$63,533	\$39,666	\$52,222	\$61,209	\$71,407	\$83,682
Top Facilities Position	5	\$50,133			\$46,726		
Top Finance Position	31	\$70,958	\$43,801	\$50,177	\$66,828	\$81,169	\$92,000
Top Operations Position	13	\$74,666		\$50,528	\$60,343	\$77,250	
Top Program Position	7	\$62,065			\$42,200		

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	1,243	\$115,417	\$61,519	\$78,161	\$100,163	\$134,732	\$182,590
Top Administrative Position	76	\$90,273	\$46,468	\$65,688	\$85,791	\$114,955	\$136,724
Top Business Position	15	\$133,484		\$86,912	\$123,422	\$142,474	
Top Development Position	30	\$135,111	\$102,146	\$114,530	\$129,597	\$147,454	\$176,423
Top Facilities Position	18	\$129,845		\$117,928	\$127,599	\$139,955	
Top Finance Position	256	\$99,671	\$53,117	\$66,908	\$90,019	\$121,125	\$165,563
Top Human Resources Position	7	\$119,111			\$118,521		
Top Legal Position	5	\$170,254			\$163,152		
Top Marketing Position	5	\$196,824			\$129,510		
Top Operations Position	89	\$118,511	\$57,194	\$76,597	\$104,918	\$150,692	\$179,423
Top Program Position	17	\$108,552		\$67,530	\$111,732	\$140,496	
Top Technology Position	5	\$133,736			\$131,788		
Greater than \$5 million							
CEO/Executive Director	625	\$215,146	\$102,400	\$131,880	\$172,453	\$239,802	\$339,468
Top Administrative Position	103	\$132,987	\$98,125	\$111,990	\$128,411	\$147,887	\$178,860
Top Business Position	47	\$154,404	\$116,549	\$125,108	\$138,482	\$164,681	\$226,698
Top Development Position	97	\$158,339	\$110,112	\$122,795	\$139,643	\$175,593	\$235,178
Top Facilities Position	45	\$147,571	\$107,979	\$116,754	\$128,730	\$172,522	\$224,619
Top Finance Position	350	\$153,726	\$77,646	\$101,882	\$137,274	\$177,215	\$249,779
Top Human Resources Position	62	\$155,320	\$106,929	\$121,631	\$147,795	\$176,623	\$216,609
Top Legal Position	20	\$207,675	\$104,161	\$128,358	\$153,338	\$222,545	\$400,241
Top Marketing Position	39	\$160,268	\$114,860	\$123,217	\$147,980	\$178,132	\$210,539
Top Operations Position	145	\$193,848	\$108,449	\$121,909	\$164,277	\$222,567	\$311,708
Top PR/Communications Position	16	\$155,522		\$122,464	\$152,811	\$188,051	
Top Program Position	36	\$149,733	\$107,913	\$121,626	\$127,422	\$163,957	\$206,943
Top Technology Position	31	\$196,375	\$127,108	\$135,090	\$158,071	\$210,209	\$295,057

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	4,516	\$49,399	\$23,040	\$32,609	\$46,444	\$61,135	\$77,675
Top Administrative Position	114	\$36,611	\$17,368	\$26,077	\$33,680	\$44,725	\$54,924
Top Development Position	22	\$42,482	\$18,446	\$23,403	\$38,178	\$52,425	\$64,517
Top Education Position	10	\$39,805		\$25,621	\$33,745	\$52,594	
Top Finance Position	204	\$37,737	\$17,702	\$23,300	\$33,711	\$45,180	\$61,643
Top Operations Position	75	\$44,701	\$19,714	\$29,217	\$40,115	\$56,529	\$67,302
Top Program Position	149	\$39,044	\$19,167	\$25,742	\$35,000	\$46,680	\$64,755
Between \$500 thousand and \$1 million							
CEO/Executive Director	2,507	\$73,281	\$40,112	\$53,316	\$68,292	\$86,376	\$110,280
Top Administrative Position	59	\$56,987	\$31,998	\$38,525	\$50,460	\$68,789	\$93,621
Top Business Position	7	\$57,057			\$47,563		
Top Development Position	11	\$85,389		\$46,313	\$56,550	\$99,299	
Top Finance Position	148	\$60,534	\$27,838	\$38,097	\$55,126	\$71,217	\$92,235
Top Operations Position	60	\$60,604	\$33,894	\$42,036	\$55,851	\$75,283	\$92,510
Top Program Position	50	\$57,904	\$31,661	\$40,368	\$52,000	\$63,813	\$83,264
Between \$1 million and \$5 million							
CEO/Executive Director	5,400	\$104,488	\$58,816	\$75,000	\$96,698	\$123,506	\$155,949
Top Administrative Position	173	\$87,675	\$47,955	\$60,175	\$82,987	\$110,058	\$132,915
Top Business Position	59	\$91,287	\$45,059	\$53,675	\$71,178	\$108,675	\$148,055
Top Development Position	92	\$107,482	\$50,645	\$76,297	\$114,952	\$130,867	\$149,476
Top Education Position	14	\$112,055		\$70,949	\$100,938	\$129,338	
Top Facilities Position	14	\$107,244		\$67,955	\$88,999	\$124,316	
Top Finance Position	989	\$81,198	\$43,894	\$57,085	\$74,343	\$95,763	\$120,401
Top Human Resources Position	36	\$108,857	\$40,901	\$59,579	\$85,178	\$126,513	\$178,595
Top Legal Position	14	\$135,123		\$124,536	\$131,496	\$146,072	
Top Marketing Position	16	\$132,262		\$109,678	\$124,467	\$161,360	

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
Top Operations Position	317	\$94,836	\$53,048	\$66,060	\$85,668	\$109,859	\$134,200
Top PR/Communications Position	15	\$103,285		\$83,358	\$106,922	\$126,251	
Top Program Position	130	\$87,640	\$45,733	\$60,906	\$85,097	\$110,697	\$122,592
Top Technology Position	12	\$194,929		\$112,629	\$133,456	\$175,078	
Greater than \$5 million							
CEO/Executive Director	4,237	\$200,026	\$98,217	\$128,437	\$171,188	\$234,970	\$332,497
Top Administrative Position	398	\$143,557	\$93,452	\$113,281	\$134,166	\$161,177	\$206,573
Top Business Position	196	\$154,303	\$107,946	\$120,666	\$140,841	\$167,248	\$220,988
Top Development Position	485	\$151,469	\$103,400	\$120,464	\$143,079	\$172,465	\$206,542
Top Education Position	71	\$153,039	\$107,668	\$119,452	\$138,225	\$167,527	\$217,689
Top Facilities Position	112	\$149,716	\$112,034	\$125,003	\$147,700	\$166,673	\$186,021
Top Finance Position	2,704	\$137,466	\$72,652	\$95,865	\$122,689	\$165,643	\$216,574
Top Human Resources Position	528	\$148,927	\$98,076	\$118,491	\$138,514	\$174,296	\$216,280
Top Legal Position	97	\$199,999	\$114,760	\$146,087	\$178,051	\$241,404	\$298,528
Top Marketing Position	232	\$157,711	\$115,912	\$125,665	\$145,119	\$168,945	\$207,497
Top Operations Position	1,127	\$166,537	\$94,639	\$117,941	\$147,772	\$191,298	\$253,555
Top PR/Communications Position	138	\$153,851	\$102,986	\$122,734	\$142,706	\$177,609	\$220,217
Top Program Position	425	\$143,988	\$101,190	\$116,280	\$131,006	\$163,398	\$206,452
Top Technology Position	311	\$158,129	\$114,078	\$123,658	\$146,451	\$176,807	\$220,762

International, Foreign Affairs, and National Security

\$500 thousand or less

CEO/Executive Director	519	\$52,897	\$21,513	\$31,009	\$46,863	\$69,675	\$87,010
Top Administrative Position	12	\$44,061		\$25,798	\$40,000	\$43,397	
Top Development Position	7	\$65,418			\$44,472		

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security							
\$500 thousand or less							
Top Finance Position	31	\$51,804	\$24,000	\$27,500	\$40,000	\$65,598	\$91,042
Top Operations Position	12	\$40,401		\$21,980	\$33,630	\$52,453	
Top Program Position	11	\$60,620		\$44,000	\$54,000	\$65,625	
Between \$500 thousand and \$1 million							
CEO/Executive Director	217	\$95,541	\$39,000	\$53,988	\$87,086	\$128,364	\$172,993
Top Administrative Position	6	\$61,047			\$57,750		
Top Finance Position	19	\$72,386		\$29,584	\$40,292	\$105,317	
Top Operations Position	10	\$73,331		\$51,615	\$59,013	\$95,159	
Between \$1 million and \$5 million							
CEO/Executive Director	359	\$155,060	\$58,497	\$91,355	\$137,724	\$183,736	\$270,059
Top Administrative Position	19	\$149,110		\$90,864	\$122,988	\$166,172	
Top Development Position	19	\$139,460		\$111,391	\$133,582	\$161,341	
Top Finance Position	78	\$109,375	\$43,635	\$65,487	\$103,174	\$136,909	\$170,477
Top Operations Position	43	\$121,224	\$45,584	\$91,081	\$122,739	\$154,652	\$178,055
Top Program Position	19	\$137,879		\$127,795	\$140,720	\$157,892	
Greater than \$5 million							
CEO/Executive Director	237	\$318,696	\$121,574	\$187,832	\$279,060	\$408,929	\$547,062
Top Administrative Position	28	\$199,826	\$121,421	\$160,478	\$189,471	\$239,400	\$290,294
Top Business Position	29	\$184,306	\$124,948	\$149,262	\$173,180	\$221,354	\$255,664
Top Development Position	61	\$210,231	\$136,148	\$157,082	\$193,558	\$252,349	\$304,554
Top Education Position	14	\$203,334		\$171,018	\$192,956	\$250,523	
Top Finance Position	150	\$193,599	\$100,432	\$135,352	\$177,704	\$232,410	\$284,243
Top Human Resources Position	36	\$204,964	\$142,489	\$156,691	\$186,324	\$243,486	\$302,252
Top Legal Position	32	\$219,600	\$133,460	\$169,229	\$189,241	\$270,985	\$344,243
Top Marketing Position	23	\$209,324	\$115,016	\$129,624	\$172,828	\$237,321	\$294,489
Top Operations Position	104	\$222,438	\$117,063	\$153,377	\$205,868	\$270,749	\$348,812

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security							
Greater than \$5 million							
Top PR/Communications Position	45	\$185,292	\$125,098	\$145,302	\$174,403	\$216,083	\$249,293
Top Program Position	80	\$204,741	\$130,718	\$158,577	\$198,685	\$240,810	\$286,838
Top Technology Position	43	\$220,409	\$144,064	\$158,865	\$185,888	\$217,326	\$261,774
Medical Research							
\$500 thousand or less							
CEO/Executive Director	98	\$61,267	\$23,343	\$37,368	\$55,431	\$81,865	\$103,987
Top Finance Position	8	\$44,336			\$35,082		
Between \$500 thousand and \$1 million							
CEO/Executive Director	72	\$124,231	\$62,788	\$81,621	\$114,638	\$147,416	\$195,668
Between \$1 million and \$5 million							
CEO/Executive Director	138	\$173,215	\$76,853	\$107,219	\$157,064	\$229,240	\$291,761
Top Administrative Position	8	\$143,301			\$129,610		
Top Development Position	10	\$147,958		\$118,869	\$128,608	\$178,047	
Top Finance Position	24	\$134,772	\$65,821	\$98,035	\$122,405	\$177,178	\$195,010
Top Operations Position	20	\$147,173	\$84,749	\$109,642	\$145,712	\$198,617	\$207,897
Top Program Position	9	\$138,104			\$135,536		
Greater than \$5 million							
CEO/Executive Director	137	\$507,236	\$166,505	\$226,521	\$365,934	\$619,553	\$899,406
Top Administrative Position	18	\$271,713		\$181,996	\$220,568	\$292,198	
Top Business Position	28	\$278,509	\$123,598	\$156,028	\$207,366	\$344,698	\$482,638
Top Development Position	43	\$239,374	\$113,439	\$150,288	\$193,002	\$279,003	\$459,555
Top Education Position	13	\$291,181		\$160,928	\$210,048	\$352,414	
Top Finance Position	98	\$252,043	\$136,777	\$150,647	\$199,504	\$312,683	\$413,221

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical Research							
Greater than \$5 million							
Top Human Resources Position	20	\$260,067	\$134,131	\$149,547	\$192,649	\$237,059	\$435,234
Top Legal Position	18	\$344,648		\$206,123	\$295,818	\$398,042	
Top Marketing Position	19	\$196,020		\$153,447	\$169,192	\$200,727	
Top Operations Position	63	\$322,947	\$155,495	\$178,729	\$228,444	\$371,800	\$564,417
Top PR/Communications Position	35	\$226,056	\$126,377	\$156,443	\$193,281	\$255,277	\$343,519
Top Program Position	25	\$215,818	\$139,071	\$143,653	\$193,049	\$259,130	\$345,774
Top Technology Position	28	\$251,402	\$144,448	\$168,077	\$209,547	\$246,628	\$387,181
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	927	\$54,118	\$23,942	\$36,000	\$50,688	\$67,969	\$86,086
Top Administrative Position	37	\$40,317	\$23,806	\$28,311	\$38,950	\$47,534	\$60,284
Top Finance Position	55	\$39,594	\$19,520	\$23,575	\$38,426	\$48,403	\$55,878
Top Operations Position	17	\$38,816		\$30,965	\$42,185	\$44,368	
Top Program Position	29	\$48,098	\$28,140	\$32,662	\$45,203	\$55,496	\$72,879
Between \$500 thousand and \$1 million							
CEO/Executive Director	496	\$80,027	\$49,938	\$60,813	\$74,194	\$93,564	\$115,946
Top Administrative Position	11	\$47,821		\$25,707	\$36,188	\$59,472	
Top Business Position	5	\$42,214			\$43,805		
Top Finance Position	40	\$60,127	\$25,324	\$44,232	\$54,135	\$68,400	\$84,125
Top Operations Position	9	\$54,496			\$49,000		
Top Program Position	9	\$49,950			\$46,665		
Between \$1 million and \$5 million							
CEO/Executive Director	1,078	\$117,409	\$65,806	\$84,670	\$105,254	\$134,940	\$172,427
Top Administrative Position	37	\$100,018	\$56,833	\$72,900	\$100,054	\$121,887	\$143,164

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
Top Business Position	10	\$80,124		\$58,836	\$66,045	\$89,518	
Top Development Position	18	\$110,342		\$87,672	\$114,387	\$135,182	
Top Education Position	6	\$120,883			\$118,987		
Top Finance Position	244	\$89,186	\$43,181	\$63,449	\$83,256	\$106,594	\$132,976
Top Human Resources Position	12	\$97,828		\$72,775	\$76,817	\$115,453	
Top Operations Position	92	\$99,567	\$51,686	\$70,813	\$91,841	\$120,557	\$145,653
Top PR/Communications Position	7	\$139,444			\$128,518		
Top Program Position	25	\$105,721	\$55,299	\$72,155	\$100,000	\$136,574	\$155,477
Top Technology Position	6	\$111,966			\$117,589		
Greater than \$5 million							
CEO/Executive Director	1,065	\$216,176	\$114,791	\$138,798	\$179,493	\$244,530	\$350,515
Top Administrative Position	86	\$161,317	\$95,896	\$119,370	\$145,555	\$194,169	\$252,860
Top Business Position	31	\$155,792	\$58,513	\$104,968	\$145,485	\$205,404	\$235,261
Top Development Position	74	\$153,591	\$105,009	\$117,711	\$136,453	\$168,763	\$210,863
Top Education Position	24	\$175,824	\$132,082	\$135,514	\$154,678	\$207,200	\$246,799
Top Facilities Position	14	\$155,373		\$128,132	\$138,343	\$163,965	
Top Finance Position	682	\$142,342	\$74,125	\$95,732	\$126,429	\$169,042	\$225,256
Top Human Resources Position	107	\$141,798	\$95,640	\$119,699	\$139,282	\$167,436	\$187,736
Top Legal Position	24	\$180,552	\$112,955	\$135,370	\$159,025	\$224,738	\$249,405
Top Marketing Position	18	\$164,232		\$125,728	\$142,380	\$187,500	
Top Operations Position	341	\$163,486	\$100,745	\$114,130	\$145,943	\$190,605	\$251,194
Top PR/Communications Position	31	\$163,015	\$113,161	\$132,814	\$157,020	\$186,674	\$224,030
Top Program Position	92	\$145,610	\$103,504	\$110,739	\$132,531	\$167,926	\$212,530
Top Technology Position	96	\$153,804	\$106,184	\$121,876	\$136,918	\$179,813	\$214,640

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mutual/Membership Benefit Organizations, Other							
\$500 thousand or less							
CEO/Executive Director	63	\$61,208	\$25,756	\$40,430	\$55,000	\$75,328	\$107,921
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$113,170		\$64,994	\$116,297	\$143,797	
Between \$1 million and \$5 million							
CEO/Executive Director	55	\$181,531	\$88,337	\$117,031	\$158,396	\$222,120	\$322,280
Top Finance Position	7	\$135,087			\$160,580		
Top Operations Position	7	\$139,488			\$145,153		
Greater than \$5 million							
CEO/Executive Director	38	\$502,090	\$145,842	\$248,685	\$386,439	\$577,607	\$896,716
Top Administrative Position	6	\$192,605			\$184,803		
Top Business Position	7	\$226,087			\$230,990		
Top Education Position	7	\$176,781			\$165,871		
Top Finance Position	25	\$278,594	\$121,634	\$155,246	\$206,533	\$257,124	\$390,516
Top Human Resources Position	8	\$218,088			\$192,580		
Top Legal Position	7	\$412,017			\$346,862		
Top Marketing Position	10	\$221,793		\$183,143	\$215,227	\$261,606	
Top Operations Position	15	\$264,400		\$164,725	\$258,979	\$328,292	
Top PR/Communications Position	10	\$222,959		\$178,368	\$192,517	\$219,794	
Top Program Position	5	\$214,810			\$232,167		
Top Technology Position	15	\$228,234		\$184,583	\$213,636	\$269,053	

Philanthropy, Voluntarism, and Grantmaking Foundations

\$500 thousand or less							
CEO/Executive Director	676	\$56,049	\$25,116	\$35,180	\$50,000	\$68,939	\$93,726

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
Top Administrative Position	7	\$46,034			\$40,580		
Top Finance Position	31	\$45,812	\$23,361	\$27,730	\$34,125	\$58,603	\$77,850
Top Operations Position	10	\$63,350		\$42,996	\$62,620	\$73,750	
Top Program Position	11	\$38,070		\$24,890	\$36,758	\$48,233	
Between \$500 thousand and \$1 million							
CEO/Executive Director	381	\$84,822	\$41,667	\$58,422	\$76,932	\$98,273	\$138,491
Top Administrative Position	6	\$43,521			\$38,665		
Top Finance Position	22	\$86,874	\$43,362	\$48,735	\$54,284	\$95,158	\$154,899
Top Operations Position	13	\$84,463		\$68,866	\$75,121	\$91,130	
Between \$1 million and \$5 million							
CEO/Executive Director	823	\$131,753	\$70,434	\$88,435	\$115,025	\$156,415	\$211,641
Top Administrative Position	26	\$95,643	\$50,751	\$73,142	\$98,078	\$125,651	\$130,754
Top Business Position	7	\$111,973			\$111,062		
Top Development Position	31	\$136,691	\$77,344	\$114,201	\$135,528	\$166,244	\$178,620
Top Finance Position	156	\$84,423	\$44,267	\$60,750	\$78,083	\$102,022	\$134,158
Top Marketing Position	5	\$114,240			\$94,393		
Top Operations Position	55	\$108,916	\$51,162	\$70,377	\$102,326	\$142,308	\$176,501
Top PR/Communications Position	12	\$115,716		\$90,924	\$120,058	\$143,852	
Top Program Position	28	\$128,864	\$91,400	\$112,320	\$123,323	\$139,374	\$174,420
Greater than \$5 million							
CEO/Executive Director	522	\$285,184	\$129,072	\$169,068	\$227,403	\$330,248	\$504,339
Top Administrative Position	57	\$173,421	\$102,115	\$114,001	\$156,888	\$206,213	\$264,749
Top Business Position	29	\$216,080	\$136,457	\$148,266	\$181,566	\$234,167	\$403,916
Top Development Position	170	\$183,559	\$119,334	\$134,276	\$161,124	\$220,120	\$288,582
Top Education Position	14	\$175,169		\$156,463	\$187,033	\$216,078	
Top Finance Position	340	\$179,875	\$90,496	\$114,077	\$153,423	\$212,055	\$291,974

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
Top Human Resources Position	35	\$183,231	\$111,884	\$136,283	\$168,116	\$215,901	\$258,906
Top Legal Position	23	\$270,813	\$143,867	\$170,326	\$215,180	\$290,102	\$416,805
Top Marketing Position	65	\$181,788	\$119,197	\$134,382	\$171,751	\$215,285	\$242,824
Top Operations Position	139	\$187,072	\$102,260	\$126,090	\$169,720	\$229,817	\$276,823
Top PR/Communications Position	60	\$181,212	\$114,615	\$131,662	\$188,177	\$208,446	\$246,925
Top Program Position	74	\$192,126	\$122,728	\$134,902	\$163,558	\$217,199	\$285,745
Top Technology Position	49	\$191,523	\$136,394	\$152,877	\$176,891	\$200,473	\$244,047
Public Safety, Disaster Preparedness, and Relief							
\$500 thousand or less							
CEO/Executive Director	115	\$57,927	\$23,900	\$35,271	\$52,000	\$76,390	\$94,114
Top Finance Position	11	\$47,065		\$23,603	\$43,712	\$62,584	
Between \$500 thousand and \$1 million							
CEO/Executive Director	58	\$83,562	\$29,697	\$51,636	\$80,596	\$101,399	\$141,020
Top Finance Position	11	\$57,854		\$38,729	\$54,240	\$70,000	
Between \$1 million and \$5 million							
CEO/Executive Director	95	\$125,951	\$64,006	\$79,140	\$106,992	\$162,738	\$208,112
Top Administrative Position	9	\$90,397			\$72,040		
Top Finance Position	27	\$75,053	\$30,554	\$46,832	\$63,286	\$93,536	\$131,258
Top Operations Position	18	\$97,689		\$74,374	\$90,928	\$112,929	
Greater than \$5 million							
CEO/Executive Director	46	\$273,646	\$101,958	\$132,291	\$234,133	\$317,833	\$524,260
Top Administrative Position	8	\$187,666			\$189,956		
Top Business Position	5	\$183,091			\$189,247		

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public Safety, Disaster Preparedness, and Relief							
Greater than \$5 million							
Top Development Position	9	\$189,922			\$179,167		
Top Finance Position	27	\$183,146	\$70,500	\$107,777	\$155,735	\$217,653	\$314,048
Top Human Resources Position	5	\$215,457			\$190,491		
Top Operations Position	16	\$212,672		\$134,343	\$215,698	\$247,904	
Top PR/Communications Position	7	\$162,235			\$165,634		
Top Program Position	9	\$156,596			\$155,811		
Top Technology Position	8	\$188,395			\$181,652		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	471	\$63,200	\$24,570	\$38,750	\$57,885	\$79,325	\$105,000
Top Administrative Position	10	\$31,286		\$24,111	\$28,568	\$37,654	
Top Finance Position	24	\$51,854	\$18,285	\$22,511	\$50,535	\$63,917	\$81,750
Top Operations Position	7	\$37,962			\$42,017		
Top Program Position	14	\$44,351		\$30,727	\$39,182	\$56,081	
Between \$500 thousand and \$1 million							
CEO/Executive Director	244	\$104,189	\$46,893	\$68,490	\$93,700	\$130,026	\$171,571
Top Finance Position	16	\$94,536		\$36,705	\$69,125	\$106,222	
Top Operations Position	10	\$111,188		\$66,480	\$95,306	\$139,623	
Top Program Position	5	\$81,664			\$87,516		
Between \$1 million and \$5 million							
CEO/Executive Director	424	\$157,618	\$73,133	\$95,885	\$132,060	\$188,992	\$267,805
Top Administrative Position	21	\$134,844	\$58,131	\$92,651	\$129,970	\$182,439	\$217,507
Top Business Position	5	\$142,392			\$117,363		
Top Development Position	12	\$136,007		\$125,084	\$130,919	\$140,030	

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
Top Education Position	10	\$157,706		\$122,787	\$150,720	\$179,617	
Top Finance Position	74	\$137,068	\$61,474	\$85,025	\$114,945	\$172,120	\$220,354
Top Legal Position	9	\$182,572			\$193,639		
Top Marketing Position	8	\$116,417			\$129,224		
Top Operations Position	45	\$126,888	\$64,029	\$95,935	\$121,464	\$149,036	\$190,549
Top PR/Communications Position	18	\$121,547		\$108,282	\$120,753	\$139,852	
Top Program Position	20	\$133,405	\$88,009	\$112,853	\$138,600	\$157,168	\$176,477
Top Technology Position	7	\$145,433			\$135,161		
Greater than \$5 million							
CEO/Executive Director	250	\$387,178	\$115,925	\$168,574	\$249,636	\$390,631	\$675,977
Top Administrative Position	39	\$212,122	\$121,726	\$155,825	\$182,315	\$239,311	\$314,281
Top Business Position	37	\$192,257	\$130,492	\$142,711	\$177,752	\$214,666	\$272,268
Top Development Position	46	\$224,936	\$123,582	\$151,216	\$214,189	\$250,911	\$300,131
Top Education Position	15	\$182,422		\$145,963	\$164,079	\$195,511	
Top Facilities Position	6	\$190,823			\$168,086		
Top Finance Position	167	\$220,498	\$102,688	\$138,820	\$181,590	\$249,896	\$367,260
Top Human Resources Position	29	\$259,595	\$121,479	\$137,375	\$210,687	\$333,671	\$436,040
Top Legal Position	44	\$317,257	\$147,688	\$190,147	\$239,257	\$360,102	\$601,979
Top Marketing Position	40	\$233,762	\$128,151	\$148,646	\$178,346	\$252,587	\$396,790
Top Operations Position	104	\$254,698	\$106,893	\$146,704	\$202,110	\$290,821	\$448,024
Top PR/Communications Position	48	\$213,684	\$128,722	\$150,934	\$184,736	\$224,262	\$301,058
Top Program Position	47	\$189,283	\$111,850	\$129,259	\$166,045	\$230,671	\$307,224
Top Technology Position	52	\$253,997	\$141,070	\$162,255	\$194,299	\$271,727	\$428,194

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	874	\$49,637	\$20,946	\$30,936	\$47,388	\$62,497	\$78,964
Top Administrative Position	33	\$33,911	\$18,453	\$20,000	\$35,000	\$44,816	\$51,477
Top Development Position	5	\$37,275			\$44,095		
Top Facilities Position	5	\$32,429			\$25,000		
Top Finance Position	64	\$38,059	\$20,337	\$26,057	\$35,500	\$45,713	\$58,999
Top Operations Position	23	\$37,756	\$24,938	\$29,315	\$35,500	\$43,367	\$52,418
Top Program Position	47	\$42,830	\$22,389	\$30,000	\$39,886	\$51,577	\$60,768
Between \$500 thousand and \$1 million							
CEO/Executive Director	418	\$81,151	\$40,063	\$58,240	\$74,139	\$96,262	\$127,946
Top Administrative Position	24	\$58,688	\$30,277	\$40,090	\$49,750	\$67,437	\$94,139
Top Finance Position	33	\$52,585	\$19,259	\$27,468	\$46,375	\$72,236	\$88,008
Top Operations Position	15	\$62,652		\$35,552	\$52,564	\$71,535	
Top Program Position	11	\$61,284		\$45,000	\$58,000	\$71,527	
Between \$1 million and \$5 million							
CEO/Executive Director	718	\$126,789	\$59,801	\$80,896	\$107,600	\$148,738	\$215,141
Top Administrative Position	40	\$86,181	\$41,856	\$57,856	\$76,063	\$109,761	\$134,664
Top Business Position	13	\$94,250		\$56,872	\$90,510	\$116,156	
Top Development Position	11	\$109,583		\$94,977	\$125,348	\$136,369	
Top Finance Position	105	\$80,094	\$29,700	\$47,527	\$69,368	\$112,896	\$138,128
Top Operations Position	47	\$98,043	\$50,423	\$67,263	\$87,500	\$117,963	\$167,360
Top PR/Communications Position	6	\$137,527			\$134,266		
Top Program Position	11	\$85,585		\$45,603	\$61,000	\$133,435	
Top Technology Position	14	\$105,604		\$97,503	\$105,772	\$122,282	
Greater than \$5 million							
CEO/Executive Director	230	\$387,281	\$128,080	\$183,467	\$254,990	\$356,322	\$616,969
Top Administrative Position	29	\$229,349	\$101,031	\$135,459	\$176,149	\$290,065	\$384,483

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics							
Greater than \$5 million							
Top Business Position	29	\$205,562	\$126,984	\$138,583	\$172,852	\$230,421	\$255,760
Top Development Position	25	\$180,148	\$110,605	\$122,187	\$137,550	\$172,654	\$291,020
Top Education Position	5	\$170,972			\$127,870		
Top Facilities Position	10	\$145,604		\$117,615	\$138,395	\$152,602	
Top Finance Position	121	\$187,861	\$83,888	\$117,978	\$147,226	\$222,316	\$325,260
Top Human Resources Position	9	\$151,716			\$127,878		
Top Legal Position	16	\$275,103		\$175,943	\$232,257	\$350,896	
Top Marketing Position	26	\$232,840	\$123,906	\$144,164	\$183,527	\$265,635	\$320,656
Top Operations Position	78	\$221,025	\$109,025	\$134,053	\$164,882	\$237,629	\$445,244
Top PR/Communications Position	25	\$228,551	\$150,100	\$166,263	\$201,458	\$267,460	\$328,571
Top Program Position	16	\$170,920		\$129,567	\$155,180	\$165,311	
Top Technology Position	19	\$184,597		\$137,484	\$161,608	\$199,071	

Religion-Related, Spiritual Development

\$500 thousand or less

CEO/Executive Director	3,564	\$52,872	\$20,800	\$29,784	\$46,352	\$67,500	\$93,712
Top Administrative Position	79	\$36,387	\$17,912	\$23,671	\$30,390	\$44,322	\$63,233
Top Business Position	10	\$34,604		\$23,855	\$31,692	\$41,402	
Top Development Position	10	\$35,523		\$19,476	\$28,373	\$38,312	
Top Education Position	9	\$52,004			\$35,403		
Top Finance Position	259	\$36,903	\$17,780	\$22,417	\$30,159	\$44,673	\$64,425
Top Operations Position	40	\$46,781	\$20,457	\$34,296	\$41,312	\$55,076	\$82,919
Top PR/Communications Position	6	\$45,894			\$41,575		
Top Program Position	28	\$35,977	\$22,261	\$24,825	\$33,223	\$44,402	\$54,851

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	675	\$81,697	\$34,284	\$51,388	\$73,400	\$99,253	\$133,405
Top Administrative Position	33	\$51,685	\$23,006	\$31,066	\$44,915	\$70,242	\$85,953
Top Business Position	10	\$47,823		\$39,426	\$53,216	\$60,227	
Top Development Position	5	\$45,292			\$39,958		
Top Finance Position	76	\$50,977	\$25,370	\$30,976	\$39,902	\$60,303	\$85,251
Top Operations Position	27	\$56,902	\$29,382	\$42,403	\$58,333	\$71,592	\$81,484
Top Program Position	6	\$44,808			\$42,860		
Between \$1 million and \$5 million							
CEO/Executive Director	766	\$113,044	\$47,659	\$70,044	\$99,060	\$137,927	\$185,575
Top Administrative Position	38	\$100,592	\$36,753	\$55,634	\$93,894	\$112,357	\$171,667
Top Business Position	14	\$103,564		\$58,758	\$83,962	\$112,480	
Top Development Position	30	\$111,032	\$54,947	\$72,346	\$104,546	\$143,436	\$159,159
Top Education Position	6	\$86,884			\$81,839		
Top Finance Position	166	\$83,925	\$29,585	\$50,330	\$68,833	\$106,750	\$138,488
Top Marketing Position	5	\$105,822			\$91,048		
Top Operations Position	68	\$105,921	\$47,463	\$63,804	\$92,235	\$129,149	\$173,371
Top Program Position	15	\$113,240		\$73,001	\$108,050	\$134,944	
Top Technology Position	5	\$112,494			\$111,787		
Greater than \$5 million							
CEO/Executive Director	238	\$218,444	\$93,712	\$130,259	\$192,820	\$272,304	\$352,845
Top Administrative Position	27	\$145,121	\$60,138	\$114,585	\$135,099	\$181,947	\$210,002
Top Business Position	15	\$159,053		\$121,977	\$153,487	\$201,003	
Top Development Position	50	\$167,482	\$114,275	\$134,767	\$156,631	\$188,204	\$222,240
Top Education Position	12	\$150,357		\$120,069	\$150,142	\$188,155	
Top Finance Position	143	\$143,368	\$58,968	\$88,053	\$124,581	\$181,395	\$229,647
Top Human Resources Position	19	\$179,903		\$125,087	\$134,986	\$196,118	

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development							
Greater than \$5 million							
Top Legal Position	9	\$214,739			\$201,077		
Top Marketing Position	21	\$168,693	\$118,468	\$135,579	\$168,415	\$203,887	\$210,266
Top Operations Position	65	\$182,768	\$84,953	\$128,906	\$164,174	\$210,813	\$330,083
Top PR/Communications Position	19	\$160,783		\$122,361	\$149,370	\$204,498	
Top Program Position	17	\$173,372		\$144,181	\$158,635	\$205,497	
Top Technology Position	28	\$176,489	\$128,105	\$138,810	\$161,855	\$194,250	\$240,760
Science and Technology Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	90	\$67,211	\$24,123	\$33,326	\$58,259	\$89,146	\$110,207
Top Finance Position	12	\$96,503		\$32,715	\$65,125	\$117,821	
Top Operations Position	7	\$109,282			\$75,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	63	\$108,756	\$44,800	\$66,849	\$90,000	\$144,508	\$192,991
Top Finance Position	6	\$65,288			\$64,367		
Between \$1 million and \$5 million							
CEO/Executive Director	164	\$179,798	\$93,821	\$119,723	\$164,513	\$214,277	\$306,939
Top Administrative Position	9	\$117,029			\$112,083		
Top Development Position	6	\$118,122			\$130,038		
Top Finance Position	36	\$114,223	\$66,680	\$80,407	\$107,407	\$136,734	\$162,420
Top Operations Position	22	\$127,453	\$58,774	\$88,670	\$118,713	\$147,818	\$223,982
Top PR/Communications Position	5	\$141,066			\$150,291		
Top Program Position	14	\$153,346		\$142,959	\$152,912	\$173,174	
Top Technology Position	10	\$167,349		\$143,910	\$166,136	\$193,202	
Greater than \$5 million							

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services							
Greater than \$5 million							
CEO/Executive Director	167	\$459,784	\$169,554	\$280,274	\$358,033	\$514,048	\$936,855
Top Administrative Position	35	\$252,225	\$127,258	\$141,848	\$196,994	\$292,242	\$468,186
Top Business Position	44	\$231,499	\$144,685	\$170,342	\$203,991	\$264,630	\$345,616
Top Development Position	29	\$233,012	\$147,464	\$163,819	\$190,732	\$291,427	\$375,650
Top Education Position	21	\$208,293	\$126,857	\$151,775	\$173,765	\$224,962	\$283,832
Top Facilities Position	7	\$220,175			\$202,422		
Top Finance Position	123	\$252,655	\$129,564	\$172,713	\$221,144	\$295,158	\$413,257
Top Human Resources Position	22	\$249,127	\$134,548	\$169,803	\$210,589	\$282,472	\$468,679
Top Legal Position	25	\$377,106	\$234,979	\$292,073	\$335,749	\$419,596	\$633,429
Top Marketing Position	29	\$225,014	\$130,211	\$155,894	\$195,769	\$271,391	\$359,846
Top Operations Position	78	\$290,098	\$138,501	\$177,176	\$246,850	\$325,226	\$469,842
Top PR/Communications Position	32	\$208,539	\$124,976	\$152,733	\$174,534	\$222,905	\$358,210
Top Program Position	44	\$233,985	\$132,032	\$165,793	\$198,287	\$267,106	\$368,853
Top Technology Position	77	\$240,808	\$143,658	\$167,347	\$212,716	\$267,918	\$377,576
Social Science Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	61	\$70,083	\$20,420	\$38,814	\$58,385	\$90,952	\$126,500
Top Finance Position	5	\$43,961			\$37,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$114,799	\$41,560	\$75,450	\$106,133	\$140,725	\$195,881
Between \$1 million and \$5 million							
CEO/Executive Director	100	\$184,743	\$78,715	\$112,332	\$153,407	\$238,174	\$334,572
Top Development Position	5	\$139,734			\$130,678		
Top Finance Position	26	\$131,379	\$80,635	\$108,117	\$122,686	\$153,857	\$172,896
Top Operations Position	11	\$138,099		\$81,754	\$115,000	\$198,325	

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Social Science Research Institutes, Services							
Between \$1 million and \$5 million							
Top Program Position	7	\$117,979			\$122,140		
Greater than \$5 million							
CEO/Executive Director	54	\$400,887	\$150,373	\$195,896	\$286,472	\$528,162	\$805,170
Top Administrative Position	18	\$218,886		\$139,893	\$203,215	\$259,743	
Top Education Position	10	\$240,572		\$175,211	\$237,006	\$283,284	
Top Finance Position	42	\$259,032	\$110,626	\$144,699	\$202,708	\$275,617	\$441,940
Top Human Resources Position	5	\$367,257			\$289,275		
Top Legal Position	5	\$281,113			\$218,692		
Top Operations Position	15	\$313,104		\$151,641	\$189,955	\$274,462	
Top PR/Communications Position	8	\$205,553			\$187,682		
Top Program Position	22	\$211,093	\$117,513	\$129,233	\$212,029	\$230,972	\$320,561
Top Technology Position	15	\$273,949		\$165,607	\$243,431	\$331,358	
Unknown							
\$500 thousand or less							
CEO/Executive Director	197	\$50,869	\$22,226	\$32,700	\$47,814	\$64,872	\$80,011
Top Administrative Position	5	\$38,969			\$38,896		
Top Finance Position	5	\$27,106			\$29,679		
Between \$500 thousand and \$1 million							
CEO/Executive Director	76	\$87,991	\$38,058	\$59,774	\$78,723	\$100,694	\$122,009
Top Finance Position	6	\$111,448			\$51,719		
Between \$1 million and \$5 million							
CEO/Executive Director	119	\$127,470	\$63,348	\$88,538	\$116,296	\$149,110	\$200,000
Top Administrative Position	6	\$171,044			\$140,845		

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown							
Between \$1 million and \$5 million							
Top Finance Position	17	\$99,634		\$68,867	\$93,692	\$116,094	
Top Operations Position	6	\$143,155			\$117,686		
Top Program Position	6	\$96,763			\$91,169		
Greater than \$5 million							
CEO/Executive Director	49	\$249,747	\$89,264	\$125,444	\$190,237	\$294,434	\$440,441
Top Administrative Position	10	\$166,462		\$123,260	\$145,749	\$182,531	
Top Business Position	5	\$187,682			\$204,034		
Top Development Position	9	\$153,022			\$140,671		
Top Finance Position	29	\$164,869	\$77,728	\$88,979	\$120,133	\$155,103	\$237,860
Top Marketing Position	5	\$213,856			\$145,675		
Top Operations Position	12	\$173,927		\$112,483	\$131,951	\$168,713	
Top Program Position	5	\$135,765			\$123,219		
Top Technology Position	8	\$261,971			\$150,648		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	1,406	\$53,659	\$24,000	\$35,794	\$50,400	\$66,718	\$83,934
Top Administrative Position	12	\$40,983		\$25,483	\$41,551	\$47,671	
Top Development Position	10	\$47,090		\$28,750	\$47,444	\$62,137	
Top Finance Position	49	\$45,701	\$19,740	\$25,992	\$36,837	\$56,957	\$79,360
Top Operations Position	29	\$49,476	\$29,000	\$35,000	\$44,120	\$60,000	\$74,321
Top Program Position	67	\$40,507	\$20,064	\$27,631	\$37,440	\$47,670	\$65,546
Between \$500 thousand and \$1 million							
CEO/Executive Director	731	\$82,032	\$49,125	\$63,231	\$77,760	\$95,953	\$117,007
Top Administrative Position	6	\$49,479			\$48,522		

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development							
Between \$500 thousand and \$1 million							
Top Development Position	5	\$66,334			\$58,885		
Top Finance Position	31	\$58,397	\$22,913	\$37,749	\$57,795	\$78,516	\$93,600
Top Operations Position	28	\$67,622	\$33,103	\$53,023	\$64,446	\$73,607	\$101,648
Top Program Position	13	\$59,855		\$40,942	\$61,295	\$70,262	
Between \$1 million and \$5 million							
CEO/Executive Director	1,163	\$128,313	\$70,893	\$90,726	\$117,769	\$152,656	\$198,998
Top Administrative Position	16	\$82,110		\$57,097	\$82,521	\$101,760	
Top Business Position	8	\$102,805			\$98,366		
Top Development Position	49	\$122,607	\$65,127	\$103,051	\$127,112	\$143,315	\$166,138
Top Education Position	6	\$89,287			\$104,624		
Top Finance Position	180	\$82,103	\$43,358	\$62,328	\$80,318	\$101,591	\$117,464
Top Human Resources Position	7	\$69,040			\$62,711		
Top Marketing Position	5	\$105,846			\$60,921		
Top Operations Position	106	\$94,775	\$56,586	\$69,092	\$90,656	\$117,232	\$139,733
Top Program Position	33	\$93,950	\$36,610	\$70,000	\$105,620	\$117,409	\$126,636
Greater than \$5 million							
CEO/Executive Director	346	\$244,228	\$120,506	\$152,880	\$200,426	\$289,512	\$436,180
Top Administrative Position	30	\$162,288	\$100,055	\$121,269	\$142,216	\$211,306	\$238,185
Top Business Position	23	\$192,186	\$123,760	\$139,292	\$150,665	\$220,380	\$308,660
Top Development Position	98	\$165,062	\$105,412	\$127,183	\$150,002	\$185,954	\$238,188
Top Education Position	14	\$151,151		\$133,393	\$141,343	\$153,052	
Top Facilities Position	6	\$150,601			\$129,103		
Top Finance Position	218	\$145,436	\$76,859	\$104,881	\$127,980	\$165,053	\$231,742
Top Human Resources Position	36	\$165,220	\$107,143	\$125,691	\$144,676	\$182,658	\$241,956
Top Legal Position	7	\$241,461			\$284,603		
Top Marketing Position	34	\$171,627	\$110,398	\$120,634	\$148,952	\$189,091	\$267,361

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development							
Greater than \$5 million							
Top Operations Position	120	\$171,380	\$90,816	\$112,996	\$145,788	\$201,966	\$291,160
Top PR/Communications Position	22	\$200,556	\$123,117	\$146,723	\$180,542	\$222,085	\$308,226
Top Program Position	45	\$147,416	\$100,606	\$118,659	\$127,237	\$151,206	\$218,609
Top Technology Position	20	\$168,530	\$91,027	\$115,964	\$141,798	\$216,938	\$309,219

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related								
\$500 thousand or less								
CEO/Executive Director								
	F	453	\$42,827	\$19,510	\$26,250	\$39,475	\$53,198	\$71,130
	M	105	\$50,573	\$22,587	\$32,510	\$46,916	\$62,796	\$85,536
	U	19	\$38,403		\$26,740	\$31,800	\$47,316	
Top Administrative Position								
	F	7	\$28,395			\$28,587		
Top Finance Position								
	F	32	\$33,960	\$17,320	\$20,330	\$30,087	\$38,450	\$49,938
	M	15	\$46,931		\$21,507	\$39,344	\$72,237	
Top Operations Position								
	F	13	\$32,841		\$27,750	\$36,550	\$38,596	
Top Program Position								
	F	11	\$32,996		\$27,688	\$32,083	\$34,518	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	224	\$63,087	\$30,750	\$45,656	\$60,000	\$76,458	\$93,124
	M	74	\$73,745	\$40,459	\$50,000	\$68,834	\$88,551	\$113,665
	U	9	\$61,626			\$61,664		
Top Administrative Position								
	F	5	\$37,276			\$37,085		
Top Finance Position								
	F	15	\$52,510		\$34,732	\$48,500	\$64,437	
	M	14	\$56,591		\$45,488	\$56,250	\$69,824	
Top Operations Position								
	F	8	\$52,162			\$51,086		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	320	\$92,041	\$48,880	\$65,942	\$85,548	\$111,093	\$137,372
	M	145	\$110,433	\$60,000	\$78,517	\$100,000	\$131,346	\$175,598
	U	17	\$106,781		\$77,083	\$90,706	\$130,000	
Top Administrative Position								
	F	11	\$67,841		\$37,218	\$52,617	\$83,848	
Top Development Position								
	F	6	\$80,304			\$74,454		
Top Finance Position								
	F	34	\$72,212	\$27,569	\$48,360	\$66,307	\$101,818	\$121,448
	M	15	\$74,779		\$51,051	\$73,710	\$96,359	
Top Operations Position								
	F	11	\$104,449		\$74,576	\$111,955	\$122,760	
	M	6	\$107,625			\$120,788		
Greater than \$5 million								
CEO/Executive Director								
	F	82	\$216,526	\$120,420	\$144,099	\$195,031	\$259,467	\$330,343
	M	114	\$310,427	\$137,240	\$172,247	\$253,176	\$400,184	\$510,556
	U	6	\$243,867			\$252,734		
Top Administrative Position								
	F	8	\$159,751			\$154,846		
	M	13	\$164,062		\$141,184	\$145,346	\$164,287	
Top Business Position								
	F	6	\$140,888			\$132,181		
	M	7	\$163,147			\$162,137		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related								
Greater than \$5 million								
Top Development Position								
	F	56	\$159,430	\$109,823	\$121,239	\$137,576	\$173,601	\$233,514
	M	18	\$184,169		\$127,662	\$171,612	\$197,638	
Top Education Position								
	F	13	\$151,474		\$131,136	\$140,741	\$176,987	
Top Facilities Position								
	M	10	\$182,498		\$141,902	\$171,387	\$216,052	
Top Finance Position								
	F	73	\$149,395	\$87,598	\$97,864	\$145,966	\$179,750	\$215,410
	M	54	\$164,669	\$92,330	\$118,795	\$139,303	\$203,050	\$263,554
Top Human Resources Position								
	F	23	\$156,640	\$113,236	\$126,112	\$143,014	\$190,046	\$240,125
	M	8	\$214,117			\$171,720		
Top Legal Position								
	F	6	\$203,474			\$201,027		
Top Marketing Position								
	F	23	\$167,234	\$110,340	\$122,653	\$143,824	\$210,179	\$228,442
	M	16	\$189,827		\$139,762	\$164,698	\$237,494	
Top Operations Position								
	F	39	\$171,341	\$105,101	\$116,612	\$145,966	\$190,308	\$264,086
	M	52	\$205,700	\$108,161	\$135,466	\$173,873	\$239,304	\$394,508
Top PR/Communications Position								
	F	23	\$169,712	\$109,725	\$125,877	\$163,278	\$188,983	\$225,684
	M	9	\$355,447			\$186,170		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related								
Greater than \$5 million								
Top Program Position								
	F	8	\$158,041			\$148,037		
	M	10	\$185,172		\$158,215	\$186,499	\$208,417	
Top Technology Position								
	M	10	\$190,805		\$155,902	\$184,258	\$222,053	
Arts, Culture, and Humanities								
\$500 thousand or less								
CEO/Executive Director								
	F	2,310	\$47,122	\$22,669	\$31,052	\$44,000	\$59,486	\$74,476
	M	1,339	\$52,603	\$22,238	\$31,510	\$47,763	\$66,000	\$86,690
	U	225	\$43,756	\$20,192	\$26,061	\$42,000	\$53,854	\$72,010
Top Administrative Position								
	F	64	\$37,394	\$20,941	\$27,260	\$34,750	\$41,216	\$57,190
	M	35	\$51,223	\$21,253	\$27,917	\$47,206	\$66,150	\$76,794
	U	9	\$32,349			\$30,000		
Top Business Position								
	F	13	\$35,110		\$31,115	\$39,000	\$42,500	
	M	6	\$40,409			\$42,081		
Top Development Position								
	F	15	\$49,620		\$36,874	\$42,400	\$49,575	
Top Education Position								
	F	16	\$34,707		\$25,377	\$32,501	\$40,083	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities								
\$500 thousand or less								
Top Finance Position								
	F	85	\$40,393	\$20,059	\$24,240	\$35,000	\$48,000	\$64,198
	M	53	\$40,057	\$17,710	\$22,167	\$35,412	\$52,919	\$62,823
	U	6	\$34,104			\$34,122		
Top Operations Position								
	F	35	\$44,784	\$23,858	\$27,346	\$39,850	\$50,585	\$72,875
	M	18	\$41,347		\$22,550	\$41,918	\$52,788	
Top Program Position								
	F	32	\$36,362	\$20,030	\$26,759	\$32,397	\$44,031	\$55,915
	M	13	\$46,575		\$32,000	\$43,355	\$55,322	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	891	\$77,220	\$43,924	\$56,365	\$73,215	\$90,435	\$114,696
	M	662	\$78,004	\$40,709	\$56,087	\$73,150	\$92,629	\$121,109
	U	74	\$71,494	\$40,427	\$54,825	\$69,804	\$85,937	\$106,837
Top Administrative Position								
	F	15	\$48,364		\$31,900	\$49,513	\$58,212	
	M	19	\$72,339		\$55,780	\$71,449	\$83,654	
Top Business Position								
	F	5	\$60,135			\$47,669		
Top Development Position								
	F	5	\$81,166			\$59,000		
	M	6	\$55,075			\$42,936		
Top Finance Position								
	F	28	\$57,454	\$25,734	\$38,291	\$55,629	\$66,707	\$84,207

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities								
Between \$500 thousand and \$1 million								
	M	26	\$78,986	\$26,550	\$53,750	\$77,188	\$112,606	\$134,873
	U	6	\$32,151			\$27,662		
Top Operations Position								
	F	15	\$68,779		\$53,709	\$61,874	\$81,258	
	M	15	\$76,295		\$57,446	\$81,121	\$97,532	
Top Program Position								
	F	10	\$72,776		\$42,857	\$60,186	\$74,184	
	M	5	\$68,854			\$75,000		
Top Technology Position								
	M	5	\$45,446			\$33,966		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	1,075	\$119,832	\$62,611	\$83,164	\$107,032	\$143,879	\$188,715
	M	1,142	\$129,007	\$62,366	\$85,040	\$114,415	\$155,041	\$204,372
	U	94	\$125,833	\$56,212	\$78,563	\$114,638	\$155,556	\$216,620
Top Administrative Position								
	F	60	\$91,752	\$50,063	\$68,791	\$86,215	\$117,129	\$136,504
	M	44	\$110,319	\$54,295	\$79,201	\$101,339	\$130,880	\$162,287
	U	5	\$135,493			\$118,206		
Top Business Position								
	F	17	\$69,069		\$46,393	\$60,001	\$81,887	
	M	14	\$118,317		\$94,527	\$112,885	\$155,125	
Top Development Position								
	F	70	\$125,648	\$86,771	\$110,811	\$119,604	\$139,300	\$172,718
	M	25	\$122,342	\$99,098	\$110,584	\$126,900	\$141,242	\$148,500

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities								
Between \$1 million and \$5 million								
Top Education Position								
	F	12	\$91,087		\$58,819	\$82,383	\$124,441	
	M	7	\$108,629			\$118,699		
Top Finance Position								
	F	174	\$89,294	\$48,385	\$66,922	\$85,234	\$111,098	\$136,897
	M	136	\$101,391	\$47,170	\$69,729	\$94,079	\$120,231	\$153,912
	U	13	\$84,343		\$60,192	\$96,541	\$105,456	
Top Human Resources Position								
	F	6	\$100,827			\$100,189		
Top Marketing Position								
	F	10	\$87,818		\$69,700	\$89,517	\$107,906	
Top Operations Position								
	F	73	\$114,498	\$64,506	\$83,795	\$111,114	\$129,249	\$160,513
	M	52	\$111,218	\$64,173	\$75,593	\$101,334	\$128,320	\$161,031
Top PR/Communications Position								
	F	8	\$144,294			\$130,144		
	M	5	\$127,634			\$128,176		
Top Program Position								
	F	19	\$111,321		\$95,244	\$117,428	\$133,148	
	M	5	\$126,028			\$131,637		
Top Technology Position								
	M	9	\$133,446			\$135,558		
Greater than \$5 million								
CEO/Executive Director								
	F	317	\$297,871	\$139,207	\$180,727	\$246,747	\$339,819	\$523,738

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities								
Greater than \$5 million								
	M	556	\$335,965	\$140,187	\$186,366	\$264,449	\$397,393	\$601,210
	U	45	\$307,526	\$125,535	\$179,908	\$240,044	\$384,938	\$592,352
Top Administrative Position								
	F	81	\$182,973	\$106,951	\$125,776	\$164,758	\$220,215	\$270,734
	M	78	\$218,822	\$111,847	\$133,254	\$168,318	\$220,826	\$285,987
	U	11	\$157,200		\$133,226	\$151,295	\$184,895	
Top Business Position								
	F	45	\$174,289	\$117,269	\$127,989	\$154,998	\$205,356	\$244,489
	M	48	\$211,467	\$116,142	\$141,803	\$187,361	\$250,173	\$323,480
Top Development Position								
	F	254	\$188,210	\$118,250	\$135,657	\$167,366	\$209,862	\$271,068
	M	128	\$194,274	\$113,094	\$134,585	\$173,665	\$232,404	\$308,019
	U	23	\$174,315	\$113,367	\$128,348	\$146,558	\$230,683	\$247,577
Top Education Position								
	F	64	\$180,147	\$108,940	\$124,990	\$150,107	\$194,702	\$292,460
	M	33	\$183,599	\$122,644	\$140,630	\$176,240	\$199,372	\$234,910
	U	7	\$129,356			\$120,641		
Top Facilities Position								
	F	8	\$178,021			\$172,288		
	M	32	\$188,947	\$111,794	\$130,072	\$188,164	\$224,464	\$261,688
Top Finance Position								
	F	309	\$160,638	\$87,903	\$112,422	\$141,964	\$183,808	\$247,442
	M	281	\$197,179	\$99,947	\$122,473	\$166,750	\$237,756	\$330,758
	U	28	\$162,662	\$95,022	\$110,001	\$151,400	\$190,994	\$276,276
Top Human Resources Position								
	F	59	\$165,102	\$107,904	\$126,648	\$141,964	\$192,515	\$243,305

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities								
Greater than \$5 million								
	M	18	\$188,845		\$133,190	\$183,479	\$206,927	
	U	6	\$176,950			\$177,186		
Top Legal Position								
	F	32	\$301,379	\$152,668	\$193,719	\$249,797	\$354,931	\$489,547
	M	20	\$256,709	\$161,883	\$200,909	\$225,420	\$289,323	\$421,565
Top Marketing Position								
	F	105	\$168,644	\$111,262	\$124,834	\$154,101	\$195,318	\$237,087
	M	65	\$175,656	\$115,327	\$128,507	\$148,596	\$200,989	\$263,921
	U	7	\$180,702			\$184,191		
Top Operations Position								
	F	113	\$208,349	\$110,547	\$132,089	\$174,850	\$225,744	\$343,978
	M	168	\$220,000	\$122,747	\$143,249	\$183,563	\$263,339	\$359,820
	U	11	\$189,752		\$159,627	\$169,900	\$234,662	
Top PR/Communications Position								
	F	77	\$171,209	\$115,048	\$130,735	\$158,315	\$197,396	\$243,600
	M	43	\$177,197	\$118,778	\$128,995	\$157,618	\$206,290	\$233,274
	U	6	\$199,236			\$163,674		
Top Program Position								
	F	43	\$186,937	\$120,879	\$135,239	\$169,100	\$218,410	\$265,869
	M	52	\$193,327	\$123,186	\$137,489	\$169,077	\$206,842	\$277,437
	U	5	\$164,694			\$139,075		
Top Technology Position								
	F	15	\$163,981		\$132,767	\$154,402	\$169,141	
	M	112	\$176,815	\$112,017	\$124,127	\$157,269	\$197,405	\$260,372

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy								
\$500 thousand or less								
CEO/Executive Director								
	F	298	\$57,811	\$29,608	\$38,577	\$52,678	\$69,682	\$89,055
	M	147	\$66,227	\$29,483	\$44,671	\$61,600	\$79,605	\$106,407
	U	41	\$62,537	\$27,500	\$38,220	\$61,000	\$77,419	\$98,440
Top Finance Position								
	F	8	\$44,307			\$47,428		
Top Operations Position								
	F	5	\$47,196			\$40,000		
Top Program Position								
	F	7	\$38,202			\$25,670		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	171	\$90,071	\$57,535	\$69,227	\$84,118	\$100,308	\$127,005
	M	93	\$100,860	\$53,095	\$74,383	\$96,838	\$123,164	\$156,512
	U	13	\$75,056		\$64,213	\$75,861	\$90,000	
Top Finance Position								
	F	8	\$61,854			\$66,532		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	244	\$133,419	\$75,250	\$96,552	\$124,327	\$156,834	\$203,077
	M	156	\$148,439	\$75,405	\$98,487	\$134,610	\$180,654	\$226,597
	U	25	\$132,504	\$59,784	\$82,000	\$129,920	\$178,950	\$210,068
Top Administrative Position								
	F	9	\$113,400			\$91,878		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy								
Between \$1 million and \$5 million								
Top Development Position								
	F	19	\$117,645		\$98,531	\$125,940	\$135,813	
	M	6	\$129,013			\$138,785		
Top Finance Position								
	F	45	\$118,660	\$56,843	\$82,975	\$112,757	\$148,000	\$185,472
	M	23	\$88,371	\$34,332	\$66,092	\$93,389	\$111,384	\$123,358
Top Legal Position								
	F	23	\$149,096	\$117,600	\$131,523	\$143,322	\$162,185	\$207,957
	M	34	\$170,430	\$125,124	\$139,565	\$160,181	\$197,100	\$221,284
	U	5	\$134,464			\$144,375		
Top Operations Position								
	F	30	\$120,569	\$64,967	\$100,750	\$120,790	\$153,102	\$181,441
	M	10	\$157,434		\$103,401	\$107,632	\$174,627	
Top PR/Communications Position								
	F	11	\$133,238		\$121,730	\$131,513	\$143,503	
	M	12	\$139,216		\$122,618	\$138,554	\$148,590	
Top Program Position								
	F	8	\$125,273			\$123,442		
	M	6	\$124,400			\$121,317		
Greater than \$5 million								
CEO/Executive Director								
	F	71	\$266,603	\$127,820	\$190,868	\$241,678	\$304,620	\$406,044
	M	71	\$242,809	\$119,999	\$145,253	\$208,072	\$302,030	\$407,541
	U	7	\$212,297			\$214,072		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy								
Greater than \$5 million								
Top Administrative Position								
	F	15	\$174,249		\$148,457	\$174,562	\$189,561	
	M	5	\$199,251			\$191,294		
Top Business Position								
	F	12	\$185,719		\$132,958	\$153,963	\$209,434	
Top Development Position								
	F	31	\$181,372	\$111,077	\$132,150	\$171,115	\$213,734	\$284,749
	M	13	\$191,566		\$167,490	\$178,856	\$221,912	
Top Education Position								
	F	6	\$196,348			\$176,511		
Top Finance Position								
	F	57	\$147,849	\$90,317	\$114,105	\$143,512	\$168,577	\$214,475
	M	40	\$190,950	\$95,904	\$125,644	\$167,332	\$196,934	\$309,787
	U	5	\$163,330			\$130,305		
Top Human Resources Position								
	F	14	\$167,796		\$121,827	\$164,347	\$186,104	
Top Legal Position								
	F	24	\$184,406	\$127,947	\$160,141	\$183,178	\$212,035	\$235,661
	M	33	\$225,252	\$122,709	\$149,314	\$200,011	\$245,069	\$414,118
Top Marketing Position								
	F	12	\$185,300		\$130,574	\$172,291	\$229,318	
Top Operations Position								
	F	32	\$180,673	\$110,489	\$140,902	\$171,909	\$200,010	\$265,520
	M	16	\$249,465		\$186,523	\$216,945	\$246,303	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy								
Greater than \$5 million								
Top PR/Communications Position								
	F	29	\$177,653	\$130,354	\$148,701	\$164,839	\$207,865	\$227,532
	M	10	\$174,168		\$131,797	\$147,069	\$166,358	
Top Program Position								
	F	19	\$163,131		\$138,543	\$158,755	\$182,500	
	M	12	\$172,597		\$116,350	\$154,685	\$229,434	
Top Technology Position								
	M	8	\$177,006			\$170,577		
Community Improvement, Capacity Building								
\$500 thousand or less								
CEO/Executive Director								
	F	842	\$58,335	\$27,500	\$39,929	\$54,235	\$72,984	\$91,398
	M	541	\$64,460	\$25,300	\$40,000	\$59,284	\$83,348	\$104,000
	U	66	\$63,429	\$29,256	\$48,459	\$60,227	\$73,378	\$89,322
Top Administrative Position								
	F	15	\$44,723		\$30,999	\$42,541	\$54,915	
	M	6	\$49,747			\$37,866		
Top Finance Position								
	F	23	\$43,510	\$20,917	\$23,669	\$40,869	\$59,084	\$72,339
	M	11	\$40,696		\$24,659	\$33,583	\$53,209	
Top Operations Position								
	F	16	\$50,916		\$34,280	\$44,438	\$62,808	
	M	8	\$42,870			\$38,169		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building								
\$500 thousand or less								
Top Program Position								
	F	22	\$45,251	\$31,663	\$33,468	\$40,998	\$53,939	\$67,037
	M	8	\$34,037			\$32,934		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	338	\$90,351	\$49,288	\$67,123	\$82,001	\$109,825	\$140,680
	M	297	\$104,555	\$50,751	\$70,000	\$95,158	\$130,074	\$174,257
	U	28	\$90,647	\$52,511	\$64,865	\$85,899	\$106,566	\$122,966
Top Finance Position								
	F	19	\$66,654		\$49,074	\$61,609	\$80,258	
	M	13	\$51,321		\$27,400	\$56,944	\$62,981	
Top Operations Position								
	F	6	\$82,537			\$83,251		
	M	8	\$72,080			\$65,356		
Top Program Position								
	F	5	\$63,860			\$58,753		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	512	\$135,507	\$67,170	\$84,975	\$115,502	\$163,888	\$218,138
	M	506	\$154,343	\$72,836	\$95,815	\$137,219	\$194,667	\$249,802
	U	52	\$136,076	\$55,410	\$79,045	\$105,163	\$199,426	\$234,507
Top Administrative Position								
	F	21	\$113,843	\$61,626	\$75,090	\$112,973	\$146,087	\$167,700
	M	16	\$122,029		\$80,696	\$121,548	\$146,282	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building								
Between \$1 million and \$5 million								
Top Business Position								
	F	12	\$131,963		\$120,234	\$129,680	\$144,984	
	M	8	\$147,147			\$145,004		
Top Development Position								
	F	14	\$144,728		\$121,939	\$133,201	\$159,056	
	M	9	\$117,381			\$112,765		
Top Education Position								
	F	5	\$141,665			\$134,649		
Top Finance Position								
	F	98	\$100,373	\$52,666	\$68,872	\$93,470	\$123,618	\$146,486
	M	88	\$111,852	\$62,022	\$82,494	\$105,315	\$129,842	\$168,360
	U	12	\$98,524		\$57,038	\$87,517	\$135,898	
Top Human Resources Position								
	F	5	\$109,606			\$114,592		
Top Legal Position								
	F	6	\$148,092			\$143,087		
	M	6	\$159,832			\$160,148		
Top Marketing Position								
	F	5	\$148,676			\$158,793		
Top Operations Position								
	F	48	\$121,742	\$65,006	\$82,082	\$118,015	\$161,175	\$175,544
	M	54	\$133,019	\$83,359	\$101,032	\$119,461	\$152,418	\$203,790
	U	5	\$113,282			\$112,995		
Top PR/Communications Position								
	F	7	\$113,305			\$121,802		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building								
Between \$1 million and \$5 million								
Top Program Position								
	F	22	\$142,971	\$116,839	\$124,697	\$133,845	\$150,444	\$172,380
	M	8	\$131,629			\$130,064		
Greater than \$5 million								
CEO/Executive Director								
	F	165	\$206,904	\$89,693	\$114,038	\$166,000	\$257,919	\$376,807
	M	269	\$300,080	\$103,841	\$137,655	\$228,955	\$356,109	\$516,466
	U	21	\$236,645	\$70,178	\$92,258	\$199,022	\$240,843	\$542,819
Top Administrative Position								
	F	21	\$187,220	\$90,134	\$121,331	\$151,209	\$203,467	\$306,361
	M	18	\$231,685		\$131,487	\$165,980	\$203,304	
Top Business Position								
	F	21	\$166,155	\$96,011	\$125,162	\$144,278	\$207,015	\$231,775
	M	36	\$187,694	\$119,945	\$139,333	\$170,108	\$210,837	\$284,261
Top Development Position								
	F	25	\$183,761	\$125,943	\$144,067	\$165,765	\$202,061	\$217,262
	M	17	\$191,050		\$125,908	\$156,994	\$205,761	
Top Education Position								
	F	9	\$151,244			\$135,103		
	M	11	\$215,496		\$187,110	\$205,656	\$224,985	
Top Facilities Position								
	M	9	\$138,288			\$130,100		
Top Finance Position								
	F	121	\$146,381	\$66,097	\$84,095	\$120,364	\$182,612	\$245,935
	M	145	\$197,201	\$81,008	\$122,840	\$164,913	\$211,930	\$305,615

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building								
Greater than \$5 million								
Top Human Resources Position	U	23	\$208,602	\$114,251	\$125,834	\$151,328	\$213,006	\$295,886
	F	27	\$171,477	\$94,174	\$123,712	\$161,519	\$184,089	\$279,312
	M	7	\$166,755			\$154,206		
Top Legal Position	F	15	\$252,111		\$183,844	\$219,695	\$276,562	
	M	17	\$324,775		\$180,748	\$225,000	\$311,019	
Top Marketing Position	F	19	\$173,653		\$142,126	\$163,678	\$188,438	
	M	14	\$219,131		\$142,913	\$166,948	\$249,678	
Top Operations Position	F	52	\$204,931	\$113,619	\$146,722	\$177,432	\$230,900	\$347,930
	M	72	\$200,772	\$107,295	\$140,489	\$178,634	\$251,315	\$323,201
	U	11	\$333,845		\$151,011	\$205,490	\$270,330	
Top PR/Communications Position	F	16	\$149,388		\$119,730	\$143,919	\$172,676	
	M	13	\$163,982		\$132,271	\$163,932	\$171,675	
Top Program Position	F	30	\$156,483	\$99,502	\$117,284	\$133,814	\$171,033	\$211,396
	M	15	\$173,166		\$143,623	\$163,576	\$202,392	
Top Technology Position	F	7	\$187,969			\$184,616		
	M	43	\$175,162	\$120,308	\$136,860	\$165,058	\$210,621	\$247,697

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related								
\$500 thousand or less								
CEO/Executive Director								
	F	486	\$56,830	\$25,800	\$40,001	\$52,787	\$69,344	\$91,384
	M	196	\$57,699	\$24,121	\$36,015	\$52,544	\$72,401	\$93,174
	U	25	\$53,525	\$27,808	\$36,000	\$50,400	\$73,684	\$79,788
Top Finance Position								
	F	10	\$36,209		\$26,197	\$36,031	\$45,521	
	M	6	\$81,311			\$69,638		
Top Legal Position								
	F	9	\$79,475			\$69,167		
	M	6	\$71,139			\$63,573		
Top Program Position								
	F	14	\$44,543		\$34,805	\$39,500	\$59,792	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	194	\$83,611	\$50,571	\$63,637	\$76,962	\$93,110	\$122,223
	M	72	\$99,017	\$57,253	\$66,562	\$86,554	\$109,196	\$157,885
	U	16	\$91,495		\$73,500	\$88,039	\$120,295	
Top Finance Position								
	F	16	\$58,763		\$48,206	\$59,357	\$69,759	
Top Legal Position								
	M	5	\$115,785			\$130,000		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	248	\$117,153	\$62,895	\$83,127	\$106,128	\$138,163	\$184,356
	M	201	\$135,504	\$75,584	\$95,383	\$126,316	\$167,097	\$196,449

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related								
Between \$1 million and \$5 million								
Top Administrative Position	U	13	\$131,638		\$99,934	\$119,764	\$146,878	
	F	12	\$104,168		\$61,578	\$114,457	\$135,593	
	M	9	\$115,547			\$129,400		
Top Development Position								
Top Finance Position	F	5	\$106,336			\$123,726		
	F	41	\$92,225	\$50,744	\$67,792	\$89,273	\$110,616	\$135,803
	M	32	\$104,461	\$51,638	\$59,701	\$91,248	\$126,104	\$155,251
Top Legal Position	U	7	\$88,762			\$92,998		
	F	19	\$142,151		\$113,612	\$151,366	\$163,014	
	M	27	\$159,125	\$117,390	\$131,412	\$149,125	\$180,232	\$200,449
Top Operations Position								
Top Program Position	F	19	\$110,059		\$100,937	\$116,416	\$127,464	
	M	10	\$119,299		\$67,939	\$97,500	\$175,350	
	F	7	\$111,161			\$121,799		
	M	5	\$105,761			\$129,958		
Greater than \$5 million								
CEO/Executive Director								
	F	78	\$193,551	\$109,421	\$135,743	\$170,253	\$205,551	\$262,188
	M	93	\$203,297	\$118,019	\$145,351	\$184,105	\$229,410	\$289,839
	U	5	\$191,325			\$172,036		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related								
Greater than \$5 million								
Top Administrative Position								
	F	10	\$140,010		\$123,416	\$139,251	\$147,933	
	M	12	\$161,749		\$124,408	\$143,247	\$175,642	
Top Development Position								
	F	10	\$145,213		\$123,958	\$146,463	\$169,968	
	M	8	\$162,178			\$156,956		
Top Finance Position								
	F	61	\$123,739	\$74,357	\$91,370	\$110,494	\$156,781	\$186,474
	M	38	\$152,397	\$94,263	\$108,479	\$129,297	\$170,599	\$211,004
Top Legal Position								
	F	38	\$160,724	\$109,460	\$131,962	\$155,711	\$190,297	\$215,255
	M	40	\$170,803	\$121,773	\$132,417	\$158,217	\$180,243	\$224,703
Top Operations Position								
	F	20	\$149,305	\$90,333	\$111,855	\$131,539	\$182,970	\$243,333
	M	18	\$146,529		\$122,606	\$144,207	\$166,534	
Top PR/Communications Position								
	F	7	\$148,704			\$146,452		
Top Program Position								
	F	11	\$137,320		\$124,180	\$136,142	\$157,429	
	M	9	\$147,311			\$149,934		
Top Technology Position								
	M	7	\$142,702			\$146,391		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines								
\$500 thousand or less								
CEO/Executive Director								
	F	462	\$58,404	\$23,361	\$35,694	\$55,000	\$73,983	\$95,123
	M	176	\$60,412	\$24,207	\$36,596	\$57,254	\$75,032	\$100,993
	U	35	\$58,762	\$30,205	\$42,125	\$58,000	\$72,779	\$89,694
Top Administrative Position								
	F	10	\$32,027		\$25,211	\$27,458	\$37,681	
Top Finance Position								
	F	16	\$46,788		\$28,284	\$47,095	\$55,905	
	M	8	\$67,106			\$45,944		
Top Operations Position								
	F	6	\$44,844			\$39,439		
Top Program Position								
	F	8	\$39,788			\$36,640		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	173	\$90,711	\$50,000	\$65,000	\$85,000	\$107,207	\$134,847
	M	91	\$107,519	\$52,800	\$69,395	\$100,000	\$124,255	\$171,495
	U	16	\$86,559		\$70,094	\$79,686	\$107,513	
Top Finance Position								
	F	8	\$93,450			\$58,124		
	M	6	\$113,657			\$69,702		
	U	5	\$88,647			\$92,539		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	320	\$132,882	\$66,555	\$89,231	\$117,144	\$167,474	\$225,572

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines								
Between \$1 million and \$5 million								
	M	191	\$164,024	\$70,417	\$92,241	\$126,069	\$177,517	\$277,854
	U	19	\$122,602		\$72,142	\$112,698	\$141,490	
Top Administrative Position								
	F	7	\$118,854			\$127,824		
	M	5	\$140,838			\$128,013		
Top Business Position								
	F	7	\$134,213			\$135,000		
Top Development Position								
	F	18	\$133,405		\$118,190	\$132,872	\$155,951	
	M	12	\$156,818		\$115,950	\$143,062	\$158,077	
Top Education Position								
	F	6	\$125,873			\$129,435		
Top Finance Position								
	F	47	\$100,377	\$57,400	\$67,148	\$82,917	\$115,230	\$133,015
	M	28	\$144,670	\$47,875	\$59,892	\$89,108	\$113,667	\$358,413
	U	6	\$110,348			\$95,773		
Top Operations Position								
	F	26	\$111,809	\$63,042	\$82,838	\$105,582	\$131,934	\$174,170
	M	14	\$135,148		\$89,218	\$111,627	\$177,305	
Top Program Position								
	F	19	\$113,423		\$103,787	\$118,208	\$131,324	
Greater than \$5 million								
CEO/Executive Director								
	F	129	\$281,254	\$122,105	\$154,731	\$233,205	\$335,217	\$496,076
	M	172	\$427,665	\$123,666	\$183,145	\$320,499	\$533,496	\$886,091

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines								
Greater than \$5 million								
Top Administrative Position	U	10	\$483,372		\$226,285	\$340,729	\$635,902	
	F	20	\$259,854	\$141,771	\$171,746	\$197,054	\$272,017	\$386,426
	M	10	\$173,353		\$145,316	\$169,236	\$181,971	
Top Business Position	F	19	\$172,686		\$117,316	\$145,980	\$193,276	
	M	13	\$201,328		\$148,358	\$212,100	\$243,171	
Top Development Position	F	45	\$200,834	\$124,457	\$142,414	\$189,852	\$238,842	\$288,458
	M	26	\$192,099	\$101,885	\$134,161	\$197,380	\$245,447	\$305,053
Top Education Position	F	21	\$189,266	\$128,024	\$141,684	\$159,515	\$198,976	\$299,289
	M	11	\$267,141		\$135,331	\$164,508	\$244,463	
Top Finance Position	F	90	\$189,405	\$74,490	\$114,597	\$159,132	\$203,201	\$312,400
	M	91	\$267,222	\$104,297	\$137,017	\$209,746	\$306,106	\$425,342
	U	10	\$171,981		\$141,409	\$159,396	\$201,407	
Top Human Resources Position	F	25	\$195,207	\$134,162	\$153,418	\$187,044	\$241,594	\$268,899
	M	10	\$183,582		\$135,124	\$196,308	\$230,240	
Top Legal Position	F	7	\$375,667			\$282,368		
	M	13	\$301,633		\$212,040	\$261,836	\$383,094	
Top Marketing Position	F	32	\$202,526	\$128,746	\$145,876	\$162,530	\$219,535	\$294,730
	M	9	\$169,113			\$166,973		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines								
Greater than \$5 million								
Top Operations Position								
	F	62	\$223,382	\$98,193	\$145,121	\$181,784	\$254,581	\$358,192
	M	43	\$241,119	\$115,766	\$133,294	\$173,319	\$295,134	\$388,531
	U	7	\$230,752			\$224,499		
Top PR/Communications Position								
	F	33	\$201,357	\$135,719	\$145,980	\$182,379	\$228,283	\$294,805
	M	13	\$159,392		\$127,373	\$141,825	\$176,625	
Top Program Position								
	F	34	\$173,072	\$111,729	\$135,554	\$151,715	\$183,863	\$239,564
	M	17	\$200,480		\$116,384	\$157,567	\$267,723	
Top Technology Position								
	F	6	\$164,756			\$155,703		
	M	42	\$202,371	\$118,669	\$144,057	\$195,769	\$240,407	\$259,304
	U	5	\$182,445			\$149,899		
Educational Institutions and Related Activities								
\$500 thousand or less								
CEO/Executive Director								
	F	1,761	\$52,067	\$23,290	\$32,000	\$47,751	\$66,000	\$85,250
	M	807	\$59,682	\$22,022	\$34,153	\$51,539	\$75,938	\$106,393
	U	164	\$54,336	\$23,290	\$36,182	\$50,000	\$67,055	\$87,865
Top Administrative Position								
	F	88	\$36,116	\$17,998	\$21,787	\$31,145	\$46,100	\$60,438
	M	23	\$46,300	\$25,145	\$31,750	\$42,275	\$49,899	\$55,181

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities								
\$500 thousand or less								
Top Business Position	U	7	\$44,546			\$47,424		
	F	10	\$34,829		\$23,325	\$33,138	\$43,238	
Top Development Position	M	5	\$94,852			\$56,327		
	F	9	\$34,297			\$35,000		
Top Education Position	F	31	\$46,504	\$25,720	\$30,734	\$38,556	\$56,415	\$64,000
	M	6	\$67,414			\$66,385		
Top Finance Position	F	147	\$39,835	\$18,000	\$24,492	\$32,647	\$47,992	\$70,160
	M	51	\$53,156	\$19,150	\$24,144	\$34,000	\$69,125	\$106,421
Top Operations Position	U	15	\$48,575		\$23,287	\$31,875	\$63,332	
	F	21	\$44,254	\$22,000	\$28,025	\$37,219	\$53,260	\$67,240
Top Program Position	M	15	\$60,015		\$27,651	\$41,013	\$93,000	
	F	59	\$40,498	\$22,037	\$26,164	\$37,122	\$47,025	\$60,916
	M	11	\$40,453		\$20,167	\$32,352	\$45,685	
	U	9	\$46,905			\$36,250		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	1,012	\$79,600	\$39,833	\$55,000	\$71,540	\$95,583	\$125,761
	M	560	\$94,802	\$40,769	\$59,887	\$82,579	\$116,268	\$163,653
	U	78	\$83,421	\$33,325	\$55,600	\$71,455	\$106,860	\$140,560

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities								
Between \$500 thousand and \$1 million								
Top Administrative Position								
	F	58	\$56,020	\$33,834	\$40,158	\$51,178	\$67,568	\$84,026
	M	42	\$58,515	\$30,021	\$37,518	\$52,825	\$71,270	\$97,068
Top Business Position								
	F	11	\$47,144		\$36,480	\$49,009	\$54,896	
Top Education Position								
	F	12	\$74,009		\$47,098	\$53,456	\$90,751	
	M	13	\$97,934		\$71,883	\$85,250	\$101,747	
Top Finance Position								
	F	83	\$62,296	\$25,528	\$35,894	\$47,339	\$84,399	\$116,499
	M	37	\$69,793	\$28,000	\$35,043	\$55,373	\$79,300	\$121,818
	U	18	\$71,035		\$54,764	\$62,485	\$93,292	
Top Operations Position								
	F	33	\$58,980	\$36,500	\$47,615	\$59,519	\$68,946	\$83,500
	M	10	\$65,545		\$37,994	\$50,006	\$77,985	
	U	5	\$84,227			\$91,880		
Top Program Position								
	F	26	\$77,717	\$28,914	\$44,013	\$60,468	\$97,000	\$141,667
	M	10	\$74,179		\$50,068	\$68,611	\$96,963	
	U	7	\$65,057			\$70,613		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	2,253	\$115,893	\$58,066	\$77,633	\$105,819	\$139,084	\$184,304
	M	1,779	\$136,869	\$63,186	\$87,136	\$120,000	\$167,419	\$229,551
	U	192	\$126,308	\$67,231	\$84,132	\$110,611	\$155,585	\$199,542

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities								
Between \$1 million and \$5 million								
Top Administrative Position								
	F	178	\$90,316	\$46,648	\$58,230	\$89,772	\$109,508	\$140,420
	M	144	\$89,844	\$44,084	\$62,176	\$84,109	\$104,424	\$150,254
	U	22	\$83,586	\$36,997	\$55,055	\$81,999	\$102,634	\$135,153
Top Business Position								
	F	120	\$82,364	\$37,352	\$55,090	\$75,128	\$101,566	\$126,616
	M	44	\$78,550	\$34,244	\$47,970	\$67,018	\$104,321	\$132,601
	U	13	\$96,188		\$52,184	\$71,241	\$106,127	
Top Development Position								
	F	78	\$121,720	\$64,719	\$102,811	\$119,983	\$139,452	\$182,696
	M	28	\$120,301	\$74,473	\$96,278	\$123,402	\$134,248	\$186,935
Top Education Position								
	F	78	\$115,202	\$57,842	\$79,021	\$112,634	\$132,901	\$174,598
	M	55	\$149,946	\$72,357	\$100,444	\$139,407	\$175,623	\$236,378
	U	12	\$88,092		\$58,434	\$78,210	\$97,538	
Top Facilities Position								
	M	7	\$76,324			\$48,289		
Top Finance Position								
	F	380	\$81,142	\$35,674	\$51,977	\$74,842	\$107,877	\$129,965
	M	238	\$97,143	\$41,473	\$59,742	\$91,104	\$122,068	\$159,491
	U	39	\$89,760	\$36,706	\$54,559	\$88,285	\$110,967	\$140,132
Top Human Resources Position								
	F	21	\$127,895	\$100,731	\$121,600	\$128,892	\$138,574	\$163,945
	M	7	\$109,650			\$111,845		
Top Legal Position								
	F	8	\$163,416			\$154,999		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities								
Between \$1 million and \$5 million								
Top Marketing Position								
	F	11	\$116,664		\$94,678	\$126,665	\$136,914	
	M	5	\$118,177			\$116,310		
Top Operations Position								
	F	150	\$109,195	\$54,375	\$78,201	\$108,105	\$134,599	\$163,722
	M	120	\$125,839	\$51,354	\$91,961	\$113,194	\$151,717	\$200,335
	U	15	\$115,472		\$93,411	\$117,305	\$129,213	
Top PR/Communications Position								
	F	24	\$127,662	\$88,594	\$109,570	\$121,479	\$146,315	\$179,034
	M	10	\$161,065		\$123,122	\$150,760	\$193,343	
Top Program Position								
	F	63	\$123,256	\$58,000	\$102,502	\$124,133	\$153,321	\$170,582
	M	24	\$133,879	\$79,236	\$105,271	\$132,392	\$148,491	\$188,310
	U	7	\$151,914			\$165,834		
Top Technology Position								
	M	26	\$123,318	\$37,996	\$109,315	\$130,149	\$161,868	\$183,389
Greater than \$5 million								
CEO/Executive Director								
	F	1,542	\$257,061	\$106,116	\$137,518	\$192,987	\$296,503	\$465,571
	M	2,764	\$345,004	\$120,317	\$169,041	\$254,680	\$401,037	\$598,995
	U	214	\$325,313	\$107,148	\$145,515	\$204,665	\$345,242	\$575,538
Top Administrative Position								
	F	455	\$183,127	\$97,364	\$124,459	\$161,895	\$210,127	\$299,929
	M	569	\$208,209	\$110,106	\$138,169	\$175,559	\$238,671	\$349,766
	U	48	\$209,440	\$93,800	\$119,900	\$155,564	\$253,735	\$407,201

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities								
Greater than \$5 million								
Top Business Position								
	F	202	\$153,918	\$75,120	\$105,390	\$139,683	\$183,208	\$243,551
	M	284	\$198,727	\$97,137	\$130,027	\$170,194	\$227,758	\$312,448
	U	23	\$150,781	\$94,767	\$105,929	\$141,080	\$175,419	\$214,598
Top Development Position								
	F	626	\$190,808	\$114,147	\$136,166	\$167,376	\$220,846	\$285,810
	M	614	\$229,628	\$116,656	\$149,676	\$196,204	\$269,169	\$374,464
	U	63	\$172,733	\$108,437	\$126,603	\$150,798	\$205,176	\$244,869
Top Education Position								
	F	599	\$191,327	\$114,848	\$134,245	\$164,252	\$216,182	\$296,359
	M	688	\$270,420	\$121,480	\$148,504	\$196,294	\$282,616	\$436,847
	U	84	\$222,741	\$110,151	\$131,064	\$180,461	\$273,891	\$410,751
Top Facilities Position								
	F	14	\$243,895		\$128,164	\$163,657	\$243,185	
	M	182	\$190,147	\$116,292	\$138,314	\$165,180	\$220,342	\$285,186
	U	7	\$160,325			\$137,867		
Top Finance Position								
	F	1,066	\$171,623	\$79,492	\$108,680	\$148,862	\$211,856	\$286,139
	M	1,461	\$221,204	\$92,999	\$128,629	\$184,643	\$261,501	\$366,724
	U	132	\$174,914	\$85,543	\$117,314	\$146,037	\$195,261	\$296,200
Top Human Resources Position								
	F	249	\$181,800	\$107,911	\$126,585	\$154,345	\$208,125	\$292,634
	M	113	\$207,581	\$113,555	\$136,880	\$164,010	\$234,470	\$301,661
	U	17	\$214,459		\$132,670	\$149,240	\$270,792	
Top Legal Position								
	F	123	\$320,844	\$164,487	\$198,128	\$256,052	\$382,290	\$575,707

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities								
Greater than \$5 million								
	M	133	\$306,638	\$155,022	\$202,649	\$257,055	\$365,582	\$543,859
	U	12	\$300,316		\$186,826	\$295,280	\$311,114	
Top Marketing Position								
	F	118	\$193,176	\$116,465	\$139,570	\$172,072	\$220,559	\$291,730
	M	102	\$202,654	\$118,411	\$134,703	\$176,776	\$214,142	\$303,178
	U	9	\$174,409			\$136,927		
Top Operations Position								
	F	394	\$189,652	\$105,028	\$124,626	\$155,129	\$219,760	\$296,777
	M	516	\$233,051	\$108,803	\$132,791	\$180,099	\$252,324	\$359,930
	U	58	\$206,820	\$103,618	\$119,247	\$159,596	\$219,890	\$348,088
Top PR/Communications Position								
	F	161	\$200,883	\$118,004	\$139,751	\$174,851	\$234,433	\$311,431
	M	155	\$199,897	\$119,974	\$139,319	\$186,886	\$231,148	\$304,445
	U	14	\$138,002		\$111,242	\$120,962	\$168,440	
Top Program Position								
	F	163	\$172,836	\$113,044	\$125,232	\$151,906	\$189,386	\$267,829
	M	109	\$190,624	\$110,110	\$138,134	\$164,244	\$223,545	\$283,610
	U	18	\$175,221		\$141,937	\$152,211	\$193,685	
Top Technology Position								
	F	118	\$209,313	\$115,154	\$135,327	\$171,431	\$221,723	\$291,437
	M	484	\$222,214	\$121,579	\$137,867	\$172,813	\$236,898	\$327,962
	U	34	\$192,698	\$113,338	\$125,718	\$164,716	\$229,082	\$309,392

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related								
\$500 thousand or less								
CEO/Executive Director								
	F	140	\$52,989	\$22,493	\$31,637	\$49,500	\$67,625	\$90,447
	M	92	\$58,892	\$24,030	\$38,090	\$53,467	\$75,692	\$102,529
	U	17	\$49,465		\$32,000	\$53,000	\$65,000	
Top Administrative Position								
	M	5	\$94,064			\$108,258		
Top Education Position								
	M	20	\$97,205	\$53,688	\$76,636	\$99,739	\$113,638	\$147,619
Top Finance Position								
	F	6	\$34,815			\$32,976		
	M	6	\$50,004			\$48,391		
Top Program Position								
	F	6	\$41,101			\$34,911		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	107	\$81,006	\$44,742	\$55,725	\$75,311	\$94,786	\$124,853
	M	62	\$94,992	\$53,979	\$60,798	\$80,212	\$114,137	\$139,328
	U	7	\$83,706			\$71,104		
Top Education Position								
	M	26	\$145,750	\$113,479	\$121,336	\$136,921	\$162,854	\$188,285
Top Finance Position								
	F	8	\$60,411			\$53,136		
	M	10	\$75,615		\$50,357	\$65,767	\$94,582	
Top Operations Position								
	F	5	\$71,242			\$48,896		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	268	\$110,057	\$64,136	\$79,427	\$100,684	\$131,195	\$166,401
	M	216	\$120,371	\$66,774	\$85,301	\$105,828	\$137,679	\$190,815
	U	22	\$107,792	\$67,575	\$77,168	\$95,149	\$135,911	\$167,548
Top Administrative Position								
	F	7	\$134,778			\$136,237		
	M	18	\$166,340		\$120,006	\$168,266	\$188,253	
Top Business Position								
	F	7	\$69,704			\$59,318		
	M	6	\$92,573			\$101,554		
Top Development Position								
	F	6	\$122,955			\$124,763		
Top Education Position								
	F	8	\$145,668			\$146,608		
	M	56	\$180,913	\$104,966	\$142,151	\$167,015	\$224,943	\$252,612
Top Finance Position								
	F	80	\$86,352	\$51,976	\$66,374	\$83,339	\$104,066	\$121,396
	M	38	\$108,566	\$56,307	\$75,010	\$97,739	\$131,249	\$186,427
	U	8	\$102,890			\$103,145		
Top Operations Position								
	F	24	\$92,375	\$55,222	\$65,591	\$94,114	\$108,731	\$128,089
	M	19	\$93,289		\$70,020	\$79,143	\$126,868	
Top Program Position								
	F	8	\$86,705			\$81,955		
	M	5	\$146,072			\$146,049		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related								
Greater than \$5 million								
CEO/Executive Director								
	F	134	\$181,889	\$89,811	\$112,300	\$168,458	\$219,085	\$290,631
	M	219	\$222,886	\$103,008	\$131,918	\$175,248	\$259,873	\$388,211
	U	16	\$196,650		\$108,803	\$178,811	\$236,422	
Top Administrative Position								
	F	19	\$178,077		\$113,691	\$143,010	\$223,305	
	M	23	\$184,459	\$130,390	\$137,363	\$169,479	\$204,991	\$272,397
Top Business Position								
	F	11	\$130,423		\$118,276	\$122,817	\$140,356	
	M	17	\$159,860		\$118,651	\$165,817	\$204,456	
Top Development Position								
	F	16	\$154,787		\$136,713	\$148,309	\$177,792	
	M	7	\$168,349			\$146,985		
Top Education Position								
	F	7	\$192,827			\$181,461		
	M	20	\$223,099	\$158,784	\$179,991	\$221,835	\$264,695	\$303,999
Top Facilities Position								
	M	10	\$168,598		\$141,596	\$163,053	\$200,197	
Top Finance Position								
	F	112	\$124,396	\$74,500	\$85,874	\$112,925	\$146,929	\$196,749
	M	103	\$162,238	\$75,218	\$111,002	\$154,634	\$206,616	\$250,416
	U	15	\$119,038		\$101,664	\$116,704	\$136,294	
Top Human Resources Position								
	F	29	\$156,357	\$100,910	\$126,524	\$156,547	\$194,944	\$211,012
	M	18	\$164,765		\$113,884	\$138,465	\$234,372	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related								
Greater than \$5 million								
Top Legal Position	F	8	\$211,415			\$201,256		
Top Marketing Position	F	6	\$171,101			\$148,657		
	M	6	\$153,995			\$152,169		
Top Operations Position	F	43	\$164,827	\$102,998	\$119,542	\$149,476	\$214,994	\$231,250
	M	59	\$215,250	\$118,442	\$132,201	\$184,580	\$226,647	\$329,977
	U	5	\$163,468			\$166,481		
Top PR/Communications Position	F	17	\$158,663		\$133,659	\$142,717	\$182,213	
Top Program Position	F	27	\$163,892	\$108,932	\$133,441	\$161,798	\$198,456	\$219,850
	M	12	\$153,043		\$132,613	\$150,287	\$167,846	
Top Technology Position	F	6	\$151,816			\$142,408		
	M	32	\$181,145	\$122,777	\$136,781	\$154,790	\$204,827	\$261,763
	U	5	\$160,764			\$169,767		
Environmental Quality, Protection, and Beautification								
\$500 thousand or less								
CEO/Executive Director	F	570	\$57,504	\$28,734	\$40,000	\$56,026	\$70,938	\$86,628
	M	422	\$60,349	\$24,445	\$39,000	\$58,541	\$75,478	\$95,077

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification								
\$500 thousand or less								
Top Administrative Position	U	43	\$60,218	\$30,000	\$35,171	\$58,933	\$75,313	\$105,798
	F	12	\$38,291		\$21,239	\$31,068	\$46,302	
	M	5	\$29,477			\$23,000		
Top Finance Position	F	23	\$49,778	\$24,202	\$31,660	\$43,125	\$51,871	\$91,594
	M	10	\$53,402		\$22,702	\$46,474	\$51,380	
Top Operations Position	F	5	\$44,183			\$53,097		
	M	6	\$75,666			\$65,761		
Top Program Position	F	17	\$43,010		\$29,611	\$38,381	\$55,641	
	M	6	\$35,029			\$27,902		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
Top Finance Position	F	241	\$90,771	\$58,392	\$68,789	\$84,287	\$102,896	\$132,128
	M	222	\$93,527	\$49,520	\$68,814	\$87,750	\$110,996	\$142,000
	U	16	\$84,349		\$66,028	\$76,334	\$104,896	
Top Operations Position	F	12	\$72,318		\$66,149	\$72,168	\$85,588	
	F	10	\$79,031		\$52,831	\$67,979	\$99,796	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	307	\$121,302	\$70,708	\$89,015	\$110,815	\$149,584	\$190,825

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification								
Between \$1 million and \$5 million								
	M	458	\$137,928	\$71,396	\$96,083	\$125,782	\$165,996	\$217,697
	U	24	\$127,982	\$69,106	\$86,657	\$124,371	\$169,922	\$180,757
Top Administrative Position								
	F	23	\$101,822	\$61,683	\$72,524	\$109,330	\$127,519	\$145,756
	M	11	\$114,356		\$96,269	\$107,002	\$130,577	
Top Business Position								
	F	8	\$113,393			\$109,557		
Top Development Position								
	F	32	\$135,085	\$109,336	\$119,909	\$129,486	\$148,901	\$175,936
	M	10	\$112,750		\$75,252	\$123,882	\$137,255	
Top Finance Position								
	F	71	\$99,017	\$63,255	\$75,268	\$94,506	\$118,024	\$145,000
	M	49	\$114,597	\$60,520	\$87,371	\$107,758	\$143,010	\$167,716
	U	10	\$104,607		\$73,832	\$81,311	\$152,349	
Top Legal Position								
	M	8	\$137,955			\$122,169		
Top Operations Position								
	F	26	\$117,742	\$77,320	\$89,544	\$107,413	\$149,465	\$165,452
	M	19	\$115,094		\$86,037	\$118,723	\$150,105	
Top PR/Communications Position								
	F	11	\$115,227		\$113,582	\$125,421	\$129,020	
Top Program Position								
	F	14	\$144,251		\$114,311	\$123,611	\$133,868	
	M	23	\$127,804	\$108,624	\$116,711	\$124,416	\$138,810	\$149,633

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification								
Between \$1 million and \$5 million								
Top Technology Position								
	M	9	\$150,732			\$151,732		
Greater than \$5 million								
CEO/Executive Director								
	F	63	\$238,011	\$113,247	\$148,598	\$209,885	\$287,214	\$419,975
	M	169	\$286,529	\$123,782	\$161,926	\$239,346	\$343,104	\$484,188
	U	6	\$229,736			\$224,737		
Top Administrative Position								
	F	13	\$151,127		\$122,001	\$139,320	\$155,116	
	M	14	\$201,293		\$137,165	\$169,396	\$263,924	
Top Business Position								
	F	8	\$178,939			\$152,882		
	M	10	\$190,458		\$159,828	\$170,123	\$217,033	
Top Development Position								
	F	52	\$189,988	\$116,570	\$130,384	\$170,600	\$233,694	\$311,204
	M	31	\$206,449	\$128,544	\$150,968	\$165,750	\$213,585	\$274,648
Top Education Position								
	F	7	\$152,412			\$145,741		
Top Finance Position								
	F	68	\$142,830	\$74,810	\$114,730	\$140,727	\$176,985	\$210,591
	M	62	\$205,217	\$115,197	\$140,931	\$185,175	\$239,461	\$301,048
	U	7	\$177,179			\$119,303		
Top Human Resources Position								
	F	18	\$173,110		\$140,055	\$151,574	\$205,678	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification								
Greater than \$5 million								
Top Legal Position								
	F	9	\$253,589			\$211,737		
	M	19	\$230,773		\$180,195	\$206,772	\$278,007	
Top Marketing Position								
	F	9	\$159,808			\$160,188		
	M	14	\$210,804		\$142,932	\$192,846	\$256,369	
Top Operations Position								
	F	40	\$168,571	\$111,662	\$121,223	\$150,341	\$184,409	\$225,559
	M	35	\$190,540	\$119,778	\$148,277	\$181,621	\$221,108	\$253,597
	U	5	\$224,619			\$178,728		
Top PR/Communications Position								
	F	24	\$175,627	\$124,876	\$134,925	\$164,712	\$190,703	\$235,090
	M	25	\$203,545	\$122,925	\$138,375	\$180,032	\$216,540	\$350,353
Top Program Position								
	F	16	\$177,801		\$138,170	\$154,736	\$206,446	
	M	36	\$190,764	\$120,448	\$132,217	\$158,707	\$204,762	\$333,303
Top Technology Position								
	F	5	\$149,470			\$148,865		
	M	14	\$158,526		\$131,165	\$153,073	\$176,394	

Food, Agriculture, and Nutrition

\$500 thousand or less

CEO/Executive Director

F	285	\$46,326	\$21,149	\$29,514	\$43,500	\$57,541	\$74,551
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501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture, and Nutrition								
\$500 thousand or less								
	M	140	\$50,917	\$20,270	\$29,764	\$47,383	\$62,030	\$85,563
	U	16	\$42,443		\$29,140	\$38,679	\$54,170	
Top Administrative Position								
	F	8	\$29,165			\$30,509		
Top Finance Position								
	F	6	\$32,803			\$31,441		
	M	6	\$49,252			\$47,750		
Top Operations Position								
	F	9	\$37,746			\$30,000		
	M	5	\$35,721			\$25,070		
Top Program Position								
	F	19	\$34,050		\$24,865	\$30,830	\$37,415	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	152	\$66,576	\$34,614	\$48,518	\$64,980	\$79,598	\$96,565
	M	52	\$70,213	\$33,225	\$48,064	\$58,128	\$84,490	\$117,763
	U	12	\$77,148		\$47,895	\$69,222	\$106,833	
Top Finance Position								
	F	11	\$41,591		\$22,559	\$27,933	\$51,830	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	229	\$89,819	\$51,739	\$67,461	\$84,919	\$107,545	\$135,273
	M	133	\$102,343	\$49,444	\$71,633	\$95,600	\$123,640	\$153,536
	U	13	\$77,330		\$61,355	\$75,000	\$91,074	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture, and Nutrition								
Between \$1 million and \$5 million								
Top Administrative Position								
	M	5	\$125,925			\$125,560		
Top Finance Position								
	F	17	\$68,977		\$49,669	\$71,272	\$87,149	
	M	9	\$73,069			\$63,606		
Top Operations Position								
	F	6	\$135,893			\$109,495		
	M	11	\$99,539		\$61,803	\$99,620	\$127,500	
Top Program Position								
	M	5	\$89,120			\$64,812		
Greater than \$5 million								
CEO/Executive Director								
	F	132	\$151,532	\$74,346	\$98,380	\$125,702	\$174,791	\$276,770
	M	150	\$176,677	\$85,006	\$103,861	\$146,668	\$205,696	\$301,843
	U	14	\$215,163		\$125,642	\$174,302	\$244,697	
Top Administrative Position								
	F	6	\$135,479			\$131,421		
	M	9	\$215,923			\$178,858		
Top Business Position								
	F	9	\$163,157			\$163,612		
Top Development Position								
	F	40	\$149,736	\$87,994	\$115,799	\$145,959	\$178,079	\$230,079
	M	16	\$174,176		\$125,470	\$175,938	\$199,227	
Top Finance Position								
	F	60	\$123,209	\$56,166	\$101,325	\$120,835	\$154,432	\$179,859

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture, and Nutrition								
Greater than \$5 million								
	M	60	\$136,545	\$71,816	\$85,414	\$118,900	\$160,276	\$263,994
	U	6	\$189,542			\$121,117		
Top Human Resources Position	F	10	\$150,730		\$124,461	\$138,676	\$154,444	
Top Marketing Position	F	10	\$158,878		\$114,879	\$156,528	\$186,150	
Top Operations Position	F	35	\$150,570	\$99,804	\$109,896	\$135,716	\$172,748	\$232,715
	M	36	\$161,650	\$108,118	\$131,246	\$150,554	\$173,379	\$219,551
Top PR/Communications Position	F	11	\$173,947		\$130,176	\$147,234	\$201,365	
	M	7	\$219,642			\$220,308		
Top Program Position	F	16	\$163,142		\$119,730	\$129,299	\$202,283	
	M	12	\$156,937		\$119,803	\$151,696	\$194,333	
Top Technology Position	M	9	\$175,444			\$154,030		

Health—General and Rehabilitative

\$500 thousand or less

CEO/Executive Director

F	797	\$57,191	\$24,491	\$37,225	\$53,175	\$70,192	\$90,004
M	264	\$65,390	\$23,811	\$34,950	\$55,605	\$81,103	\$119,315
U	52	\$52,592	\$27,122	\$37,298	\$49,930	\$63,759	\$86,206

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative								
\$500 thousand or less								
Top Administrative Position								
	F	13	\$41,739		\$31,200	\$39,239	\$48,228	
	M	7	\$35,726			\$32,000		
Top Finance Position								
	F	41	\$52,771	\$20,000	\$29,990	\$44,338	\$60,491	\$85,808
	M	21	\$53,728	\$23,217	\$26,291	\$45,755	\$67,517	\$86,250
Top Operations Position								
	F	7	\$53,132			\$48,436		
	M	8	\$51,291			\$49,339		
Top Program Position								
	F	16	\$50,798		\$45,444	\$49,533	\$61,853	
	M	5	\$38,495			\$35,000		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	413	\$89,704	\$48,218	\$63,424	\$83,477	\$106,109	\$144,558
	M	168	\$105,296	\$48,992	\$63,942	\$86,532	\$127,227	\$181,342
	U	28	\$75,929	\$32,320	\$45,966	\$67,423	\$96,569	\$131,812
Top Administrative Position								
	F	13	\$68,638		\$39,767	\$59,710	\$81,579	
Top Development Position								
	F	5	\$92,288			\$102,299		
Top Finance Position								
	F	32	\$58,901	\$21,944	\$33,799	\$48,778	\$65,482	\$104,642
	M	16	\$86,639		\$51,155	\$62,941	\$105,401	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative								
Between \$500 thousand and \$1 million								
Top Operations Position								
	F	17	\$78,299		\$43,145	\$65,821	\$99,421	
	M	14	\$71,979		\$57,372	\$69,600	\$84,674	
Top Program Position								
	F	8	\$73,888			\$67,014		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	862	\$135,762	\$69,031	\$88,732	\$117,069	\$158,823	\$223,266
	M	591	\$161,532	\$68,498	\$95,630	\$132,591	\$195,717	\$284,092
	U	67	\$131,869	\$61,546	\$84,680	\$113,217	\$151,273	\$231,137
Top Administrative Position								
	F	83	\$95,551	\$48,852	\$64,228	\$85,442	\$119,158	\$145,384
	M	59	\$105,323	\$45,931	\$75,191	\$95,767	\$123,350	\$155,124
Top Business Position								
	F	23	\$72,957	\$46,222	\$54,217	\$62,550	\$92,213	\$113,255
	M	11	\$154,132		\$144,735	\$155,222	\$165,587	
Top Development Position								
	F	55	\$152,003	\$77,043	\$114,671	\$141,332	\$160,730	\$236,161
	M	23	\$142,697	\$89,216	\$117,437	\$134,000	\$155,752	\$184,918
Top Education Position								
	F	9	\$129,493			\$133,255		
Top Finance Position								
	F	201	\$99,451	\$48,000	\$62,240	\$85,922	\$116,392	\$175,005
	M	140	\$143,323	\$52,369	\$76,461	\$110,564	\$189,394	\$293,002
	U	19	\$121,687		\$82,841	\$98,144	\$120,586	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative								
Between \$1 million and \$5 million								
Top Human Resources Position								
	F	16	\$109,647		\$80,620	\$125,046	\$137,142	
Top Marketing Position								
	F	11	\$174,188		\$140,127	\$152,364	\$163,909	
Top Operations Position								
	F	123	\$128,143	\$64,220	\$96,290	\$124,876	\$160,243	\$196,725
	M	68	\$156,342	\$60,489	\$79,320	\$117,095	\$193,312	\$305,756
	U	10	\$122,222		\$114,007	\$127,199	\$143,476	
Top PR/Communications Position								
	F	13	\$134,498		\$116,754	\$127,837	\$142,558	
Top Program Position								
	F	34	\$119,499	\$71,054	\$107,719	\$122,201	\$130,301	\$159,289
	M	9	\$132,226			\$124,732		
	U	5	\$133,152			\$137,038		
Top Technology Position								
	F	10	\$121,021		\$106,206	\$120,793	\$142,596	
	M	30	\$176,443	\$101,499	\$116,872	\$143,296	\$153,499	\$235,317
Greater than \$5 million								
CEO/Executive Director								
	F	1,322	\$342,863	\$118,578	\$152,529	\$215,793	\$339,812	\$596,092
	M	2,125	\$633,340	\$151,395	\$214,157	\$353,106	\$690,421	\$1,254,747
	U	133	\$490,830	\$139,208	\$181,364	\$281,883	\$566,635	\$973,181
Top Administrative Position								
	F	358	\$226,140	\$100,497	\$127,151	\$162,649	\$217,064	\$334,606
	M	332	\$270,795	\$112,978	\$139,527	\$188,768	\$287,785	\$471,159

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative								
Greater than \$5 million								
Top Business Position	U	37	\$228,811	\$113,253	\$134,129	\$169,146	\$249,593	\$408,544
	F	130	\$239,444	\$108,610	\$137,009	\$182,179	\$283,079	\$450,958
	M	116	\$406,583	\$151,697	\$180,600	\$285,161	\$424,932	\$695,051
Top Development Position	U	17	\$338,152		\$169,232	\$204,235	\$418,817	
	F	207	\$257,532	\$121,272	\$142,648	\$180,407	\$258,083	\$430,067
	M	135	\$254,522	\$121,287	\$152,348	\$222,522	\$296,727	\$424,929
Top Education Position	U	20	\$267,473	\$112,217	\$137,567	\$189,723	\$360,869	\$537,360
	F	64	\$236,461	\$112,500	\$140,720	\$176,678	\$278,507	\$437,448
	M	45	\$604,027	\$152,064	\$220,548	\$397,966	\$771,045	\$1,073,656
Top Facilities Position	U	8	\$278,573			\$238,526		
	F	13	\$282,821		\$213,065	\$254,011	\$287,913	
	M	99	\$338,547	\$128,601	\$182,586	\$264,090	\$366,044	\$548,543
Top Finance Position	U	10	\$285,774		\$184,341	\$249,697	\$347,977	
	F	1,110	\$219,422	\$84,372	\$111,955	\$151,237	\$233,175	\$408,048
	M	1,503	\$345,452	\$103,688	\$144,368	\$217,362	\$388,175	\$712,292
Top Human Resources Position	U	104	\$326,985	\$108,975	\$140,131	\$233,303	\$383,893	\$546,608
	F	445	\$290,443	\$118,129	\$161,244	\$212,392	\$341,091	\$516,248
	M	230	\$426,216	\$139,132	\$203,424	\$300,043	\$498,410	\$885,912
	U	32	\$280,120	\$128,206	\$162,563	\$220,861	\$299,988	\$521,749

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative								
Greater than \$5 million								
Top Legal Position								
	F	148	\$490,195	\$164,607	\$239,028	\$398,401	\$574,429	\$830,024
	M	162	\$583,747	\$210,602	\$311,876	\$475,246	\$661,846	\$1,000,198
	U	19	\$559,386		\$252,000	\$397,981	\$848,101	
Top Marketing Position								
	F	112	\$299,371	\$131,893	\$157,980	\$215,864	\$334,999	\$496,899
	M	52	\$328,152	\$148,717	\$209,195	\$291,000	\$409,473	\$526,528
	U	5	\$158,064			\$148,772		
Top Operations Position								
	F	769	\$285,140	\$109,681	\$143,593	\$194,997	\$314,773	\$525,584
	M	785	\$420,996	\$125,773	\$173,874	\$270,615	\$456,287	\$791,355
	U	80	\$368,013	\$122,319	\$175,311	\$239,783	\$387,424	\$608,987
Top PR/Communications Position								
	F	146	\$257,240	\$123,090	\$148,714	\$207,711	\$307,147	\$439,038
	M	53	\$319,073	\$141,828	\$162,288	\$299,503	\$387,194	\$493,632
	U	6	\$349,039			\$321,744		
Top Program Position								
	F	103	\$188,613	\$112,879	\$129,198	\$173,529	\$237,370	\$294,630
	M	66	\$354,039	\$132,728	\$161,184	\$246,381	\$351,578	\$567,006
	U	13	\$206,535		\$183,875	\$211,271	\$240,837	
Top Technology Position								
	F	132	\$344,673	\$127,514	\$172,351	\$258,637	\$441,081	\$591,970
	M	514	\$337,079	\$128,722	\$164,433	\$241,166	\$413,730	\$651,421
	U	31	\$395,347	\$118,359	\$151,286	\$239,710	\$481,389	\$769,955

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter								
\$500 thousand or less								
CEO/Executive Director								
	F	521	\$53,288	\$26,146	\$36,950	\$50,000	\$64,252	\$82,313
	M	287	\$59,342	\$24,000	\$35,988	\$52,592	\$70,006	\$101,834
	U	36	\$51,507	\$25,750	\$39,638	\$47,170	\$65,146	\$79,956
Top Administrative Position								
	F	21	\$39,855	\$20,632	\$30,353	\$40,608	\$50,271	\$54,673
Top Finance Position								
	F	22	\$61,023	\$27,340	\$30,478	\$42,344	\$53,061	\$148,038
	M	11	\$44,326		\$20,631	\$35,059	\$50,935	
Top Operations Position								
	F	5	\$24,301			\$18,000		
	M	9	\$48,333			\$42,850		
Top Program Position								
	F	16	\$39,244		\$30,588	\$39,582	\$46,557	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	372	\$75,258	\$41,020	\$56,742	\$70,587	\$88,882	\$110,698
	M	226	\$82,428	\$40,110	\$54,146	\$69,757	\$93,929	\$134,608
	U	27	\$66,656	\$34,344	\$49,044	\$72,830	\$82,223	\$89,744
Top Administrative Position								
	F	20	\$61,258	\$34,988	\$50,411	\$60,185	\$67,497	\$76,146
	M	5	\$66,782			\$70,528		
Top Finance Position								
	F	18	\$53,773		\$44,025	\$51,149	\$67,581	
	M	11	\$99,110		\$71,590	\$87,184	\$104,747	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter								
Between \$500 thousand and \$1 million								
Top Operations Position								
	F	9	\$73,527			\$60,343		
Top Program Position								
	F	6	\$65,376			\$55,245		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	656	\$108,302	\$60,826	\$77,361	\$96,699	\$126,048	\$166,033
	M	552	\$124,123	\$63,762	\$80,933	\$106,091	\$143,959	\$199,050
	U	35	\$111,471	\$53,672	\$68,721	\$92,820	\$122,524	\$144,810
Top Administrative Position								
	F	41	\$85,178	\$49,392	\$62,996	\$81,038	\$110,942	\$125,874
	M	30	\$96,029	\$44,848	\$69,167	\$93,889	\$123,439	\$138,986
	U	5	\$97,515			\$93,000		
Top Business Position								
	F	10	\$145,209		\$94,338	\$120,959	\$130,474	
	M	5	\$110,033			\$123,422		
Top Development Position								
	F	18	\$136,315		\$118,999	\$131,336	\$147,126	
	M	12	\$133,306		\$109,839	\$124,871	\$149,188	
Top Facilities Position								
	F	8	\$136,576			\$134,401		
	M	10	\$124,461		\$117,507	\$125,442	\$139,201	
Top Finance Position								
	F	133	\$97,166	\$47,322	\$66,811	\$87,933	\$120,000	\$164,831
	M	107	\$103,421	\$56,614	\$67,920	\$92,901	\$127,490	\$166,649

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter								
Between \$1 million and \$5 million								
Top Human Resources Position	U	16	\$95,412		\$66,719	\$78,250	\$108,284	
	F	5	\$116,597			\$118,521		
Top Operations Position	F	49	\$109,445	\$57,088	\$71,790	\$105,235	\$136,086	\$167,872
	M	34	\$138,123	\$73,080	\$80,545	\$105,216	\$174,629	\$222,531
Top Program Position	U	6	\$81,421			\$73,347		
	F	11	\$103,305		\$64,268	\$73,188	\$142,777	
	M	6	\$118,171			\$119,901		
Greater than \$5 million								
CEO/Executive Director	F	257	\$189,622	\$98,136	\$126,904	\$166,587	\$232,089	\$315,833
	M	336	\$238,721	\$110,430	\$135,337	\$182,379	\$250,916	\$394,676
	U	32	\$172,594	\$87,290	\$119,792	\$150,739	\$177,720	\$352,641
Top Administrative Position	F	67	\$130,992	\$101,758	\$110,813	\$129,487	\$144,023	\$175,998
	M	30	\$135,576	\$95,675	\$112,626	\$125,492	\$150,327	\$189,117
	U	6	\$142,322			\$139,292		
Top Business Position	F	29	\$148,638	\$116,698	\$126,806	\$135,471	\$146,553	\$188,492
	M	17	\$163,014		\$124,315	\$138,731	\$211,626	
Top Development Position	F	51	\$143,608	\$104,042	\$118,137	\$133,499	\$157,620	\$189,101
	M	46	\$174,670	\$114,628	\$125,145	\$156,433	\$191,087	\$280,378

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter								
Greater than \$5 million								
Top Facilities Position								
	F	14	\$153,044		\$115,568	\$138,068	\$180,890	
	M	28	\$148,230	\$105,236	\$119,506	\$129,354	\$169,472	\$217,052
Top Finance Position								
	F	152	\$141,547	\$75,114	\$95,073	\$126,437	\$164,349	\$216,351
	M	180	\$165,305	\$81,588	\$112,349	\$149,324	\$192,733	\$268,180
	U	18	\$140,775		\$92,777	\$124,682	\$154,343	
Top Human Resources Position								
	F	51	\$157,708	\$101,698	\$121,729	\$150,531	\$178,094	\$221,224
	M	6	\$133,180			\$129,573		
	U	5	\$157,529			\$155,006		
Top Legal Position								
	F	9	\$161,209			\$142,022		
	M	11	\$245,692		\$129,961	\$164,653	\$383,414	
Top Marketing Position								
	F	31	\$158,300	\$116,150	\$121,846	\$145,229	\$169,865	\$201,676
	U	5	\$172,877			\$175,251		
Top Operations Position								
	F	65	\$193,973	\$110,091	\$130,000	\$162,884	\$210,812	\$313,003
	M	74	\$194,373	\$103,642	\$120,887	\$171,503	\$235,674	\$299,850
	U	6	\$186,029			\$154,178		
Top PR/Communications Position								
	F	8	\$150,023			\$157,329		
	M	5	\$143,101			\$126,711		
Top Program Position								
	F	22	\$139,200	\$108,539	\$122,023	\$126,559	\$160,988	\$193,270

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter								
Greater than \$5 million								
Top Technology Position	M	10	\$183,092		\$120,304	\$144,016	\$195,418	
	F	6	\$260,903			\$204,856		
	M	20	\$182,925	\$126,863	\$135,642	\$153,984	\$191,297	\$239,590
	U	5	\$172,744			\$147,195		
Human Services—Multipurpose and Other								
\$500 thousand or less								
CEO/Executive Director								
	F	3,099	\$48,504	\$23,822	\$32,760	\$46,000	\$60,000	\$75,000
	M	1,164	\$52,034	\$22,100	\$32,655	\$48,077	\$65,650	\$86,617
	U	253	\$48,246	\$21,060	\$29,727	\$44,607	\$60,000	\$78,283
Top Administrative Position								
	F	90	\$34,509	\$17,288	\$24,158	\$32,486	\$42,511	\$52,467
	M	21	\$46,153	\$20,446	\$33,153	\$39,835	\$62,665	\$67,699
Top Development Position								
	F	14	\$38,623		\$23,403	\$37,574	\$49,850	
	M	8	\$49,235			\$38,178		
Top Education Position								
	F	8	\$43,757			\$38,178		
Top Finance Position								
	F	140	\$35,317	\$17,177	\$20,970	\$32,195	\$43,173	\$54,639
	M	52	\$45,615	\$19,010	\$27,525	\$39,959	\$55,685	\$74,407
	U	12	\$31,826		\$25,469	\$30,995	\$40,588	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other								
\$500 thousand or less								
Top Operations Position								
	F	44	\$41,647	\$18,798	\$29,113	\$39,553	\$55,970	\$63,101
	M	25	\$48,675	\$21,762	\$26,740	\$40,000	\$62,875	\$88,299
	U	6	\$50,535			\$52,854		
Top Program Position								
	F	115	\$39,302	\$19,066	\$25,094	\$35,082	\$47,935	\$66,008
	M	24	\$36,208	\$20,654	\$28,350	\$33,472	\$43,732	\$54,129
	U	10	\$42,891		\$32,232	\$36,623	\$44,746	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	1,734	\$71,071	\$40,217	\$52,615	\$67,134	\$84,000	\$104,158
	M	646	\$79,868	\$40,086	\$55,148	\$72,000	\$95,639	\$124,953
	U	127	\$69,946	\$38,677	\$55,583	\$69,582	\$81,424	\$102,449
Top Administrative Position								
	F	44	\$51,098	\$28,690	\$36,608	\$47,174	\$61,295	\$80,669
	M	10	\$67,250		\$44,657	\$66,889	\$85,088	
	U	5	\$88,283			\$68,685		
Top Development Position								
	F	5	\$96,497			\$56,550		
	M	5	\$78,580			\$47,000		
Top Finance Position								
	F	102	\$55,007	\$26,682	\$36,008	\$51,099	\$68,104	\$87,646
	M	37	\$64,030	\$34,817	\$48,486	\$56,060	\$75,848	\$92,274
	U	9	\$108,790			\$65,297		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other								
Between \$500 thousand and \$1 million								
Top Operations Position								
	F	41	\$61,441	\$32,644	\$41,541	\$56,976	\$76,260	\$92,189
	M	16	\$60,559		\$43,034	\$55,563	\$77,168	
Top Program Position								
	F	39	\$58,910	\$35,495	\$46,428	\$52,000	\$62,776	\$79,326
	M	9	\$55,447			\$45,216		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	3,318	\$100,750	\$57,964	\$73,098	\$93,735	\$119,684	\$148,683
	M	1,851	\$111,200	\$60,703	\$79,779	\$101,273	\$130,368	\$167,678
	U	231	\$104,407	\$58,297	\$74,269	\$97,924	\$126,382	\$149,789
Top Administrative Position								
	F	113	\$81,679	\$47,393	\$56,368	\$76,854	\$101,571	\$128,118
	M	43	\$100,868	\$62,239	\$78,392	\$102,269	\$116,629	\$148,521
	U	17	\$94,161		\$75,377	\$97,984	\$114,229	
Top Business Position								
	F	40	\$92,698	\$39,873	\$52,913	\$67,574	\$106,311	\$149,449
	M	16	\$96,129		\$65,534	\$89,349	\$123,245	
Top Development Position								
	F	73	\$102,230	\$49,549	\$73,305	\$111,585	\$126,417	\$144,705
	M	19	\$127,662		\$109,120	\$128,101	\$156,677	
Top Education Position								
	F	10	\$100,270		\$76,805	\$100,938	\$123,492	
Top Facilities Position								
	M	12	\$94,346		\$66,802	\$88,999	\$123,626	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other								
Between \$1 million and \$5 million								
Top Finance Position								
	F	603	\$76,333	\$43,680	\$56,133	\$71,852	\$90,319	\$113,553
	M	340	\$89,899	\$44,404	\$59,109	\$80,461	\$104,684	\$142,173
	U	46	\$80,649	\$37,598	\$52,673	\$65,194	\$99,446	\$134,714
Top Human Resources Position								
	F	25	\$92,716	\$37,889	\$52,979	\$77,809	\$123,545	\$169,424
	M	8	\$156,358			\$86,718		
Top Legal Position								
	F	6	\$153,370			\$145,963		
	M	6	\$121,429			\$131,090		
Top Marketing Position								
	F	8	\$127,245			\$127,525		
	M	6	\$148,805			\$142,135		
Top Operations Position								
	F	180	\$92,908	\$56,476	\$68,502	\$86,365	\$108,890	\$127,605
	M	122	\$99,778	\$50,023	\$61,565	\$85,936	\$112,339	\$151,338
	U	15	\$77,776		\$62,167	\$75,402	\$96,057	
Top PR/Communications Position								
	F	13	\$103,578		\$68,124	\$115,497	\$127,641	
Top Program Position								
	F	90	\$86,400	\$47,962	\$60,638	\$84,474	\$110,946	\$122,113
	M	35	\$85,827	\$45,504	\$61,150	\$85,260	\$104,763	\$122,986
	U	5	\$122,658			\$106,841		
Top Technology Position								
	M	9	\$211,708			\$145,142		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other								
Greater than \$5 million								
CEO/Executive Director								
	F	1,884	\$179,030	\$93,629	\$120,008	\$156,742	\$205,713	\$286,677
	M	2,217	\$217,789	\$105,296	\$137,228	\$186,543	\$259,900	\$359,301
	U	136	\$201,312	\$85,676	\$114,827	\$168,968	\$227,902	\$338,631
Top Administrative Position								
	F	236	\$137,651	\$96,438	\$112,184	\$131,618	\$155,148	\$181,063
	M	135	\$154,858	\$93,649	\$118,479	\$143,305	\$173,474	\$248,611
	U	27	\$138,679	\$81,995	\$106,448	\$130,145	\$153,516	\$221,168
Top Business Position								
	F	103	\$145,125	\$107,042	\$119,852	\$136,246	\$163,949	\$194,346
	M	87	\$165,985	\$111,282	\$122,886	\$149,181	\$176,960	\$262,512
	U	6	\$142,453			\$134,576		
Top Development Position								
	F	305	\$146,648	\$101,530	\$116,987	\$139,473	\$162,579	\$199,901
	M	159	\$161,989	\$108,318	\$129,722	\$150,695	\$182,228	\$226,209
	U	21	\$141,838	\$86,573	\$119,431	\$138,019	\$185,869	\$200,863
Top Education Position								
	F	49	\$141,188	\$102,978	\$117,251	\$129,759	\$159,937	\$198,896
	M	17	\$172,127		\$125,059	\$143,663	\$153,598	
	U	5	\$204,272			\$184,672		
Top Facilities Position								
	F	13	\$147,685		\$129,233	\$146,925	\$163,034	
	M	94	\$149,681	\$110,790	\$124,554	\$146,673	\$166,366	\$186,830
	U	5	\$155,657			\$162,312		
Top Finance Position								
	F	1,310	\$129,238	\$68,730	\$88,476	\$114,363	\$154,184	\$202,519

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other								
Greater than \$5 million								
	M	1,250	\$145,883	\$79,777	\$103,229	\$132,173	\$174,077	\$230,528
	U	144	\$139,254	\$71,594	\$92,238	\$121,262	\$170,300	\$221,254
Top Human Resources Position								
	F	393	\$145,876	\$92,977	\$115,235	\$136,795	\$171,398	\$210,555
	M	113	\$159,359	\$106,013	\$129,475	\$148,010	\$186,045	\$224,755
	U	22	\$149,847	\$113,936	\$120,533	\$131,678	\$150,774	\$239,898
Top Legal Position								
	F	53	\$201,164	\$114,282	\$150,352	\$177,025	\$241,404	\$286,473
	M	38	\$195,714	\$114,067	\$123,742	\$169,172	\$238,633	\$350,713
	U	6	\$216,841			\$218,200		
Top Marketing Position								
	F	160	\$155,081	\$115,894	\$125,934	\$144,478	\$165,953	\$202,725
	M	63	\$163,744	\$116,905	\$128,809	\$147,517	\$176,165	\$240,318
	U	9	\$162,227			\$149,996		
Top Operations Position								
	F	563	\$155,136	\$85,964	\$112,938	\$140,513	\$181,981	\$240,794
	M	499	\$178,336	\$102,909	\$121,649	\$154,417	\$200,806	\$275,797
	U	65	\$174,697	\$106,913	\$119,274	\$164,254	\$199,503	\$232,844
Top PR/Communications Position								
	F	85	\$149,964	\$108,600	\$123,573	\$141,521	\$175,720	\$203,565
	M	45	\$160,448	\$106,391	\$122,616	\$152,164	\$182,118	\$227,200
	U	8	\$158,045			\$145,347		
Top Program Position								
	F	268	\$140,934	\$100,150	\$115,161	\$130,105	\$159,877	\$203,553
	M	137	\$151,999	\$107,604	\$119,243	\$139,442	\$173,944	\$212,536
	U	20	\$130,036	\$75,681	\$110,234	\$119,845	\$164,120	\$178,487

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other								
Greater than \$5 million								
Top Technology Position								
	F	52	\$166,961	\$114,274	\$129,287	\$150,737	\$185,097	\$220,889
	M	238	\$155,560	\$113,210	\$122,273	\$143,298	\$173,365	\$221,828
	U	21	\$165,372	\$127,665	\$148,086	\$160,751	\$185,170	\$194,311
International, Foreign Affairs, and National Security								
\$500 thousand or less								
CEO/Executive Director								
	F	193	\$54,601	\$24,473	\$33,450	\$47,269	\$70,000	\$87,198
	M	268	\$52,172	\$20,108	\$30,000	\$46,630	\$69,576	\$91,119
	U	58	\$50,575	\$22,940	\$30,660	\$48,959	\$65,302	\$79,436
Top Administrative Position								
	F	6	\$48,681			\$40,275		
Top Development Position								
	F	5	\$80,635			\$62,862		
Top Finance Position								
	F	13	\$40,279		\$24,518	\$34,032	\$48,000	
	M	15	\$62,910		\$36,289	\$41,676	\$90,521	
Top Operations Position								
	F	6	\$49,539			\$49,127		
	M	5	\$30,001			\$22,000		
Top Program Position								
	F	7	\$64,225			\$54,800		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	84	\$92,130	\$37,726	\$54,756	\$89,065	\$124,850	\$163,202
	M	118	\$97,233	\$40,000	\$54,851	\$84,547	\$128,123	\$177,919
	U	15	\$101,337		\$49,269	\$64,731	\$135,360	
Top Finance Position								
	F	11	\$58,458		\$31,494	\$39,277	\$96,998	
	M	7	\$102,465			\$84,770		
Top Operations Position								
	F	8	\$71,573			\$54,974		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	135	\$130,212	\$66,318	\$87,094	\$110,199	\$162,155	\$200,000
	M	197	\$175,296	\$57,257	\$103,787	\$153,386	\$207,010	\$312,979
	U	27	\$131,643	\$33,884	\$67,903	\$127,344	\$165,075	\$199,983
Top Administrative Position								
	F	9	\$111,816			\$111,172		
	M	7	\$191,196			\$142,522		
Top Development Position								
	F	15	\$131,906		\$106,401	\$119,792	\$161,341	
Top Finance Position								
	F	40	\$98,843	\$43,965	\$64,362	\$95,131	\$125,709	\$147,767
	M	33	\$124,481	\$50,093	\$84,000	\$106,676	\$154,210	\$185,513
	U	5	\$93,923			\$87,777		
Top Operations Position								
	F	19	\$119,666		\$72,128	\$118,560	\$151,794	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security								
Between \$1 million and \$5 million								
Top Program Position	M	21	\$121,545	\$62,498	\$104,145	\$133,520	\$155,049	\$164,505
	F	6	\$131,388			\$142,177		
	M	11	\$143,059		\$136,624	\$148,621	\$155,893	
Greater than \$5 million								
CEO/Executive Director								
	F	70	\$294,457	\$117,173	\$196,534	\$280,358	\$399,551	\$457,652
	M	155	\$331,780	\$127,222	\$188,582	\$280,592	\$412,243	\$553,187
	U	12	\$291,079		\$126,265	\$239,394	\$397,854	
Top Administrative Position								
	F	15	\$197,315		\$164,019	\$181,702	\$231,878	
	M	12	\$193,823		\$152,392	\$192,809	\$225,925	
Top Business Position								
	F	12	\$168,914		\$127,609	\$160,761	\$200,865	
	M	12	\$198,579		\$164,587	\$188,327	\$224,831	
	U	5	\$186,990			\$191,589		
Top Development Position								
	F	36	\$208,249	\$137,759	\$155,228	\$188,846	\$249,646	\$288,466
	M	22	\$212,869	\$136,900	\$160,842	\$189,410	\$251,354	\$301,214
Top Education Position								
Top Finance Position	F	8	\$189,386			\$181,731		
	F	51	\$191,664	\$124,667	\$144,967	\$178,000	\$231,675	\$282,046
	M	87	\$197,228	\$95,451	\$129,322	\$185,813	\$234,579	\$287,628
	U	12	\$175,512		\$126,627	\$157,867	\$187,999	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security								
Greater than \$5 million								
Top Human Resources Position								
	F	23	\$184,363	\$141,454	\$152,958	\$166,653	\$202,216	\$267,328
	M	12	\$243,793		\$202,263	\$243,531	\$263,059	
Top Legal Position								
	F	14	\$227,681		\$167,769	\$196,432	\$271,443	
	M	17	\$215,836		\$171,885	\$184,861	\$269,799	
Top Marketing Position								
	F	12	\$232,958		\$132,024	\$162,460	\$284,769	
	M	10	\$174,162		\$127,200	\$170,782	\$213,644	
Top Operations Position								
	F	35	\$198,294	\$112,242	\$135,986	\$194,706	\$259,785	\$283,272
	M	57	\$240,249	\$119,674	\$154,138	\$216,596	\$297,178	\$388,866
	U	12	\$208,254		\$167,767	\$200,967	\$238,814	
Top PR/Communications Position								
	F	25	\$177,167	\$122,318	\$139,135	\$183,997	\$200,380	\$221,951
	M	16	\$200,853		\$160,294	\$179,881	\$237,995	
Top Program Position								
	F	32	\$202,967	\$140,705	\$152,157	\$186,803	\$237,095	\$296,146
	M	41	\$206,329	\$124,155	\$164,708	\$200,320	\$253,672	\$279,981
	U	7	\$203,549			\$202,338		
Top Technology Position								
	F	8	\$377,178			\$207,851		
	M	31	\$189,534	\$143,627	\$158,865	\$180,047	\$217,326	\$256,876

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical Research								
\$500 thousand or less								
CEO/Executive Director								
	F	64	\$57,208	\$24,000	\$34,428	\$54,939	\$73,165	\$93,588
	M	26	\$67,846	\$28,293	\$40,906	\$66,952	\$91,883	\$111,490
	U	8	\$72,365			\$83,146		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	54	\$116,808	\$55,196	\$80,424	\$110,369	\$138,454	\$177,073
	M	15	\$148,376		\$115,800	\$143,542	\$181,310	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	67	\$154,644	\$72,512	\$99,022	\$150,332	\$195,447	\$253,007
	M	63	\$197,799	\$102,784	\$123,157	\$168,887	\$257,360	\$328,196
	U	8	\$135,143			\$120,115		
Top Administrative Position								
	M	5	\$149,412			\$115,676		
Top Development Position								
	F	5	\$140,074			\$120,532		
	M	5	\$155,842			\$154,625		
Top Finance Position								
	F	15	\$119,980		\$82,157	\$109,162	\$154,486	
	M	9	\$159,426			\$130,104		
Top Operations Position								
	F	13	\$143,807		\$97,505	\$132,240	\$199,680	
	M	7	\$153,423			\$148,375		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical Research								
Between \$1 million and \$5 million								
Top Program Position								
	F	8	\$130,742			\$131,628		
Greater than \$5 million								
CEO/Executive Director								
	F	59	\$366,545	\$160,615	\$192,607	\$280,152	\$476,547	\$657,307
	M	73	\$621,730	\$201,180	\$306,400	\$432,695	\$721,397	\$1,217,183
	U	5	\$495,778			\$349,483		
Top Administrative Position								
	F	11	\$260,438		\$174,510	\$203,781	\$289,826	
	M	7	\$289,430			\$225,468		
Top Business Position								
	F	17	\$260,891		\$162,721	\$205,592	\$263,291	
	M	8	\$348,811			\$290,530		
Top Development Position								
	F	27	\$236,899	\$114,500	\$140,683	\$176,237	\$270,414	\$508,244
	M	14	\$232,134		\$174,386	\$206,695	\$258,778	
Top Education Position								
	F	8	\$229,435			\$170,237		
	M	5	\$389,974			\$352,414		
Top Finance Position								
	F	37	\$248,028	\$133,470	\$144,859	\$170,873	\$214,018	\$326,624
	M	56	\$261,039	\$139,831	\$175,004	\$237,942	\$338,682	\$419,999
	U	5	\$180,986			\$174,721		
Top Human Resources Position								
	F	11	\$224,800		\$146,984	\$180,569	\$205,341	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical Research								
Greater than \$5 million								
Top Legal Position	M	8	\$322,003			\$237,311		
	F	10	\$379,489		\$201,677	\$331,446	\$420,432	
Top Marketing Position	M	8	\$301,098			\$263,203		
	F	13	\$212,442		\$158,827	\$182,267	\$210,301	
Top Operations Position	M	6	\$160,442			\$156,212		
	F	29	\$350,452	\$156,130	\$180,048	\$218,010	\$320,607	\$611,051
Top PR/Communications Position	M	30	\$300,473	\$153,758	\$175,106	\$239,791	\$406,749	\$532,646
	F	24	\$216,360	\$117,755	\$152,069	\$179,454	\$276,105	\$350,911
Top Program Position	M	10	\$252,571		\$185,032	\$196,753	\$213,491	
	F	14	\$206,895		\$140,790	\$188,745	\$228,051	
Top Technology Position	M	10	\$236,117		\$163,429	\$232,887	\$303,469	
	F	6	\$265,011			\$150,492		
	M	17	\$258,004		\$176,952	\$227,136	\$311,229	
	U	5	\$212,626			\$210,000		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention								
\$500 thousand or less								
CEO/Executive Director								
	F	563	\$51,834	\$23,771	\$35,968	\$49,933	\$64,146	\$79,314
	M	313	\$58,187	\$24,017	\$36,000	\$52,962	\$75,220	\$95,963
	U	51	\$54,361	\$24,000	\$36,983	\$49,907	\$65,666	\$83,641
Top Administrative Position								
	F	20	\$38,153	\$21,388	\$28,061	\$35,154	\$45,715	\$56,962
	M	14	\$42,489		\$32,875	\$39,493	\$45,015	
Top Finance Position								
	F	34	\$38,317	\$20,166	\$23,146	\$39,980	\$48,433	\$50,191
	M	18	\$43,315		\$25,586	\$36,000	\$53,746	
Top Operations Position								
	F	12	\$38,828		\$28,596	\$43,126	\$46,419	
Top Program Position								
	F	16	\$45,311		\$31,931	\$38,908	\$47,946	
	M	11	\$54,438		\$40,586	\$51,610	\$63,920	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	309	\$77,088	\$49,767	\$61,387	\$73,147	\$89,400	\$111,332
	M	166	\$84,772	\$50,534	\$60,519	\$76,227	\$98,088	\$129,529
	U	21	\$85,765	\$44,385	\$70,000	\$88,269	\$105,971	\$128,415
Top Administrative Position								
	F	7	\$41,828			\$36,188		
Top Finance Position								
	F	28	\$62,564	\$30,631	\$45,379	\$53,190	\$74,143	\$84,375
	M	11	\$53,996		\$34,860	\$54,415	\$62,074	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention								
Between \$500 thousand and \$1 million								
Top Operations Position	M	5	\$65,702			\$57,200		
Top Program Position	F	5	\$59,504			\$55,120		
Between \$1 million and \$5 million								
CEO/Executive Director	F	587	\$110,842	\$65,139	\$81,928	\$100,892	\$127,515	\$161,185
	M	451	\$125,835	\$67,500	\$89,561	\$112,656	\$144,432	\$183,861
	U	40	\$118,782	\$70,637	\$90,328	\$100,941	\$134,117	\$186,894
Top Administrative Position	F	26	\$94,519	\$49,070	\$66,087	\$97,297	\$121,659	\$141,634
	M	8	\$118,711			\$119,918		
Top Business Position	F	8	\$66,955			\$64,597		
Top Development Position	F	11	\$106,664		\$88,241	\$112,533	\$124,084	
	M	6	\$118,494			\$137,927		
Top Finance Position	F	141	\$81,850	\$41,196	\$59,055	\$79,963	\$99,717	\$118,140
	M	93	\$95,902	\$49,998	\$68,698	\$88,591	\$116,442	\$148,040
	U	10	\$130,154		\$73,952	\$131,029	\$172,023	
Top Human Resources Position	F	11	\$96,040		\$72,209	\$76,534	\$112,016	
Top Operations Position	F	48	\$91,785	\$59,100	\$70,813	\$86,863	\$110,519	\$124,752

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention								
Between \$1 million and \$5 million								
Top PR/Communications Position	M	40	\$101,463	\$42,959	\$72,265	\$94,201	\$132,754	\$147,502
Top Program Position	F	6	\$142,814			\$129,590		
	F	15	\$97,332		\$69,848	\$96,443	\$124,331	
	M	9	\$120,810			\$102,009		
Greater than \$5 million								
CEO/Executive Director								
	F	429	\$188,916	\$110,842	\$131,762	\$165,271	\$216,638	\$289,362
	M	602	\$234,531	\$118,039	\$146,173	\$189,813	\$263,824	\$390,527
	U	34	\$235,153	\$106,988	\$137,547	\$180,620	\$273,939	\$371,318
Top Administrative Position								
	F	50	\$153,988	\$96,212	\$114,861	\$136,715	\$173,668	\$226,015
	M	33	\$166,798	\$93,191	\$120,102	\$161,533	\$199,045	\$268,452
Top Business Position								
	F	18	\$157,026		\$102,114	\$131,416	\$200,465	
	M	13	\$154,082		\$111,588	\$147,523	\$214,232	
Top Development Position								
	F	40	\$139,438	\$110,293	\$119,390	\$139,288	\$156,041	\$181,894
	M	28	\$175,710	\$102,619	\$120,658	\$138,872	\$189,788	\$268,408
	U	6	\$144,718			\$125,247		
Top Education Position								
	F	16	\$165,283		\$134,868	\$145,614	\$170,979	
	M	8	\$196,906			\$201,869		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention								
Greater than \$5 million								
Top Facilities Position								
	F	5	\$154,705			\$130,867		
	M	9	\$155,744			\$140,649		
Top Finance Position								
	F	310	\$126,679	\$68,209	\$89,146	\$115,856	\$152,241	\$192,729
	M	339	\$155,569	\$82,224	\$106,942	\$139,529	\$184,544	\$239,873
	U	33	\$153,605	\$78,011	\$97,378	\$134,114	\$156,684	\$301,601
Top Human Resources Position								
	F	79	\$139,084	\$95,781	\$119,176	\$134,042	\$166,799	\$184,792
	M	26	\$148,768	\$98,702	\$121,788	\$149,035	\$171,348	\$192,160
Top Legal Position								
	F	8	\$190,628			\$139,975		
	M	15	\$179,517		\$153,124	\$170,000	\$224,795	
Top Marketing Position								
	F	11	\$161,159		\$124,819	\$128,444	\$179,289	
	M	7	\$169,060			\$178,946		
Top Operations Position								
	F	178	\$150,438	\$96,542	\$111,125	\$139,607	\$165,109	\$222,989
	M	149	\$178,493	\$106,152	\$117,254	\$155,497	\$207,713	\$295,840
	U	14	\$169,659		\$129,232	\$155,414	\$199,510	
Top PR/Communications Position								
	F	21	\$158,532	\$113,161	\$127,394	\$151,915	\$183,605	\$221,186
	M	7	\$165,466			\$164,489		
Top Program Position								
	F	53	\$137,356	\$105,122	\$110,713	\$126,178	\$155,603	\$182,453
	M	33	\$162,867	\$103,271	\$111,817	\$146,941	\$193,657	\$231,781

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention								
Greater than \$5 million								
Top Technology Position	U	6	\$123,608			\$126,735		
	F	17	\$147,105		\$114,308	\$129,652	\$175,444	
	M	71	\$154,655	\$106,438	\$122,869	\$135,666	\$177,280	\$215,287
	U	8	\$160,487			\$167,615		
Mutual/Membership Benefit Organizations, Other								
\$500 thousand or less								
CEO/Executive Director								
	F	37	\$57,483	\$26,323	\$40,000	\$49,593	\$72,500	\$93,826
	M	25	\$67,623	\$29,618	\$43,690	\$59,600	\$85,183	\$114,886
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	5	\$83,951			\$88,697		
	M	10	\$127,779		\$69,209	\$131,239	\$156,310	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	24	\$163,274	\$97,820	\$116,017	\$150,089	\$172,548	\$212,451
	M	30	\$199,299	\$90,238	\$132,736	\$164,191	\$253,205	\$335,386
Greater than \$5 million								
CEO/Executive Director								
	F	9	\$278,673			\$240,916		
	M	28	\$545,806	\$158,974	\$287,892	\$423,728	\$614,737	\$896,716

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mutual/Membership Benefit Organizations, Other								
Greater than \$5 million								
Top Education Position	F	5	\$170,713			\$158,463		
Top Finance Position	F	9	\$193,134			\$213,676		
	M	15	\$334,673		\$153,707	\$192,031	\$378,645	
Top Human Resources Position	F	7	\$229,033			\$210,117		
Top Marketing Position	F	7	\$208,207			\$210,502		
Top Operations Position	F	7	\$181,612			\$170,725		
	M	8	\$336,840			\$326,229		
Top PR/Communications Position	F	9	\$227,943			\$205,608		
Top Technology Position	M	13	\$216,759		\$180,301	\$200,743	\$260,745	

Philanthropy, Voluntarism, and Grantmaking Foundations

\$500 thousand or less

CEO/Executive Director	F	423	\$52,543	\$25,066	\$35,940	\$48,424	\$61,794	\$86,537
	M	211	\$63,021	\$24,000	\$33,899	\$55,000	\$79,775	\$103,645
	U	42	\$56,341	\$29,364	\$37,302	\$50,499	\$71,230	\$102,562

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations								
\$500 thousand or less								
Top Finance Position								
	F	19	\$45,147		\$28,997	\$36,000	\$63,558	
	M	11	\$46,325		\$25,264	\$30,000	\$47,545	
Top Operations Position								
	F	8	\$61,896			\$62,620		
Top Program Position								
	F	8	\$41,295			\$42,973		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	238	\$78,759	\$39,980	\$56,637	\$73,650	\$93,881	\$122,104
	M	122	\$98,112	\$48,065	\$63,193	\$84,799	\$119,521	\$170,246
	U	21	\$76,327	\$46,240	\$58,125	\$68,625	\$93,432	\$101,412
Top Administrative Position								
	F	5	\$38,525			\$37,990		
Top Finance Position								
	F	11	\$94,342		\$49,418	\$63,740	\$91,106	
	M	10	\$85,311		\$52,873	\$54,284	\$91,565	
Top Operations Position								
	F	8	\$75,093			\$70,174		
	M	5	\$99,457			\$82,000		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	474	\$122,566	\$68,183	\$84,340	\$106,409	\$148,448	\$190,662
	M	309	\$145,768	\$75,149	\$96,291	\$123,141	\$170,432	\$236,903
	U	40	\$132,358	\$66,212	\$91,872	\$116,606	\$155,558	\$212,320

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations								
Between \$1 million and \$5 million								
Top Administrative Position								
	F	15	\$87,529		\$65,041	\$78,119	\$120,037	
	M	9	\$114,325			\$120,863		
Top Business Position								
	M	5	\$123,571			\$150,337		
Top Development Position								
	F	18	\$141,985		\$119,674	\$134,484	\$173,433	
	M	13	\$129,360		\$110,015	\$151,651	\$157,920	
Top Finance Position								
	F	89	\$76,277	\$42,692	\$58,737	\$76,433	\$92,150	\$111,431
	M	56	\$95,880	\$50,582	\$71,729	\$87,110	\$121,293	\$149,995
	U	11	\$92,013		\$76,115	\$89,850	\$109,663	
Top Operations Position								
	F	32	\$111,726	\$50,743	\$67,959	\$99,546	\$151,965	\$177,855
	M	20	\$103,411	\$52,776	\$70,601	\$91,123	\$137,748	\$160,753
Top PR/Communications Position								
	F	8	\$135,274			\$139,844		
Top Program Position								
	F	19	\$119,676		\$110,791	\$122,301	\$134,668	
	M	8	\$134,571			\$130,486		
Greater than \$5 million								
CEO/Executive Director								
	F	200	\$258,397	\$130,574	\$167,233	\$216,227	\$283,585	\$423,774
	M	296	\$309,607	\$139,053	\$174,989	\$243,202	\$363,626	\$535,882
	U	26	\$213,197	\$104,346	\$136,198	\$172,001	\$291,995	\$386,552

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations								
Greater than \$5 million								
Top Administrative Position								
	F	37	\$168,010	\$99,989	\$113,072	\$156,075	\$183,360	\$262,100
	M	20	\$183,432	\$103,912	\$136,003	\$185,886	\$235,342	\$261,039
Top Business Position								
	F	16	\$200,530		\$147,402	\$179,881	\$230,368	
	M	12	\$241,111		\$159,690	\$187,159	\$295,479	
Top Development Position								
	F	101	\$176,486	\$115,875	\$133,583	\$156,230	\$198,348	\$271,657
	M	62	\$195,657	\$121,612	\$136,436	\$177,752	\$241,531	\$298,349
	U	7	\$178,459			\$169,896		
Top Education Position								
	F	8	\$196,603			\$187,033		
	M	5	\$145,560			\$203,092		
Top Finance Position								
	F	170	\$162,117	\$91,209	\$110,868	\$144,324	\$189,628	\$253,313
	M	147	\$193,557	\$95,761	\$123,850	\$162,073	\$240,831	\$312,266
	U	23	\$223,685	\$74,247	\$93,899	\$147,290	\$215,035	\$378,136
Top Human Resources Position								
	F	26	\$163,830	\$112,578	\$141,097	\$167,263	\$182,119	\$219,901
	M	7	\$277,934			\$240,998		
Top Legal Position								
	F	12	\$235,277		\$165,991	\$215,754	\$270,247	
	M	11	\$309,579		\$183,891	\$198,076	\$290,102	
Top Marketing Position								
	F	39	\$174,472	\$118,790	\$132,703	\$165,311	\$205,612	\$246,177
	M	21	\$201,256	\$134,465	\$166,330	\$201,116	\$223,476	\$242,593

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations								
Greater than \$5 million								
Top Operations Position	U	5	\$157,092			\$134,167		
	F	79	\$177,334	\$102,260	\$123,821	\$161,418	\$225,603	\$267,054
Top PR/Communications Position	M	52	\$205,648	\$104,480	\$142,223	\$189,156	\$238,293	\$314,743
	U	8	\$162,502			\$116,250		
	F	40	\$172,832	\$111,420	\$125,840	\$151,378	\$205,057	\$243,455
Top Program Position	M	16	\$208,724		\$184,910	\$201,118	\$221,988	
	F	51	\$188,309	\$125,029	\$131,605	\$160,799	\$215,553	\$288,963
Top Technology Position	M	19	\$188,771		\$151,253	\$156,453	\$221,257	
	F	10	\$174,364		\$149,271	\$167,442	\$193,685	
	M	36	\$199,171	\$136,961	\$153,932	\$178,580	\$202,003	\$263,476

Public Safety, Disaster Preparedness, and Relief

\$500 thousand or less								
CEO/Executive Director								
	F	48	\$55,963	\$23,548	\$38,360	\$51,885	\$74,914	\$93,600
	M	63	\$60,760	\$24,366	\$37,218	\$56,397	\$79,917	\$95,688
Top Finance Position								
	F	5	\$44,578			\$43,200		
	M	6	\$49,138			\$50,109		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public Safety, Disaster Preparedness, and Relief								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	17	\$85,272		\$75,250	\$84,279	\$94,000	
	M	41	\$82,853	\$28,002	\$49,998	\$77,995	\$101,865	\$151,204
Top Finance Position								
	F	5	\$59,332			\$57,724		
	M	5	\$48,448			\$50,000		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	28	\$123,397	\$68,382	\$81,679	\$109,591	\$152,029	\$192,484
	M	65	\$126,701	\$59,144	\$77,636	\$104,516	\$163,890	\$224,369
Top Administrative Position								
	F	5	\$82,356			\$55,492		
Top Finance Position								
	F	13	\$82,249		\$54,848	\$66,969	\$101,856	
	M	14	\$68,371		\$36,272	\$59,444	\$78,868	
Top Operations Position								
	F	10	\$110,354		\$85,318	\$97,130	\$133,927	
	M	7	\$88,090			\$84,750		
Greater than \$5 million								
CEO/Executive Director								
	F	11	\$318,912		\$196,575	\$226,527	\$357,338	
	M	35	\$259,419	\$99,213	\$116,924	\$235,634	\$313,823	\$444,944
Top Development Position								
	M	6	\$210,082			\$179,306		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public Safety, Disaster Preparedness, and Relief								
Greater than \$5 million								
Top Finance Position								
	F	7	\$120,568			\$124,702		
	M	15	\$213,997		\$112,973	\$172,104	\$241,049	
	U	5	\$178,205			\$155,735		
Top Operations Position								
	F	5	\$171,941			\$147,092		
	M	10	\$217,262		\$105,994	\$225,218	\$248,789	
Top Program Position								
	F	7	\$151,155			\$139,161		
Top Technology Position								
	M	6	\$176,438			\$171,250		

Public, Society Benefit—Multipurpose and Other

\$500 thousand or less

CEO/Executive Director

F	254	\$61,331	\$25,650	\$37,370	\$59,272	\$77,975	\$94,730
M	201	\$64,923	\$23,333	\$39,750	\$55,771	\$82,056	\$114,252
U	16	\$71,224		\$47,314	\$75,509	\$98,173	

Top Administrative Position

F	8	\$30,449			\$28,568		
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Top Finance Position

F	10	\$43,779		\$21,427	\$28,764	\$70,625	
M	12	\$57,850		\$39,025	\$51,535	\$65,000	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other								
\$500 thousand or less								
Top Program Position								
	F	5	\$45,848			\$45,890		
	M	5	\$39,290			\$30,692		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	120	\$96,018	\$46,133	\$64,655	\$92,205	\$117,178	\$148,473
	M	104	\$118,431	\$56,165	\$77,005	\$105,460	\$143,930	\$204,526
	U	20	\$79,162	\$24,057	\$55,861	\$75,001	\$94,653	\$123,825
Top Finance Position								
	F	8	\$72,381			\$53,324		
	M	7	\$124,469			\$76,585		
Top Program Position								
	F	5	\$81,664			\$87,516		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	165	\$143,117	\$68,250	\$83,525	\$123,175	\$171,578	\$245,211
	M	234	\$168,797	\$80,315	\$101,062	\$140,834	\$205,659	\$287,615
	U	25	\$148,696	\$79,588	\$97,308	\$128,604	\$153,387	\$247,796
Top Administrative Position								
	F	13	\$131,536		\$80,263	\$129,970	\$172,123	
	M	8	\$140,220			\$128,936		
Top Development Position								
	F	7	\$126,237			\$127,443		
	M	5	\$149,686			\$141,780		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other								
Between \$1 million and \$5 million								
Top Education Position	M	5	\$169,552			\$164,000		
Top Finance Position	F	49	\$114,715	\$57,929	\$76,743	\$110,559	\$135,608	\$182,496
	M	23	\$182,860	\$68,476	\$95,471	\$143,153	\$207,486	\$256,891
Top Legal Position	M	6	\$198,058			\$200,092		
Top Marketing Position	F	5	\$126,538			\$136,571		
Top Operations Position	F	24	\$132,121	\$80,117	\$114,484	\$124,940	\$146,469	\$191,016
	M	19	\$117,501		\$74,400	\$104,957	\$149,068	
Top PR/Communications Position	F	10	\$137,652		\$117,941	\$138,758	\$156,036	
	M	7	\$100,616			\$113,268		
Top Program Position	F	12	\$135,004		\$116,617	\$128,872	\$146,884	
	M	7	\$125,575			\$146,267		
Top Technology Position	M	5	\$146,471			\$135,161		
Greater than \$5 million								
CEO/Executive Director	F	81	\$340,283	\$115,979	\$155,938	\$243,687	\$368,745	\$541,051
	M	156	\$379,615	\$113,377	\$181,076	\$259,638	\$429,181	\$733,503
	U	13	\$770,127		\$235,903	\$264,125	\$381,150	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other								
Greater than \$5 million								
Top Administrative Position								
	F	24	\$210,876	\$116,799	\$142,124	\$183,298	\$239,157	\$306,969
	M	15	\$214,116		\$168,521	\$179,854	\$238,367	
Top Business Position								
	F	15	\$201,624		\$159,241	\$181,980	\$219,153	
	M	20	\$188,726	\$129,752	\$142,345	\$161,627	\$215,715	\$238,405
Top Development Position								
	F	24	\$210,022	\$118,165	\$142,474	\$180,454	\$234,732	\$283,792
	M	21	\$247,511	\$150,532	\$173,822	\$236,525	\$272,708	\$416,622
Top Education Position								
	F	8	\$194,410			\$163,213		
	M	6	\$161,827			\$156,438		
Top Finance Position								
	F	81	\$207,978	\$93,844	\$125,105	\$170,742	\$237,466	\$352,438
	M	79	\$226,914	\$114,758	\$148,443	\$193,148	\$270,555	\$375,339
	U	7	\$292,968			\$176,634		
Top Human Resources Position								
	F	20	\$291,535	\$121,941	\$143,097	\$249,546	\$362,081	\$472,013
	M	9	\$188,617			\$172,293		
Top Legal Position								
	F	16	\$282,839		\$201,446	\$231,709	\$370,666	
	M	27	\$322,822	\$147,833	\$184,213	\$233,108	\$348,424	\$693,036
Top Marketing Position								
	F	23	\$230,590	\$141,870	\$163,853	\$180,552	\$246,007	\$380,191
	M	14	\$239,228		\$136,466	\$147,517	\$198,654	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other								
Greater than \$5 million								
Top Operations Position								
	F	45	\$218,866	\$102,666	\$133,367	\$186,692	\$272,635	\$363,517
	M	56	\$287,937	\$128,139	\$155,717	\$209,714	\$303,571	\$524,089
Top PR/Communications Position								
	F	21	\$223,601	\$137,668	\$157,216	\$178,139	\$223,559	\$255,552
	M	26	\$206,842	\$125,281	\$149,177	\$188,619	\$222,438	\$303,670
Top Program Position								
	F	25	\$199,158	\$113,305	\$137,899	\$177,526	\$230,962	\$322,590
	M	17	\$185,919		\$125,843	\$167,237	\$226,569	
	U	5	\$151,348			\$153,158		
Top Technology Position								
	F	11	\$313,292		\$163,923	\$195,692	\$312,098	
	M	41	\$238,089	\$137,375	\$162,678	\$192,905	\$237,076	\$421,793
Recreation, Sports, Leisure, Athletics								
\$500 thousand or less								
CEO/Executive Director								
	F	313	\$48,071	\$21,177	\$30,600	\$46,340	\$60,000	\$76,189
	M	518	\$50,728	\$21,608	\$31,558	\$47,945	\$64,965	\$80,638
	U	43	\$47,892	\$17,823	\$29,900	\$48,000	\$59,000	\$86,271
Top Administrative Position								
	F	23	\$31,645	\$18,465	\$20,166	\$29,792	\$41,009	\$45,416
	M	8	\$40,185			\$46,625		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics								
\$500 thousand or less								
Top Finance Position								
	F	37	\$38,468	\$19,711	\$26,655	\$34,167	\$41,096	\$61,553
	M	23	\$37,656	\$20,226	\$24,782	\$38,462	\$47,100	\$57,027
Top Operations Position								
	F	8	\$36,393			\$32,687		
	M	15	\$38,483		\$31,317	\$36,923	\$42,950	
Top Program Position								
	F	24	\$39,846	\$22,380	\$27,358	\$38,484	\$50,723	\$56,050
	M	20	\$47,090	\$27,834	\$30,858	\$41,649	\$58,027	\$63,420
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	117	\$74,104	\$37,411	\$53,600	\$72,677	\$87,835	\$110,015
	M	285	\$85,007	\$43,362	\$59,616	\$75,778	\$103,667	\$136,886
	U	16	\$64,013		\$43,712	\$61,500	\$67,048	
Top Administrative Position								
	F	7	\$49,915			\$47,766		
	M	15	\$62,488		\$41,351	\$50,435	\$79,064	
Top Finance Position								
	F	20	\$42,431	\$17,940	\$25,666	\$30,100	\$51,450	\$87,667
	M	11	\$70,221		\$51,415	\$71,175	\$78,357	
Top Operations Position								
	F	8	\$59,594			\$49,354		
	M	7	\$66,148			\$65,613		
Top Program Position								
	M	8	\$60,115			\$59,000		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	205	\$111,957	\$55,402	\$70,371	\$94,936	\$127,467	\$178,130
	M	487	\$133,735	\$66,028	\$86,588	\$114,315	\$159,758	\$222,496
	U	26	\$113,621	\$54,070	\$84,441	\$101,232	\$115,168	\$184,768
Top Administrative Position								
	F	17	\$69,626		\$44,471	\$72,326	\$94,735	
	M	21	\$101,910	\$58,333	\$69,500	\$93,914	\$131,385	\$155,756
Top Business Position								
	F	7	\$91,200			\$90,510		
	M	6	\$97,809			\$94,468		
Top Development Position								
	F	8	\$114,356			\$120,326		
Top Finance Position								
	F	64	\$75,209	\$30,204	\$47,442	\$66,575	\$94,474	\$132,700
	M	35	\$95,429	\$42,341	\$62,911	\$93,122	\$118,230	\$160,005
	U	6	\$42,751			\$28,312		
Top Operations Position								
	F	14	\$82,562		\$54,962	\$72,091	\$106,457	
	M	32	\$105,896	\$52,139	\$79,641	\$90,372	\$122,268	\$180,781
Top Program Position								
	M	7	\$88,929			\$104,445		
Top Technology Position								
	M	14	\$105,604		\$97,503	\$105,772	\$122,282	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics								
Greater than \$5 million								
CEO/Executive Director								
	F	43	\$265,424	\$120,584	\$172,117	\$234,880	\$295,128	\$461,228
	M	183	\$420,304	\$131,111	\$185,023	\$261,536	\$372,465	\$666,217
Top Administrative Position								
	F	10	\$229,250		\$137,861	\$175,197	\$252,363	
	M	19	\$229,401		\$133,570	\$176,149	\$303,839	
Top Business Position								
	F	16	\$181,178		\$133,236	\$183,564	\$229,022	
	M	12	\$243,178		\$141,010	\$172,587	\$246,529	
Top Development Position								
	F	11	\$178,688		\$120,746	\$127,722	\$207,821	
	M	13	\$185,236		\$131,250	\$152,620	\$172,654	
Top Facilities Position								
	M	8	\$153,555			\$147,186		
Top Finance Position								
	F	49	\$160,288	\$79,607	\$100,045	\$128,661	\$165,599	\$296,538
	M	68	\$206,893	\$88,170	\$131,546	\$164,314	\$244,351	\$322,619
Top Human Resources Position								
	F	6	\$168,937			\$132,455		
Top Legal Position								
	F	7	\$236,948			\$232,080		
	M	8	\$307,988			\$241,291		
Top Marketing Position								
	F	16	\$264,842		\$141,699	\$230,900	\$279,752	
	M	10	\$181,636		\$151,789	\$174,628	\$190,968	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics								
Greater than \$5 million								
Top Operations Position								
	F	25	\$195,308	\$104,790	\$133,215	\$148,017	\$207,321	\$287,484
	M	50	\$238,407	\$115,000	\$135,124	\$176,326	\$246,694	\$484,114
Top PR/Communications Position								
	F	8	\$229,699			\$201,253		
	M	17	\$228,011		\$178,057	\$201,458	\$267,460	
Top Program Position								
	F	7	\$154,256			\$156,150		
	M	8	\$193,701			\$149,745		
Top Technology Position								
	M	16	\$189,068		\$136,469	\$159,382	\$208,094	
Religion-Related, Spiritual Development								
\$500 thousand or less								
CEO/Executive Director								
	F	655	\$46,415	\$20,464	\$27,654	\$40,083	\$58,990	\$78,874
	M	2,675	\$55,066	\$21,000	\$30,595	\$48,500	\$70,778	\$96,000
	U	234	\$45,866	\$19,877	\$25,453	\$38,412	\$58,951	\$82,780
Top Administrative Position								
	F	44	\$32,865	\$17,022	\$21,793	\$29,410	\$40,961	\$53,171
	M	26	\$42,011	\$19,845	\$24,000	\$29,876	\$61,631	\$70,398
	U	9	\$37,360			\$40,400		
Top Business Position								
	F	8	\$32,607			\$31,692		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development								
\$500 thousand or less								
Top Development Position								
	F	6	\$24,051			\$23,941		
Top Finance Position								
	F	129	\$32,331	\$16,924	\$22,273	\$27,202	\$38,400	\$54,034
	M	109	\$43,363	\$18,248	\$24,175	\$37,600	\$56,055	\$77,829
	U	21	\$31,459	\$16,695	\$18,963	\$35,600	\$42,000	\$48,578
Top Operations Position								
	F	12	\$43,447		\$29,226	\$35,440	\$49,015	
	M	23	\$48,880	\$29,200	\$38,639	\$48,586	\$55,610	\$72,800
	U	5	\$45,127			\$36,650		
Top PR/Communications Position								
	F	5	\$37,900			\$40,750		
Top Program Position								
	F	13	\$35,454		\$24,301	\$34,446	\$42,602	
	M	10	\$37,498		\$25,844	\$34,294	\$48,207	
	U	5	\$34,295			\$28,600		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	129	\$71,482	\$24,301	\$45,110	\$66,300	\$90,000	\$118,491
	M	503	\$85,384	\$36,178	\$54,213	\$75,500	\$102,628	\$140,588
	U	43	\$69,202	\$30,450	\$39,629	\$69,250	\$92,042	\$114,500
Top Administrative Position								
	F	19	\$42,081		\$26,011	\$34,998	\$54,038	
	M	14	\$64,721		\$54,628	\$62,580	\$78,861	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development								
Between \$500 thousand and \$1 million								
Top Business Position								
	M	7	\$44,106			\$42,549		
Top Finance Position								
	F	39	\$46,134	\$27,984	\$31,402	\$39,139	\$56,445	\$78,346
	M	34	\$56,766	\$24,700	\$31,408	\$41,158	\$66,824	\$113,716
Top Operations Position								
	F	7	\$58,843			\$59,840		
	M	18	\$59,068		\$50,819	\$58,367	\$68,897	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	144	\$116,404	\$41,558	\$67,589	\$91,795	\$127,644	\$185,161
	M	584	\$112,183	\$48,533	\$70,463	\$100,347	\$139,203	\$185,524
	U	38	\$113,536	\$47,909	\$75,150	\$101,598	\$144,416	\$186,279
Top Administrative Position								
	F	15	\$90,686		\$49,508	\$80,105	\$103,695	
	M	23	\$107,053	\$39,266	\$64,703	\$99,300	\$113,134	\$166,801
Top Business Position								
	M	10	\$110,354		\$58,758	\$83,962	\$132,920	
Top Development Position								
	F	9	\$122,794			\$118,502		
	M	19	\$108,590		\$80,810	\$101,516	\$138,763	
Top Education Position								
	M	5	\$100,661			\$82,880		
Top Finance Position								
	F	66	\$72,158	\$26,742	\$45,853	\$59,870	\$86,137	\$122,477

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development								
Between \$1 million and \$5 million								
	M	93	\$91,153	\$31,189	\$53,877	\$75,905	\$109,215	\$149,595
	U	7	\$98,850			\$107,438		
Top Operations Position								
	F	9	\$106,323			\$92,470		
	M	58	\$106,605	\$47,253	\$66,152	\$97,325	\$134,876	\$173,371
Top Program Position								
	M	12	\$126,087		\$83,848	\$114,836	\$152,245	
Greater than \$5 million								
CEO/Executive Director								
	F	43	\$199,752	\$94,016	\$131,699	\$156,469	\$233,472	\$315,958
	M	182	\$227,403	\$96,306	\$131,922	\$197,778	\$276,397	\$367,811
	U	13	\$154,841		\$94,432	\$119,380	\$166,515	
Top Administrative Position								
	F	6	\$119,227			\$131,537		
	M	19	\$154,466		\$118,197	\$156,854	\$181,947	
Top Business Position								
	M	10	\$172,539		\$133,664	\$180,911	\$204,373	
Top Development Position								
	F	15	\$194,066		\$149,680	\$157,572	\$204,925	
	M	32	\$164,471	\$129,434	\$135,408	\$156,344	\$183,863	\$219,708
Top Education Position								
	M	6	\$151,722			\$169,059		
Top Finance Position								
	F	48	\$128,136	\$62,078	\$85,449	\$121,734	\$174,599	\$201,785
	M	90	\$152,303	\$54,969	\$88,438	\$128,067	\$183,857	\$259,873

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development								
Greater than \$5 million								
Top Human Resources Position	U	5	\$128,746			\$101,883		
	F	9	\$152,980			\$143,885		
	M	9	\$201,630			\$134,157		
Top Legal Position								
Top Marketing Position	M	6	\$185,980			\$207,297		
	F	8	\$169,897			\$155,970		
	M	10	\$167,107		\$153,641	\$168,450	\$185,301	
Top Operations Position								
Top PR/Communications Position	F	18	\$177,715		\$129,708	\$161,140	\$193,111	
	M	44	\$184,207	\$80,212	\$110,680	\$162,307	\$218,555	\$338,400
Top Program Position	F	6	\$137,529			\$127,949		
	M	11	\$165,195		\$122,361	\$149,370	\$184,595	
Top Technology Position	F	8	\$150,413			\$144,472		
	M	9	\$193,779			\$198,954		
	M	23	\$180,400	\$130,297	\$141,312	\$163,500	\$196,420	\$281,991

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services								
\$500 thousand or less								
CEO/Executive Director								
	F	32	\$64,845	\$25,259	\$31,322	\$58,505	\$80,821	\$94,563
	M	54	\$68,666	\$24,041	\$36,826	\$58,259	\$90,215	\$117,335
Top Finance Position								
	F	7	\$85,912			\$72,192		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	26	\$96,795	\$43,226	\$60,914	\$85,430	\$121,118	\$162,251
	M	30	\$124,350	\$46,858	\$77,630	\$119,284	\$166,011	\$201,558
	U	7	\$86,356			\$84,000		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	63	\$163,238	\$94,496	\$118,806	\$146,649	\$179,688	\$231,714
	M	89	\$194,129	\$93,202	\$117,250	\$175,168	\$236,094	\$320,822
	U	12	\$160,453		\$133,779	\$141,834	\$190,317	
Top Administrative Position								
	M	5	\$128,594			\$130,785		
Top Development Position								
	F	5	\$109,042			\$109,057		
Top Finance Position								
	F	23	\$115,645	\$73,075	\$93,515	\$107,041	\$125,099	\$154,852
	M	12	\$110,480		\$68,412	\$109,223	\$144,129	
Top Operations Position								
	F	8	\$151,838			\$147,043		
	M	12	\$114,763		\$60,526	\$92,064	\$136,875	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services								
Between \$1 million and \$5 million								
Top PR/Communications Position								
	F	5	\$141,066			\$150,291		
Top Program Position								
	F	6	\$137,486			\$149,138		
	M	6	\$166,364			\$163,535		
Top Technology Position								
	M	6	\$175,976			\$178,655		
Greater than \$5 million								
CEO/Executive Director								
	F	42	\$353,157	\$158,927	\$198,072	\$289,056	\$414,458	\$601,759
	M	120	\$475,540	\$211,249	\$293,811	\$377,931	\$554,101	\$940,784
	U	5	\$977,281			\$937,261		
Top Administrative Position								
	F	10	\$270,669		\$166,189	\$215,802	\$274,721	
	M	20	\$240,037	\$130,843	\$139,125	\$210,317	\$296,817	\$350,753
	U	5	\$264,095			\$149,781		
Top Business Position								
	F	17	\$237,736		\$172,687	\$199,433	\$295,509	
	M	25	\$223,659	\$138,807	\$151,435	\$195,130	\$257,698	\$337,123
Top Development Position								
	F	13	\$184,396		\$158,772	\$173,448	\$190,732	
	M	13	\$282,519		\$185,381	\$242,683	\$374,917	
Top Education Position								
	F	11	\$195,005		\$147,998	\$163,518	\$227,725	
	M	10	\$222,910		\$162,283	\$187,169	\$221,496	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services								
Greater than \$5 million								
Top Facilities Position	M	6	\$219,260			\$191,857		
Top Finance Position	F	53	\$225,507	\$134,474	\$175,815	\$207,690	\$247,241	\$338,660
	M	65	\$274,348	\$128,833	\$157,883	\$242,577	\$335,596	\$487,858
	U	5	\$258,410			\$258,905		
Top Human Resources Position	F	18	\$258,296		\$159,015	\$210,589	\$315,623	
Top Legal Position	F	14	\$333,893		\$279,918	\$332,125	\$372,376	
	M	8	\$420,936			\$337,037		
Top Marketing Position	F	13	\$217,674		\$163,939	\$179,597	\$245,640	
	M	14	\$239,306		\$146,649	\$206,291	\$304,738	
Top Operations Position	F	22	\$238,978	\$131,075	\$148,338	\$219,972	\$240,741	\$435,880
	M	52	\$308,037	\$152,042	\$182,229	\$269,186	\$328,660	\$466,170
Top PR/Communications Position	F	14	\$204,737		\$166,188	\$187,895	\$236,791	
	M	16	\$219,199		\$129,335	\$168,068	\$252,402	
Top Program Position	F	16	\$227,156		\$159,638	\$198,282	\$235,129	
	M	27	\$225,638	\$138,785	\$170,399	\$197,723	\$263,653	\$333,180
Top Technology Position	F	6	\$318,958			\$246,659		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services								
Greater than \$5 million								
	M	66	\$230,543	\$144,740	\$167,715	\$217,501	\$262,607	\$341,714
	U	5	\$282,534			\$179,873		
Social Science Research Institutes, Services								
\$500 thousand or less								
CEO/Executive Director								
	F	32	\$67,487	\$20,618	\$38,341	\$57,634	\$90,204	\$114,335
	M	27	\$71,980	\$23,168	\$40,243	\$58,385	\$89,226	\$130,821
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	9	\$108,883			\$94,588		
	M	17	\$118,769		\$49,504	\$128,995	\$156,460	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	39	\$187,386	\$86,415	\$114,412	\$152,647	\$220,663	\$340,238
	M	54	\$181,608	\$81,505	\$104,963	\$155,460	\$251,955	\$325,035
	U	7	\$194,199			\$163,427		
Top Finance Position								
	F	14	\$135,350		\$114,566	\$123,813	\$158,499	
	M	11	\$127,089		\$94,442	\$119,850	\$147,812	
Top Operations Position								
	F	5	\$93,725			\$101,571		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Social Science Research Institutes, Services								
Greater than \$5 million								
CEO/Executive Director								
	F	17	\$332,437		\$192,126	\$250,625	\$368,506	
	M	32	\$444,392	\$164,022	\$232,216	\$352,312	\$557,022	\$814,738
	U	5	\$355,192			\$181,778		
Top Administrative Position								
	F	10	\$206,789		\$139,893	\$186,939	\$232,186	
	M	7	\$259,868			\$257,061		
Top Finance Position								
	F	19	\$259,124		\$138,432	\$218,414	\$287,196	
	M	21	\$242,493	\$110,105	\$151,693	\$198,987	\$250,191	\$442,263
Top Operations Position								
	F	8	\$183,744			\$155,303		
	M	7	\$460,944			\$272,962		
Top Program Position								
	F	11	\$209,121		\$128,229	\$218,095	\$228,233	
	M	10	\$215,438		\$144,241	\$200,644	\$264,362	
Top Technology Position								
	M	12	\$289,484		\$166,787	\$257,607	\$340,591	
Unknown								
\$500 thousand or less								
CEO/Executive Director								
	F	114	\$50,030	\$21,560	\$33,963	\$47,086	\$62,192	\$78,060
	M	76	\$52,547	\$26,555	\$32,690	\$48,001	\$66,957	\$86,936

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown								
\$500 thousand or less								
Top Finance Position	U	7	\$46,313			\$56,193		
	F	5	\$27,106			\$29,679		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	38	\$79,349	\$33,923	\$56,410	\$75,392	\$93,527	\$119,980
	M	36	\$96,197	\$49,830	\$61,754	\$79,954	\$105,427	\$145,461
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	61	\$123,688	\$64,770	\$88,481	\$110,932	\$143,409	\$184,965
	M	49	\$138,072	\$59,555	\$94,214	\$130,194	\$163,165	\$211,117
	U	9	\$95,373			\$98,102		
Top Finance Position	F	10	\$106,030		\$71,338	\$94,593	\$122,456	
	M	6	\$89,569			\$88,213		
Top Operations Position								
	F	5	\$148,595			\$119,417		
Top Program Position								
	M	5	\$107,515			\$100,499		
Greater than \$5 million								
CEO/Executive Director								
	F	23	\$253,466	\$95,628	\$127,787	\$204,622	\$300,571	\$415,828
	M	26	\$246,457	\$80,176	\$126,024	\$180,058	\$288,102	\$396,291
Top Administrative Position								
	F	7	\$167,060			\$141,909		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown								
Greater than \$5 million								
Top Development Position								
	F	6	\$141,315			\$136,009		
Top Finance Position								
	F	14	\$142,884		\$92,103	\$122,909	\$149,219	
	M	14	\$192,496		\$90,783	\$124,903	\$211,390	
Top Operations Position								
	F	6	\$129,543			\$120,084		
	M	6	\$218,311			\$150,623		
Top Technology Position								
	M	7	\$277,567			\$148,501		
Youth Development								
\$500 thousand or less								
CEO/Executive Director								
	F	754	\$52,290	\$24,661	\$35,975	\$50,000	\$65,000	\$78,230
	M	579	\$56,035	\$23,732	\$35,369	\$52,500	\$72,719	\$90,000
	U	73	\$48,948	\$23,016	\$34,711	\$47,967	\$57,885	\$76,775
Top Administrative Position								
	F	9	\$42,686			\$41,101		
Top Development Position								
	F	8	\$47,001			\$46,773		
Top Finance Position								
	F	24	\$40,591	\$23,674	\$27,334	\$33,329	\$50,500	\$67,743
	M	20	\$52,459	\$19,351	\$20,629	\$38,410	\$76,671	\$86,422

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development								
\$500 thousand or less								
Top Operations Position	U	5	\$43,203			\$45,710		
	F	14	\$44,299		\$33,928	\$37,472	\$51,967	
Top Program Position	M	15	\$54,308		\$43,672	\$50,000	\$68,200	
	F	45	\$40,415	\$20,000	\$27,241	\$36,000	\$47,640	\$65,066
	M	20	\$40,965	\$20,573	\$27,022	\$37,720	\$50,500	\$67,320
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	366	\$79,475	\$50,242	\$62,835	\$75,641	\$92,836	\$111,067
	M	326	\$85,834	\$49,433	\$65,000	\$80,998	\$98,452	\$123,740
Top Administrative Position	U	39	\$74,251	\$42,941	\$59,550	\$70,421	\$86,684	\$99,655
	F	5	\$46,662			\$46,875		
Top Finance Position								
	F	15	\$60,515		\$38,735	\$62,072	\$79,762	
Top Operations Position	M	15	\$59,068		\$37,937	\$57,795	\$78,516	
	F	20	\$71,375	\$34,090	\$55,161	\$66,390	\$74,797	\$135,803
Top Program Position	M	8	\$58,239			\$61,639		
	F	7	\$59,853			\$61,295		
	M	6	\$59,857			\$61,615		

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	490	\$118,924	\$70,634	\$89,347	\$112,066	\$139,224	\$175,738
	M	623	\$136,639	\$71,682	\$93,333	\$126,987	\$164,524	\$218,733
	U	50	\$116,578	\$64,089	\$87,213	\$107,046	\$138,729	\$177,890
Top Administrative Position								
	F	9	\$79,391			\$83,943		
	M	6	\$83,176			\$72,525		
Top Development Position								
	F	31	\$117,255	\$60,921	\$89,050	\$124,692	\$139,968	\$155,121
	M	16	\$130,998		\$122,387	\$131,164	\$144,684	
Top Education Position								
	F	6	\$89,287			\$104,624		
Top Finance Position								
	F	99	\$77,638	\$41,916	\$58,635	\$75,877	\$98,461	\$111,405
	M	70	\$85,735	\$45,195	\$67,539	\$82,250	\$101,720	\$134,378
	U	11	\$99,170		\$73,400	\$85,953	\$105,012	
Top Human Resources Position								
	F	5	\$81,267			\$75,977		
Top Operations Position								
	F	53	\$95,983	\$59,539	\$69,575	\$91,055	\$117,441	\$135,879
	M	49	\$93,495	\$55,539	\$69,772	\$90,257	\$115,051	\$142,920
Top Program Position								
	F	21	\$98,219	\$42,873	\$84,000	\$111,347	\$117,409	\$122,185
	M	10	\$85,294		\$49,859	\$98,020	\$111,301	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development								
Greater than \$5 million								
CEO/Executive Director								
	F	144	\$213,761	\$121,442	\$146,665	\$188,214	\$256,368	\$322,581
	M	182	\$269,357	\$121,081	\$161,349	\$216,566	\$333,387	\$508,586
	U	20	\$234,905	\$108,816	\$158,348	\$217,321	\$249,226	\$319,258
Top Administrative Position								
	F	19	\$163,488		\$121,260	\$143,106	\$210,330	
	M	11	\$160,215		\$122,620	\$128,164	\$202,232	
Top Business Position								
	F	12	\$210,485		\$140,309	\$155,702	\$241,925	
	M	10	\$175,163		\$129,941	\$149,812	\$202,665	
Top Development Position								
	F	59	\$151,588	\$74,979	\$121,314	\$135,258	\$169,668	\$206,238
	M	36	\$185,856	\$128,419	\$141,130	\$170,868	\$189,151	\$253,283
Top Education Position								
	F	9	\$152,981			\$141,887		
	M	5	\$147,856			\$134,118		
Top Facilities Position								
	M	5	\$155,459			\$131,899		
Top Finance Position								
	F	105	\$133,176	\$76,640	\$95,983	\$122,318	\$149,495	\$202,820
	M	107	\$158,089	\$76,321	\$109,800	\$131,421	\$187,238	\$263,980
	U	6	\$134,329			\$135,304		
Top Human Resources Position								
	F	29	\$168,868	\$107,412	\$126,152	\$143,738	\$201,414	\$252,448

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development								
Greater than \$5 million								
Top Marketing Position								
	F	21	\$170,021	\$117,414	\$123,801	\$164,566	\$183,491	\$211,828
	M	11	\$176,134		\$118,796	\$134,689	\$193,844	
Top Operations Position								
	F	61	\$151,399	\$83,959	\$109,710	\$134,936	\$172,309	\$212,188
	M	53	\$200,825	\$108,149	\$125,840	\$172,898	\$244,756	\$321,512
	U	6	\$114,414			\$114,393		
Top PR/Communications Position								
	F	14	\$205,012		\$156,733	\$182,912	\$220,907	
	M	8	\$192,759			\$168,916		
Top Program Position								
	F	33	\$143,621	\$88,407	\$113,582	\$126,307	\$149,850	\$179,881
	M	11	\$160,733		\$123,670	\$148,162	\$198,816	
Top Technology Position								
	F	9	\$183,756			\$168,701		
	M	11	\$156,071		\$117,429	\$133,069	\$181,441	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	8	\$53,835			\$44,780		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$42,331			\$46,272		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$76,884			\$83,611		

Animal-Related: Animal Protection & Welfare

\$250 thousand or less							
CEO/Executive Director	184	\$35,510	\$17,840	\$22,388	\$31,909	\$45,000	\$56,328
Top Finance Position	18	\$29,396		\$20,052	\$26,800	\$33,871	
Top Operations Position	6	\$30,173			\$32,283		
Top Program Position	5	\$32,025			\$33,035		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	174	\$45,928	\$21,710	\$31,200	\$41,800	\$55,246	\$75,175
Top Finance Position	14	\$41,651		\$25,543	\$36,981	\$48,753	
Top Operations Position	9	\$31,526			\$35,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	217	\$60,866	\$29,941	\$44,124	\$58,815	\$75,000	\$92,504
Top Finance Position	22	\$57,237	\$30,152	\$41,498	\$53,750	\$70,444	\$93,983
Top Operations Position	8	\$54,122			\$48,712		
Between \$1 million and \$2.5 million							
CEO/Executive Director	223	\$81,343	\$44,670	\$61,114	\$78,677	\$96,255	\$119,890
Top Finance Position	13	\$73,582		\$45,322	\$57,127	\$90,202	
Top Operations Position	5	\$108,357			\$115,428		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related: Animal Protection & Welfare							
Between \$2.5 million and \$5 million							
CEO/Executive Director	95	\$114,283	\$66,865	\$94,387	\$110,000	\$131,459	\$159,492
Top Administrative Position	5	\$73,250			\$60,704		
Top Finance Position	15	\$72,931		\$52,721	\$63,974	\$105,896	
Top Operations Position	8	\$99,354			\$97,799		
Between \$5 million and \$10 million							
CEO/Executive Director	51	\$161,814	\$101,916	\$130,161	\$147,072	\$176,261	\$242,742
Top Development Position	8	\$116,498			\$113,030		
Top Finance Position	27	\$103,502	\$67,977	\$87,861	\$96,178	\$123,656	\$145,548
Top Operations Position	19	\$120,921		\$101,569	\$117,782	\$131,806	
Between \$10 million and \$25 million							
CEO/Executive Director	30	\$260,356	\$139,823	\$204,600	\$243,162	\$297,924	\$388,451
Top Administrative Position	5	\$128,170			\$129,761		
Top Development Position	13	\$134,622		\$120,516	\$135,605	\$166,819	
Top Finance Position	18	\$141,602		\$118,795	\$137,105	\$167,424	
Top Human Resources Position	7	\$134,885			\$124,717		
Top Operations Position	16	\$152,430		\$132,511	\$163,035	\$177,620	
Top PR/Communications Position	9	\$160,286			\$163,278		
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$339,200			\$307,801		
Top Operations Position	5	\$211,312			\$201,300		
Greater than \$50 million							
CEO/Executive Director	5	\$428,273			\$300,718		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related: Animal Related N.E.C.							
\$250 thousand or less							
CEO/Executive Director	18	\$38,250		\$23,250	\$31,400	\$43,421	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$62,807		\$33,172	\$49,364	\$91,678	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$68,490			\$70,111		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$95,034			\$89,250		

Animal-Related: Animal Services N.E.C.

\$250 thousand or less							
CEO/Executive Director	11	\$24,804		\$21,194	\$24,000	\$26,441	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$83,771		\$52,052	\$63,744	\$97,085	

Animal-Related: Animal Training

\$250 thousand or less							
CEO/Executive Director	7	\$34,929			\$32,812		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$53,312			\$50,901		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related: Fisheries Resources							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$77,236			\$76,387		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$155,706			\$138,062		
Animal-Related: Professional Societies & Associations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$75,251			\$73,696		
Animal-Related: Protection of Endangered Species							
\$250 thousand or less							
CEO/Executive Director	14	\$43,898		\$30,903	\$47,460	\$56,425	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$89,800		\$62,850	\$86,103	\$111,621	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$94,233			\$86,572		
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$145,524			\$150,635		
Animal-Related: Single Organization Support							
\$250 thousand or less							
CEO/Executive Director	6	\$47,083			\$46,876		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related: Single Organization Support							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$51,182			\$50,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$96,277		\$79,946	\$99,060	\$114,783	
Animal-Related: Veterinary Services							
\$250 thousand or less							
CEO/Executive Director	6	\$54,755			\$41,807		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	\$62,002		\$41,769	\$57,692	\$72,846	
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$103,883		\$65,315	\$87,680	\$119,863	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$150,682			\$107,059		
Animal-Related: Wildlife Preservation & Protection							
\$250 thousand or less							
CEO/Executive Director	28	\$44,836	\$25,947	\$34,760	\$42,891	\$58,057	\$62,599
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	23	\$61,879	\$36,468	\$47,112	\$61,155	\$70,043	\$79,761
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$79,576	\$59,722	\$68,850	\$75,000	\$81,195	\$107,761

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related: Wildlife Preservation & Protection							
Between \$1 million and \$2.5 million							
CEO/Executive Director	26	\$108,797	\$65,299	\$76,531	\$106,583	\$131,090	\$155,250
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$156,310			\$171,218		
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$200,569			\$172,860		
Top Finance Position	5	\$121,711			\$136,382		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$294,481			\$273,718		
Animal-Related: Wildlife Sanctuaries							
\$250 thousand or less							
CEO/Executive Director	5	\$30,469			\$26,400		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$56,639		\$38,750	\$51,090	\$60,484	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$66,748		\$34,000	\$68,000	\$87,550	
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$58,737			\$55,343		
Animal-Related: Zoos & Aquariums							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$96,337			\$100,981		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related: Zoos & Aquariums							
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	\$124,917		\$101,428	\$125,233	\$142,356	
Top Finance Position	5	\$74,293			\$84,147		
Between \$5 million and \$10 million							
CEO/Executive Director	13	\$168,006		\$158,266	\$171,613	\$207,183	
Top Finance Position	9	\$128,779			\$118,846		
Between \$10 million and \$25 million							
CEO/Executive Director	25	\$296,455	\$182,566	\$214,581	\$254,294	\$306,306	\$495,450
Top Development Position	15	\$140,864		\$130,388	\$136,306	\$152,016	
Top Finance Position	25	\$145,330	\$99,974	\$118,605	\$145,316	\$164,287	\$206,659
Top Human Resources Position	5	\$134,745			\$127,507		
Top Marketing Position	7	\$141,658			\$139,980		
Top Operations Position	12	\$173,362		\$126,004	\$160,048	\$175,241	
Between \$25 million and \$50 million							
CEO/Executive Director	10	\$442,842		\$396,384	\$409,845	\$504,965	
Top Development Position	6	\$163,453			\$157,088		
Top Finance Position	9	\$207,267			\$194,505		
Top Human Resources Position	6	\$185,193			\$182,777		
Top Marketing Position	5	\$183,409			\$181,030		
Top Operations Position	6	\$249,815			\$238,839		
Top PR/Communications Position	5	\$187,887			\$171,701		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related: Zoos & Aquariums							
Greater than \$50 million							
CEO/Executive Director	7	\$598,586			\$591,924		
Top Finance Position	5	\$314,073			\$253,124		
Top Human Resources Position	7	\$214,100			\$245,642		
Top Marketing Position	5	\$251,440			\$234,164		
Top Operations Position	7	\$315,998			\$315,692		
Arts, Culture, and Humanities: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	25	\$54,503	\$30,648	\$42,000	\$51,192	\$71,600	\$85,035
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	22	\$72,443	\$48,534	\$60,502	\$69,936	\$86,245	\$93,676
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$83,228		\$68,374	\$88,652	\$96,344	
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$162,746		\$79,199	\$130,038	\$189,011	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$204,023			\$153,602		
Arts, Culture, and Humanities: Art Museums							
\$250 thousand or less							
CEO/Executive Director	18	\$40,071		\$32,550	\$37,787	\$46,894	

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Art Museums							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	36	\$67,495	\$47,466	\$49,950	\$66,654	\$83,775	\$90,813
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	\$82,855	\$56,370	\$70,000	\$79,518	\$89,336	\$114,778
Between \$1 million and \$2.5 million							
CEO/Executive Director	49	\$116,965	\$69,456	\$97,000	\$108,545	\$143,850	\$179,733
Top Finance Position	6	\$71,460			\$63,556		
Between \$2.5 million and \$5 million							
CEO/Executive Director	33	\$179,657	\$121,497	\$155,471	\$176,575	\$219,097	\$247,609
Top Finance Position	14	\$91,308		\$76,364	\$85,230	\$104,389	
Between \$5 million and \$10 million							
CEO/Executive Director	28	\$292,263	\$184,122	\$216,503	\$244,615	\$301,492	\$417,099
Top Development Position	12	\$181,801		\$143,081	\$152,873	\$177,862	
Top Finance Position	29	\$132,102	\$92,648	\$103,960	\$118,923	\$134,790	\$166,020
Top Operations Position	12	\$141,582		\$125,275	\$135,134	\$165,029	
Between \$10 million and \$25 million							
CEO/Executive Director	24	\$338,618	\$222,399	\$291,960	\$345,408	\$386,078	\$442,919
Top Administrative Position	7	\$164,282			\$182,225		
Top Development Position	21	\$165,572	\$128,067	\$143,851	\$168,438	\$190,312	\$204,742
Top Education Position	6	\$156,963			\$153,886		
Top Facilities Position	6	\$135,947			\$126,818		
Top Finance Position	24	\$163,556	\$95,155	\$130,097	\$154,090	\$203,608	\$238,381
Top Operations Position	16	\$166,272		\$127,746	\$150,746	\$207,751	
Top PR/Communications Position	7	\$162,688			\$167,193		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Art Museums							
Between \$25 million and \$50 million							
CEO/Executive Director	8	\$558,980			\$515,578		
Top Development Position	11	\$249,482		\$211,764	\$219,035	\$281,285	
Top Education Position	5	\$154,481			\$146,673		
Top Finance Position	12	\$289,652		\$193,977	\$230,988	\$297,310	
Top Operations Position	5	\$251,262			\$208,409		
Greater than \$50 million							
Top Development Position	6	\$314,651			\$302,104		
Top Finance Position	7	\$504,709			\$468,502		
Top Legal Position	5	\$465,471			\$416,508		
Top Operations Position	6	\$562,179			\$462,513		
Arts, Culture, and Humanities: Arts & Culture							
\$250 thousand or less							
CEO/Executive Director	234	\$38,954	\$18,865	\$24,066	\$34,810	\$47,063	\$62,278
Top Finance Position	6	\$30,434			\$19,139		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	174	\$57,046	\$32,704	\$40,412	\$52,368	\$66,689	\$86,782
Top Finance Position	10	\$47,677		\$34,819	\$41,177	\$54,397	
Between \$500 thousand and \$1 million							
CEO/Executive Director	172	\$76,299	\$42,375	\$54,270	\$70,716	\$90,000	\$109,841
Top Program Position	5	\$55,659			\$65,998		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Arts & Culture							
Between \$1 million and \$2.5 million							
CEO/Executive Director	152	\$112,131	\$60,162	\$80,848	\$103,997	\$140,384	\$169,025
Top Finance Position	18	\$84,915		\$59,786	\$79,866	\$106,609	
Top Operations Position	6	\$90,069			\$88,884		
Between \$2.5 million and \$5 million							
CEO/Executive Director	56	\$151,627	\$94,896	\$109,868	\$143,552	\$173,242	\$216,751
Top Finance Position	10	\$116,552		\$90,143	\$112,060	\$123,824	
Top Operations Position	10	\$132,075		\$108,253	\$126,173	\$152,459	
Between \$5 million and \$10 million							
CEO/Executive Director	34	\$202,004	\$93,008	\$143,568	\$200,913	\$253,198	\$311,107
Top Development Position	8	\$155,046			\$156,592		
Top Finance Position	19	\$129,989		\$105,850	\$121,439	\$158,860	
Top Operations Position	8	\$172,222			\$179,895		
Between \$10 million and \$25 million							
CEO/Executive Director	21	\$263,279	\$152,512	\$206,579	\$238,694	\$305,516	\$368,916
Top Development Position	13	\$148,934		\$124,327	\$133,333	\$164,480	
Top Finance Position	13	\$154,970		\$123,695	\$138,847	\$169,617	
Top Marketing Position	5	\$147,858			\$150,928		
Top Operations Position	10	\$174,765		\$145,583	\$180,123	\$197,846	
Top Program Position	6	\$139,185			\$134,995		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Arts & Culture							
Between \$25 million and \$50 million							
CEO/Executive Director	12	\$429,663		\$268,813	\$412,025	\$556,990	
Top Development Position	10	\$205,830		\$162,920	\$180,184	\$234,737	
Top Education Position	5	\$166,033			\$154,273		
Top Finance Position	11	\$192,768		\$155,213	\$183,057	\$217,439	
Top Marketing Position	7	\$159,754			\$153,237		
Top Operations Position	7	\$214,797			\$205,813		
Top PR/Communications Position	6	\$164,135			\$159,911		

Arts, Culture, and Humanities: Arts & Humanities Councils & Agencies

\$250 thousand or less

CEO/Executive Director	83	\$38,666	\$22,084	\$28,414	\$39,012	\$45,128	\$51,937
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	63	\$60,363	\$38,360	\$46,550	\$58,000	\$68,680	\$88,529
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Between \$500 thousand and \$1 million

CEO/Executive Director	42	\$77,449	\$56,443	\$64,184	\$71,398	\$87,543	\$107,982
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Between \$1 million and \$2.5 million

CEO/Executive Director	38	\$113,125	\$55,307	\$79,475	\$121,603	\$139,565	\$166,800
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Between \$2.5 million and \$5 million

CEO/Executive Director	10	\$146,718		\$128,232	\$140,653	\$154,830	
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Arts Education							
\$250 thousand or less							
CEO/Executive Director	150	\$40,966	\$19,254	\$26,548	\$37,473	\$50,987	\$63,892
Top Finance Position	6	\$24,131			\$23,303		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	106	\$54,903	\$30,395	\$39,388	\$52,601	\$63,925	\$80,099
Top Finance Position	5	\$60,394			\$54,600		
Between \$500 thousand and \$1 million							
CEO/Executive Director	103	\$74,472	\$51,943	\$59,125	\$72,998	\$87,106	\$103,543
Between \$1 million and \$2.5 million							
CEO/Executive Director	119	\$106,034	\$68,775	\$78,989	\$100,000	\$122,829	\$157,381
Top Administrative Position	5	\$82,933			\$67,854		
Top Finance Position	11	\$82,060		\$55,257	\$67,022	\$109,634	
Between \$2.5 million and \$5 million							
CEO/Executive Director	50	\$146,852	\$81,027	\$101,547	\$128,344	\$171,205	\$218,470
Top Finance Position	7	\$97,354			\$96,094		
Top Operations Position	10	\$102,308		\$65,188	\$91,954	\$130,272	
Between \$5 million and \$10 million							
CEO/Executive Director	27	\$176,585	\$115,133	\$153,674	\$179,915	\$199,198	\$232,059
Top Development Position	6	\$122,786			\$120,808		
Top Finance Position	13	\$114,421		\$100,829	\$112,294	\$133,772	
Between \$10 million and \$25 million							
Top Finance Position	5	\$118,678			\$121,427		
Greater than \$50 million							
CEO/Executive Director	5	\$513,889			\$538,452		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Arts Services							
\$250 thousand or less							
CEO/Executive Director	37	\$41,121	\$20,400	\$28,024	\$35,750	\$53,251	\$62,777
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	28	\$63,823	\$36,536	\$43,351	\$56,878	\$81,567	\$113,324
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$83,275		\$64,164	\$80,795	\$105,394	
Between \$1 million and \$2.5 million							
CEO/Executive Director	27	\$114,311	\$60,973	\$94,074	\$114,974	\$134,923	\$148,805
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$180,658			\$148,400		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$248,410			\$244,551		

Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.

\$250 thousand or less							
CEO/Executive Director	52	\$43,950	\$30,000	\$32,650	\$38,327	\$51,246	\$60,038
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	52	\$67,720	\$35,929	\$47,203	\$61,769	\$79,774	\$105,629
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	\$81,815	\$43,352	\$55,000	\$66,889	\$98,280	\$131,560
Between \$1 million and \$2.5 million							
CEO/Executive Director	36	\$135,435	\$78,721	\$98,285	\$121,624	\$172,586	\$192,444
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	\$177,552		\$118,744	\$175,254	\$216,948	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
Between \$5 million and \$10 million							
CEO/Executive Director	14	\$244,261		\$163,967	\$190,718	\$308,939	
Top Development Position	5	\$140,009			\$138,673		
Top Finance Position	8	\$130,869			\$122,649		

Arts, Culture, and Humanities: Ballet

\$250 thousand or less							
CEO/Executive Director	24	\$32,906	\$17,862	\$20,338	\$29,592	\$39,750	\$48,277
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	26	\$47,607	\$32,015	\$37,000	\$44,500	\$61,362	\$66,494
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$65,222		\$55,000	\$64,709	\$72,367	
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$73,354		\$51,932	\$70,053	\$89,969	
Between \$5 million and \$10 million							
CEO/Executive Director	12	\$164,282		\$149,925	\$168,154	\$189,208	
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$248,289			\$263,903		
Top Finance Position	5	\$150,882			\$140,656		

Arts, Culture, and Humanities: Bands & Ensembles

\$250 thousand or less							
CEO/Executive Director	26	\$37,618	\$17,840	\$24,444	\$34,125	\$45,182	\$58,431

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Bands & Ensembles							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$50,634		\$41,250	\$48,618	\$64,151	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$83,209		\$74,778	\$81,360	\$86,606	
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$100,096		\$69,176	\$96,400	\$118,158	

Arts, Culture, and Humanities: Children's Museums

\$250 thousand or less							
CEO/Executive Director	8	\$34,559			\$27,544		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	26	\$59,512	\$43,820	\$45,940	\$55,021	\$75,085	\$83,327
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$73,150	\$48,917	\$61,057	\$67,285	\$79,892	\$94,050
Between \$1 million and \$2.5 million							
CEO/Executive Director	33	\$109,882	\$72,076	\$91,000	\$104,510	\$132,335	\$152,057
Top Finance Position	6	\$69,025			\$62,742		
Between \$2.5 million and \$5 million							
CEO/Executive Director	23	\$146,614	\$103,128	\$130,112	\$144,823	\$169,259	\$183,937
Top Finance Position	10	\$99,413		\$79,122	\$84,703	\$116,969	
Between \$5 million and \$10 million							
CEO/Executive Director	15	\$225,806		\$203,456	\$219,313	\$247,736	
Top Finance Position	8	\$125,323			\$118,787		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Community Celebrations							
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$91,512			\$88,210		
Arts, Culture, and Humanities: Cultural & Ethnic Awareness							
\$250 thousand or less							
CEO/Executive Director	89	\$39,010	\$18,775	\$23,719	\$34,572	\$50,000	\$63,222
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	68	\$60,579	\$34,292	\$45,731	\$61,150	\$71,888	\$88,989
Between \$500 thousand and \$1 million							
CEO/Executive Director	60	\$81,462	\$35,167	\$54,563	\$78,855	\$99,744	\$133,468
Top Finance Position	5	\$69,491			\$65,842		
Between \$1 million and \$2.5 million							
CEO/Executive Director	46	\$146,098	\$48,771	\$72,942	\$99,302	\$124,939	\$163,986
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	\$174,947		\$118,274	\$172,074	\$221,179	
Between \$5 million and \$10 million							
CEO/Executive Director	12	\$204,626		\$165,666	\$196,767	\$250,447	
Top Finance Position	5	\$112,223			\$105,368		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$351,855			\$319,920		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Dance							
\$250 thousand or less							
CEO/Executive Director	74	\$33,771	\$18,950	\$23,030	\$30,643	\$41,104	\$56,815
Top Finance Position	8	\$30,401			\$25,683		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	61	\$51,614	\$24,300	\$31,200	\$47,500	\$65,000	\$90,500
Between \$500 thousand and \$1 million							
CEO/Executive Director	48	\$73,181	\$29,486	\$54,292	\$66,778	\$89,775	\$118,733
Top Finance Position	7	\$54,343			\$46,070		
Between \$1 million and \$2.5 million							
CEO/Executive Director	40	\$89,647	\$51,142	\$62,301	\$83,171	\$102,218	\$147,757
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$145,901		\$98,914	\$134,353	\$199,245	
Between \$5 million and \$10 million							
CEO/Executive Director	13	\$195,649		\$145,555	\$179,908	\$242,458	
Top Finance Position	6	\$123,857			\$115,421		

Arts, Culture, and Humanities: Film & Video

\$250 thousand or less							
CEO/Executive Director	50	\$45,241	\$21,330	\$26,926	\$44,550	\$57,475	\$75,008
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	35	\$55,994	\$26,118	\$42,194	\$56,680	\$64,794	\$87,550
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	\$82,052	\$39,490	\$59,700	\$72,084	\$102,764	\$134,032
Top Finance Position	5	\$60,610			\$69,038		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Film & Video							
Between \$1 million and \$2.5 million							
CEO/Executive Director	37	\$107,115	\$55,282	\$66,663	\$100,053	\$128,650	\$162,964
Between \$2.5 million and \$5 million							
CEO/Executive Director	22	\$145,387	\$56,508	\$85,701	\$137,642	\$178,701	\$260,633
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$222,173			\$239,424		
Arts, Culture, and Humanities: Folk Arts							
\$250 thousand or less							
CEO/Executive Director	7	\$40,309			\$46,489		
Arts, Culture, and Humanities: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	12	\$45,967		\$32,663	\$45,149	\$56,625	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$74,672			\$75,115		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$86,167		\$63,500	\$78,490	\$103,042	
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	\$135,887		\$101,029	\$120,413	\$151,459	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$172,996			\$168,944		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Historical Organizations							
\$250 thousand or less							
CEO/Executive Director	114	\$45,822	\$21,025	\$30,093	\$41,983	\$57,882	\$71,609
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	77	\$68,057	\$40,000	\$50,200	\$64,698	\$80,000	\$104,672
Between \$500 thousand and \$1 million							
CEO/Executive Director	63	\$83,303	\$45,871	\$62,293	\$80,655	\$96,184	\$130,131
Between \$1 million and \$2.5 million							
CEO/Executive Director	45	\$117,578	\$63,509	\$88,594	\$114,000	\$145,233	\$182,610
Top Finance Position	5	\$67,207			\$54,572		
Between \$2.5 million and \$5 million							
CEO/Executive Director	23	\$188,145	\$127,537	\$149,040	\$170,325	\$222,509	\$296,828
Top Finance Position	8	\$112,204			\$111,277		
Between \$5 million and \$10 million							
CEO/Executive Director	18	\$181,286		\$146,530	\$181,137	\$201,107	
Top Development Position	5	\$143,702			\$129,865		
Top Finance Position	8	\$126,067			\$122,653		
Between \$10 million and \$25 million							
CEO/Executive Director	10	\$327,663		\$263,940	\$344,251	\$426,415	
Top Development Position	5	\$188,568			\$195,021		
Top Finance Position	8	\$159,071			\$160,163		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Historical Societies & Historic Preservation							
\$250 thousand or less							
CEO/Executive Director	130	\$41,592	\$23,891	\$30,055	\$39,247	\$48,818	\$66,013
Top Administrative Position	6	\$23,764			\$21,620		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	93	\$66,110	\$40,591	\$50,500	\$61,298	\$77,713	\$98,089
Between \$500 thousand and \$1 million							
CEO/Executive Director	50	\$79,785	\$46,800	\$65,250	\$80,285	\$96,234	\$114,677
Between \$1 million and \$2.5 million							
CEO/Executive Director	41	\$112,559	\$68,500	\$78,954	\$110,747	\$143,369	\$171,281
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$165,963			\$169,303		
Top Finance Position	5	\$81,934			\$88,698		

Arts, Culture, and Humanities: History Museums

\$250 thousand or less							
CEO/Executive Director	84	\$43,148	\$21,726	\$30,277	\$41,615	\$52,724	\$63,372
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	65	\$60,817	\$36,400	\$46,000	\$60,000	\$71,312	\$84,534
Between \$500 thousand and \$1 million							
CEO/Executive Director	78	\$78,874	\$50,775	\$61,334	\$73,767	\$85,535	\$106,672
Between \$1 million and \$2.5 million							
CEO/Executive Director	61	\$104,846	\$56,349	\$80,253	\$106,624	\$135,349	\$148,338

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: History Museums							
Between \$2.5 million and \$5 million							
CEO/Executive Director	28	\$174,783	\$104,114	\$136,202	\$155,451	\$219,844	\$244,317
Top Finance Position	9	\$78,458			\$75,491		
Between \$5 million and \$10 million							
CEO/Executive Director	21	\$203,021	\$136,738	\$161,962	\$172,202	\$238,822	\$312,875
Top Finance Position	9	\$122,357			\$125,000		
Between \$10 million and \$25 million							
CEO/Executive Director	12	\$332,670		\$263,147	\$349,597	\$387,516	
Top Development Position	9	\$191,306			\$174,876		
Top Finance Position	12	\$178,110		\$138,646	\$177,095	\$200,863	
Top Operations Position	8	\$194,894			\$191,164		

Arts, Culture, and Humanities: Humanities

\$250 thousand or less

CEO/Executive Director	35	\$50,842	\$21,423	\$35,000	\$44,424	\$60,750	\$84,726
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	21	\$70,376	\$34,833	\$42,000	\$64,073	\$87,100	\$120,000
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Between \$500 thousand and \$1 million

CEO/Executive Director	29	\$87,636	\$52,418	\$64,200	\$89,392	\$106,114	\$125,256
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Between \$1 million and \$2.5 million

CEO/Executive Director	33	\$129,148	\$97,320	\$103,105	\$118,590	\$140,408	\$187,496
Top Finance Position	6	\$83,891			\$80,695		

Between \$2.5 million and \$5 million

CEO/Executive Director	11	\$196,327		\$167,242	\$185,000	\$206,562	
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501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Humanities							
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$253,423			\$213,961		
Arts, Culture, and Humanities: Management & Technical Assistance							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$66,867			\$53,448		
Arts, Culture, and Humanities: Media & Communications							
\$250 thousand or less							
CEO/Executive Director	32	\$47,016	\$19,817	\$25,764	\$38,154	\$55,041	\$97,852
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	40	\$66,539	\$34,913	\$45,815	\$70,258	\$83,374	\$108,200
Top Administrative Position	8	\$58,149			\$59,180		
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	\$99,935	\$51,500	\$69,706	\$89,708	\$121,704	\$151,512
Between \$1 million and \$2.5 million							
CEO/Executive Director	44	\$116,908	\$61,874	\$85,683	\$111,457	\$146,632	\$185,551
Top Administrative Position	5	\$98,350			\$97,764		
Top Finance Position	8	\$59,254			\$56,905		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Media & Communications							
Between \$2.5 million and \$5 million							
CEO/Executive Director	25	\$188,831	\$110,065	\$138,280	\$157,173	\$210,000	\$319,163
Top Administrative Position	5	\$121,159			\$99,600		
Top Finance Position	10	\$115,719		\$94,010	\$105,516	\$145,441	
Top Operations Position	7	\$127,780			\$111,114		
Between \$5 million and \$10 million							
CEO/Executive Director	14	\$204,499		\$161,409	\$199,336	\$238,054	
Top Finance Position	7	\$120,942			\$111,783		
Between \$10 million and \$25 million							
CEO/Executive Director	15	\$314,701		\$245,669	\$332,570	\$387,588	
Top Administrative Position	6	\$155,997			\$155,083		
Top Business Position	7	\$184,462			\$187,336		
Top Development Position	7	\$170,161			\$164,927		
Top Finance Position	13	\$149,357		\$116,213	\$153,343	\$173,723	
Top Operations Position	6	\$167,922			\$162,229		
Top Technology Position	7	\$143,896			\$129,199		
Greater than \$50 million							
CEO/Executive Director	5	\$640,909			\$665,935		
Top Finance Position	5	\$338,775			\$336,466		

Arts, Culture, and Humanities: Museums

\$250 thousand or less

CEO/Executive Director	74	\$38,450	\$18,513	\$26,528	\$34,188	\$51,897	\$60,000
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	80	\$62,424	\$35,624	\$49,718	\$57,575	\$71,813	\$83,305
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501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Museums							
Between \$500 thousand and \$1 million							
CEO/Executive Director	74	\$80,127	\$47,670	\$61,414	\$75,621	\$98,156	\$119,690
Between \$1 million and \$2.5 million							
CEO/Executive Director	86	\$126,000	\$75,294	\$88,638	\$110,494	\$135,000	\$184,536
Top Finance Position	10	\$93,205		\$59,102	\$80,237	\$89,526	
Top Operations Position	6	\$70,035			\$72,180		
Between \$2.5 million and \$5 million							
CEO/Executive Director	52	\$176,773	\$105,181	\$131,187	\$155,598	\$209,332	\$260,909
Top Development Position	5	\$119,642			\$114,799		
Top Finance Position	14	\$99,548		\$71,030	\$93,830	\$108,946	
Top Operations Position	5	\$168,488			\$129,094		
Between \$5 million and \$10 million							
CEO/Executive Director	31	\$231,672	\$147,339	\$173,761	\$216,704	\$277,902	\$328,697
Top Administrative Position	5	\$147,091			\$139,388		
Top Development Position	9	\$145,319			\$128,121		
Top Finance Position	17	\$129,138		\$94,566	\$103,766	\$163,464	
Top Operations Position	9	\$131,654			\$132,525		
Between \$10 million and \$25 million							
CEO/Executive Director	27	\$369,046	\$243,669	\$276,868	\$324,995	\$412,967	\$568,930
Top Development Position	18	\$154,508		\$135,249	\$150,233	\$171,009	
Top Education Position	5	\$138,377			\$135,882		
Top Finance Position	21	\$171,754	\$110,688	\$122,984	\$154,703	\$186,030	\$269,397
Top Marketing Position	10	\$155,474		\$117,753	\$150,266	\$173,349	
Top Operations Position	11	\$203,490		\$168,821	\$196,123	\$230,694	
Top Technology Position	6	\$151,797			\$137,661		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Museums							
Between \$25 million and \$50 million							
CEO/Executive Director	9	\$575,037			\$569,893		
Top Development Position	5	\$223,181			\$221,970		
Top Finance Position	6	\$204,435			\$211,509		
Top Operations Position	5	\$309,178			\$340,401		
Top PR/Communications Position	5	\$227,444			\$207,228		
Greater than \$50 million							
CEO/Executive Director	5	\$578,298			\$572,198		
Top Development Position	6	\$326,796			\$316,160		
Top Finance Position	5	\$370,727			\$423,500		
Top Technology Position	5	\$254,015			\$250,834		
Arts, Culture, and Humanities: Music							
\$250 thousand or less							
CEO/Executive Director	99	\$39,542	\$21,456	\$25,000	\$33,363	\$48,361	\$62,966
Top Finance Position	5	\$42,074			\$34,043		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	92	\$57,533	\$31,304	\$42,857	\$55,000	\$69,487	\$85,661
Between \$500 thousand and \$1 million							
CEO/Executive Director	67	\$78,043	\$45,663	\$58,234	\$75,000	\$90,473	\$108,325
Top Finance Position	6	\$68,366			\$65,569		
Between \$1 million and \$2.5 million							
CEO/Executive Director	63	\$100,298	\$66,086	\$77,729	\$93,335	\$115,982	\$148,893

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Music							
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	\$157,872		\$105,504	\$144,491	\$195,819	
Top Finance Position	7	\$107,544			\$120,058		
Between \$5 million and \$10 million							
CEO/Executive Director	11	\$240,344		\$173,457	\$235,176	\$307,286	
Top Finance Position	5	\$147,006			\$143,671		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$337,348			\$311,819		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$724,984			\$424,121		

Arts, Culture, and Humanities: Natural History & Natural Science Museums

Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$95,046			\$88,082		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$96,301		\$83,630	\$97,908	\$113,553	

Arts, Culture, and Humanities: Opera

\$250 thousand or less							
CEO/Executive Director	7	\$34,504			\$26,659		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$47,162		\$36,131	\$48,901	\$59,455	

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Opera							
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$66,747		\$57,904	\$70,000	\$80,000	
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$81,953		\$59,161	\$80,340	\$87,078	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$142,522			\$121,450		
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$210,959		\$175,123	\$200,713	\$236,558	
Top Finance Position	7	\$112,870			\$103,126		
Between \$10 million and \$25 million							
Top Development Position	5	\$155,665			\$173,261		
Arts, Culture, and Humanities: Performing Arts							
\$250 thousand or less							
CEO/Executive Director	93	\$34,329	\$19,219	\$25,000	\$31,200	\$41,938	\$50,000
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	48	\$49,898	\$27,293	\$31,374	\$50,000	\$63,550	\$73,460
Between \$500 thousand and \$1 million							
CEO/Executive Director	58	\$62,438	\$35,425	\$45,510	\$63,470	\$72,689	\$92,808
Between \$1 million and \$2.5 million							
CEO/Executive Director	60	\$103,821	\$59,818	\$74,645	\$102,921	\$118,352	\$152,592
Between \$2.5 million and \$5 million							
CEO/Executive Director	23	\$118,721	\$46,694	\$56,246	\$95,435	\$130,374	\$171,460

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Performing Arts							
Between \$5 million and \$10 million							
CEO/Executive Director	24	\$184,549	\$103,136	\$112,764	\$189,852	\$229,626	\$277,290
Top Finance Position	13	\$112,859		\$81,095	\$112,565	\$141,964	
Between \$10 million and \$25 million							
CEO/Executive Director	10	\$265,324		\$205,994	\$249,371	\$321,845	
Top Finance Position	7	\$126,203			\$120,019		
Arts, Culture, and Humanities: Performing Arts Centers							
\$250 thousand or less							
CEO/Executive Director	33	\$43,529	\$18,203	\$24,000	\$35,000	\$53,560	\$75,245
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	38	\$48,570	\$24,924	\$36,300	\$47,223	\$61,783	\$69,937
Between \$500 thousand and \$1 million							
CEO/Executive Director	48	\$65,651	\$34,313	\$51,248	\$62,070	\$75,314	\$105,632
Between \$1 million and \$2.5 million							
CEO/Executive Director	58	\$93,649	\$62,987	\$75,472	\$88,522	\$103,223	\$126,799
Top Finance Position	7	\$79,099			\$52,500		
Between \$2.5 million and \$5 million							
CEO/Executive Director	36	\$146,085	\$84,474	\$102,772	\$135,389	\$168,224	\$197,506
Top Finance Position	13	\$86,825		\$57,879	\$77,822	\$95,914	
Top Operations Position	6	\$120,250			\$127,295		
Between \$5 million and \$10 million							
CEO/Executive Director	20	\$228,768	\$122,559	\$156,935	\$183,820	\$251,081	\$305,083
Top Finance Position	9	\$136,991			\$138,579		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Performing Arts Centers							
Between \$10 million and \$25 million							
CEO/Executive Director	26	\$402,933	\$251,194	\$287,858	\$338,958	\$449,830	\$572,673
Top Business Position	5	\$142,357			\$140,032		
Top Development Position	15	\$192,037		\$143,539	\$168,294	\$214,265	
Top Finance Position	21	\$162,261	\$116,490	\$133,367	\$144,352	\$189,793	\$228,780
Top Marketing Position	12	\$160,986		\$121,091	\$151,036	\$182,820	
Top Operations Position	14	\$179,993		\$132,380	\$148,322	\$186,275	
Top Program Position	7	\$169,943			\$156,377		
Between \$25 million and \$50 million							
CEO/Executive Director	9	\$557,970			\$562,021		
Top Development Position	6	\$196,694			\$180,704		
Top Finance Position	7	\$210,448			\$240,259		
Top Marketing Position	6	\$187,013			\$187,273		
Top Operations Position	6	\$209,410			\$197,084		
Greater than \$50 million							
CEO/Executive Director	10	\$674,953		\$430,697	\$681,031	\$817,636	
Top Development Position	7	\$384,015			\$325,181		
Top Finance Position	10	\$334,410		\$246,236	\$341,171	\$387,936	
Top Marketing Position	7	\$224,038			\$150,240		
Top Operations Position	5	\$466,706			\$334,128		
Top Technology Position	7	\$192,731			\$185,451		

Arts, Culture, and Humanities: Performing Arts Schools

\$250 thousand or less

CEO/Executive Director	36	\$31,551	\$17,750	\$20,300	\$30,400	\$40,647	\$47,049
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501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Performing Arts Schools							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	\$57,333	\$35,189	\$41,450	\$56,640	\$72,000	\$82,860
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	\$65,902	\$35,064	\$47,968	\$67,112	\$81,000	\$96,960
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	\$96,133		\$73,748	\$91,859	\$123,877	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$128,294			\$122,433		
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$252,977			\$231,724		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$402,097			\$465,569		
Top Development Position	5	\$202,210			\$210,669		
Top Finance Position	5	\$181,798			\$229,321		
Arts, Culture, and Humanities: Printing & Publishing							
\$250 thousand or less							
CEO/Executive Director	51	\$45,057	\$20,300	\$30,505	\$43,930	\$53,875	\$75,568
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	32	\$69,385	\$37,154	\$47,500	\$60,267	\$84,005	\$116,356
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$89,420		\$62,744	\$86,487	\$113,666	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Printing & Publishing							
Between \$1 million and \$2.5 million							
CEO/Executive Director	30	\$138,335	\$64,067	\$93,938	\$143,069	\$175,672	\$223,152
Top Finance Position	6	\$106,002			\$93,222		
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$162,555		\$123,999	\$150,740	\$209,748	
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$225,907			\$259,326		
Top Finance Position	5	\$186,060			\$233,400		

Arts, Culture, and Humanities: Professional Societies & Associations

\$250 thousand or less							
CEO/Executive Director	13	\$39,351		\$24,200	\$43,260	\$52,856	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$70,802			\$75,057		
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$104,050	\$55,440	\$80,445	\$97,456	\$124,792	\$153,649
Between \$1 million and \$2.5 million							
CEO/Executive Director	25	\$138,202	\$65,827	\$85,000	\$115,000	\$174,728	\$234,931
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$218,219			\$189,813		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$319,041			\$332,467		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Radio							
\$250 thousand or less							
CEO/Executive Director	17	\$50,057		\$36,500	\$43,600	\$53,320	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	\$80,037		\$44,023	\$58,092	\$74,519	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$63,659		\$51,255	\$60,994	\$71,447	
Top Administrative Position	5	\$58,378			\$57,430		
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	\$109,194	\$56,490	\$82,635	\$99,313	\$116,003	\$167,019
Top Administrative Position	10	\$89,240		\$82,635	\$92,913	\$99,624	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$152,454		\$95,240	\$156,978	\$194,796	
Between \$5 million and \$10 million							
CEO/Executive Director	14	\$195,115		\$176,525	\$189,887	\$227,002	
Top Finance Position	5	\$98,731			\$103,288		

Arts, Culture, and Humanities: Research Institutes & Public Policy Analysis

\$250 thousand or less							
CEO/Executive Director	5	\$47,415			\$46,500		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$84,431			\$64,839		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$250,687			\$264,295		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Science & Technology Museums							
\$250 thousand or less							
CEO/Executive Director	5	\$31,206			\$25,500		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$71,061			\$64,531		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$74,129			\$82,308		
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$80,687		\$66,377	\$77,522	\$92,734	
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$141,214		\$101,536	\$141,377	\$181,732	
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$193,311			\$199,639		
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$307,878			\$318,553		
Top Development Position	6	\$186,124			\$192,157		
Top Finance Position	10	\$162,122		\$142,612	\$162,834	\$178,869	
Top Operations Position	7	\$193,378			\$178,020		
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$519,906			\$474,048		
Top Finance Position	6	\$200,408			\$216,300		
Top Operations Position	5	\$250,782			\$262,084		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Singing & Choral Groups							
\$250 thousand or less							
CEO/Executive Director	52	\$40,926	\$18,827	\$26,817	\$38,317	\$47,750	\$60,220
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	49	\$52,206	\$28,466	\$36,250	\$50,107	\$61,058	\$78,600
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$87,305	\$52,925	\$71,749	\$85,442	\$109,704	\$115,765
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	\$135,751		\$93,964	\$119,355	\$155,491	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$150,897			\$153,959		

Arts, Culture, and Humanities: Single Organization Support

\$250 thousand or less							
CEO/Executive Director	9	\$44,760			\$44,888		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$70,044		\$43,100	\$70,933	\$85,250	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$87,419		\$67,000	\$86,041	\$101,998	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$103,602		\$94,660	\$100,000	\$130,200	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$226,404			\$153,860		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Support N.E.C.							
\$250 thousand or less							
CEO/Executive Director	5	\$47,332			\$42,632		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$109,044			\$113,251		
Arts, Culture, and Humanities: Symphony Orchestras							
\$250 thousand or less							
CEO/Executive Director	37	\$31,422	\$19,333	\$25,000	\$28,797	\$37,201	\$42,145
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	56	\$50,041	\$25,072	\$33,274	\$47,906	\$62,550	\$79,288
Between \$500 thousand and \$1 million							
CEO/Executive Director	53	\$66,539	\$39,408	\$52,400	\$65,872	\$76,719	\$94,701
Between \$1 million and \$2.5 million							
CEO/Executive Director	77	\$97,815	\$67,630	\$76,093	\$89,619	\$110,164	\$133,516
Top Finance Position	6	\$71,470			\$68,812		
Between \$2.5 million and \$5 million							
CEO/Executive Director	28	\$136,176	\$83,607	\$99,586	\$142,460	\$165,108	\$186,987
Between \$5 million and \$10 million							
CEO/Executive Director	15	\$165,138		\$130,866	\$171,845	\$193,845	
Top Finance Position	5	\$98,577			\$89,627		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Symphony Orchestras							
Between \$10 million and \$25 million							
CEO/Executive Director	17	\$241,512		\$197,681	\$253,304	\$292,029	
Top Administrative Position	5	\$132,637			\$126,978		
Top Development Position	10	\$132,332		\$121,198	\$135,585	\$156,472	
Top Finance Position	13	\$136,264		\$116,985	\$130,976	\$151,545	
Top Operations Position	5	\$139,604			\$134,677		
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$281,977			\$260,569		
Top Finance Position	7	\$171,816			\$183,086		
Greater than \$50 million							
CEO/Executive Director	5	\$935,842			\$578,617		

Arts, Culture, and Humanities: Television

\$250 thousand or less

CEO/Executive Director	31	\$51,205	\$28,253	\$35,285	\$48,019	\$67,876	\$76,423
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	34	\$69,842	\$47,180	\$58,487	\$70,161	\$78,989	\$99,615
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Between \$500 thousand and \$1 million

CEO/Executive Director	38	\$83,186	\$56,842	\$72,953	\$83,507	\$93,091	\$107,083
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Between \$1 million and \$2.5 million

CEO/Executive Director	29	\$151,539	\$76,092	\$99,141	\$122,948	\$160,399	\$261,138
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Television							
Between \$2.5 million and \$5 million							
CEO/Executive Director	22	\$141,213	\$97,132	\$113,274	\$150,709	\$164,325	\$173,812
Top Administrative Position	5	\$110,888			\$108,807		
Top Finance Position	5	\$99,381			\$103,820		
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$172,758		\$149,646	\$167,206	\$176,566	
Top Finance Position	5	\$116,082			\$123,058		
Between \$10 million and \$25 million							
CEO/Executive Director	11	\$352,253		\$297,947	\$337,053	\$402,268	
Top Development Position	7	\$161,690			\$148,371		
Top Finance Position	10	\$153,024		\$136,170	\$146,072	\$185,673	
Top Technology Position	5	\$138,358			\$127,244		

Arts, Culture, and Humanities: Theater

\$250 thousand or less							
CEO/Executive Director	164	\$34,561	\$18,004	\$21,966	\$30,452	\$43,957	\$52,759
Top Administrative Position	7	\$26,185			\$24,960		
Top Finance Position	10	\$35,709		\$18,800	\$30,750	\$51,674	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	158	\$47,571	\$26,211	\$34,250	\$45,446	\$57,459	\$71,491
Top Finance Position	8	\$33,836			\$37,565		
Between \$500 thousand and \$1 million							
CEO/Executive Director	163	\$62,619	\$39,353	\$47,131	\$60,166	\$73,920	\$86,435

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Theater							
Between \$1 million and \$2.5 million							
CEO/Executive Director	149	\$82,460	\$53,062	\$62,675	\$80,403	\$94,270	\$116,532
Top Finance Position	5	\$55,557			\$68,507		
Between \$2.5 million and \$5 million							
CEO/Executive Director	70	\$127,290	\$66,778	\$95,357	\$121,989	\$151,499	\$181,117
Top Finance Position	11	\$87,848		\$69,893	\$77,729	\$98,661	
Between \$5 million and \$10 million							
CEO/Executive Director	40	\$194,717	\$119,798	\$148,191	\$181,525	\$219,183	\$267,532
Top Administrative Position	6	\$117,963			\$116,348		
Top Development Position	10	\$126,152		\$115,875	\$121,517	\$136,791	
Top Finance Position	12	\$93,969		\$78,150	\$91,783	\$118,845	
Between \$10 million and \$25 million							
CEO/Executive Director	32	\$342,681	\$219,039	\$249,699	\$317,547	\$429,742	\$497,740
Top Administrative Position	15	\$149,334		\$120,937	\$166,755	\$173,183	
Top Development Position	19	\$161,082		\$137,085	\$159,414	\$169,534	
Top Finance Position	20	\$131,287	\$99,034	\$106,996	\$127,149	\$151,868	\$171,289
Top Marketing Position	8	\$153,841			\$144,007		
Top Operations Position	5	\$139,099			\$142,587		
Top PR/Communications Position	7	\$132,502			\$136,381		
Top Technology Position	5	\$150,912			\$143,750		
Between \$25 million and \$50 million							
CEO/Executive Director	10	\$609,860		\$395,558	\$498,617	\$856,207	
Top Administrative Position	6	\$208,015			\$194,215		
Top Development Position	7	\$223,771			\$211,295		
Top Finance Position	8	\$224,812			\$179,421		
Top Marketing Position	6	\$192,239			\$171,495		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Visual Arts							
\$250 thousand or less							
CEO/Executive Director	77	\$40,325	\$23,842	\$27,692	\$36,767	\$45,637	\$63,175
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	63	\$62,278	\$38,113	\$47,041	\$56,958	\$76,177	\$88,411
Between \$500 thousand and \$1 million							
CEO/Executive Director	56	\$91,821	\$49,174	\$65,726	\$77,354	\$93,327	\$113,250
Between \$1 million and \$2.5 million							
CEO/Executive Director	51	\$117,574	\$65,000	\$80,803	\$105,661	\$141,386	\$177,174
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$157,992		\$134,293	\$151,252	\$199,829	

Civil Rights, Social Action, Advocacy: Alliances & Advocacy

\$250 thousand or less							
CEO/Executive Director	26	\$53,511	\$29,334	\$42,018	\$54,008	\$62,900	\$71,369
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	\$69,875	\$40,024	\$56,112	\$69,853	\$79,850	\$98,564
Between \$500 thousand and \$1 million							
CEO/Executive Director	43	\$95,049	\$58,154	\$73,857	\$85,250	\$116,366	\$145,121
Between \$1 million and \$2.5 million							
CEO/Executive Director	45	\$123,918	\$70,520	\$94,599	\$113,400	\$141,285	\$190,787
Top Finance Position	8	\$91,718			\$87,464		
Top Operations Position	5	\$134,469			\$117,178		
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$181,304		\$138,947	\$182,138	\$189,882	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Alliances & Advocacy							
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$249,161			\$249,411		
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$222,840			\$201,866		
Top Finance Position	7	\$151,907			\$174,949		
Civil Rights, Social Action, Advocacy: Censorship, Freedom of Speech, & Press							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$124,369			\$131,282		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$181,804			\$161,667		
Civil Rights, Social Action, Advocacy: Children's Rights							
\$250 thousand or less							
CEO/Executive Director	23	\$40,100	\$29,183	\$32,884	\$35,475	\$45,033	\$48,502
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$71,637		\$63,988	\$66,976	\$75,501	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$93,084			\$91,258		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Civil Liberties							
\$250 thousand or less							
CEO/Executive Director	10	\$49,358		\$34,600	\$45,709	\$62,963	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	\$100,123		\$62,365	\$87,571	\$110,500	
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$108,248	\$76,845	\$87,382	\$109,162	\$120,363	\$150,461
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	\$137,517		\$106,088	\$122,924	\$148,887	
Top Legal Position	8	\$152,701			\$151,804		
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$193,024		\$160,710	\$181,851	\$193,770	
Top Legal Position	7	\$186,132			\$158,276		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$204,838			\$205,847		
Top Legal Position	5	\$186,277			\$210,322		

Civil Rights, Social Action, Advocacy: Civil Rights

\$250 thousand or less							
CEO/Executive Director	42	\$49,604	\$29,009	\$37,303	\$44,804	\$60,473	\$77,281
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	38	\$65,911	\$36,760	\$50,625	\$62,201	\$78,591	\$97,655
Between \$500 thousand and \$1 million							
CEO/Executive Director	59	\$85,204	\$52,313	\$65,076	\$86,656	\$100,715	\$110,880

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Civil Rights							
Between \$1 million and \$2.5 million							
CEO/Executive Director	49	\$131,030	\$67,756	\$88,498	\$112,344	\$152,928	\$221,730
Top Finance Position	6	\$84,596			\$86,637		
Top Legal Position	8	\$133,388			\$133,903		
Between \$2.5 million and \$5 million							
CEO/Executive Director	27	\$141,414	\$92,469	\$112,657	\$142,543	\$163,500	\$191,270
Top Finance Position	8	\$95,052			\$111,384		
Top Legal Position	8	\$159,840			\$161,917		
Between \$5 million and \$10 million							
CEO/Executive Director	17	\$204,542		\$160,779	\$196,023	\$245,126	
Top Finance Position	9	\$143,907			\$150,332		
Top Legal Position	6	\$170,754			\$149,438		
Top PR/Communications Position	7	\$154,994			\$161,786		
Between \$10 million and \$25 million							
CEO/Executive Director	12	\$205,796		\$145,723	\$208,687	\$253,142	
Top Finance Position	11	\$133,375		\$116,516	\$150,859	\$158,717	
Top Legal Position	5	\$170,122			\$150,463		

Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.

\$250 thousand or less

CEO/Executive Director	35	\$56,480	\$29,731	\$41,014	\$54,000	\$63,773	\$83,422
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	27	\$64,198	\$38,166	\$47,500	\$60,000	\$71,445	\$88,820
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Between \$500 thousand and \$1 million

CEO/Executive Director	31	\$93,535	\$58,495	\$68,967	\$85,000	\$106,315	\$149,774
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
Between \$1 million and \$2.5 million							
CEO/Executive Director	39	\$119,052	\$69,870	\$79,364	\$104,000	\$150,639	\$192,055
Between \$2.5 million and \$5 million							
CEO/Executive Director	22	\$158,333	\$98,178	\$112,008	\$148,819	\$207,147	\$238,831
Top Development Position	5	\$108,893			\$114,987		
Top Finance Position	8	\$106,507			\$122,235		
Top Legal Position	5	\$155,978			\$149,997		
Top Operations Position	7	\$138,475			\$154,978		
Between \$5 million and \$10 million							
CEO/Executive Director	12	\$206,562		\$136,697	\$166,878	\$249,267	
Top Finance Position	6	\$156,274			\$150,476		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$299,507			\$226,134		
Top Finance Position	6	\$148,899			\$131,323		

Civil Rights, Social Action, Advocacy: Disabled Persons' Rights

\$250 thousand or less							
CEO/Executive Director	15	\$44,148		\$30,600	\$37,846	\$60,000	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$63,344			\$63,411		
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$81,692		\$62,631	\$73,660	\$83,444	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Disabled Persons' Rights							
Between \$1 million and \$2.5 million							
CEO/Executive Director	31	\$112,685	\$75,550	\$93,917	\$111,202	\$134,773	\$149,619
Top Finance Position	5	\$79,725			\$81,599		
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$155,565		\$129,468	\$147,468	\$185,569	
Top Finance Position	5	\$119,996			\$117,588		
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$198,320			\$219,771		
Top Finance Position	7	\$112,238			\$100,832		
Top Legal Position	5	\$161,624			\$131,508		

Civil Rights, Social Action, Advocacy: Fund Raising & Fund Distribution

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$68,925			\$54,600		

Civil Rights, Social Action, Advocacy: Immigrants' Rights

\$250 thousand or less							
CEO/Executive Director	11	\$51,334		\$40,621	\$48,925	\$55,907	
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$162,607			\$123,852		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Intergroup & Race Relations							
\$250 thousand or less							
CEO/Executive Director	10	\$58,950		\$31,717	\$52,850	\$76,888	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$78,807		\$65,842	\$68,751	\$87,734	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$95,514			\$89,846		
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$156,687		\$114,390	\$153,996	\$199,003	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$160,624			\$167,858		

Civil Rights, Social Action, Advocacy: Lesbian & Gay Rights

\$250 thousand or less							
CEO/Executive Director	13	\$49,511		\$30,207	\$45,953	\$62,500	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$78,786		\$64,948	\$72,934	\$84,750	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$89,919		\$60,000	\$83,392	\$118,060	
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	\$123,215		\$84,513	\$107,653	\$138,586	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$175,517			\$181,287		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Minority Rights							
\$250 thousand or less							
CEO/Executive Director	6	\$60,877			\$60,603		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$95,777			\$98,440		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$88,299		\$68,319	\$76,851	\$92,027	
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$121,971			\$105,000		

Civil Rights, Social Action, Advocacy: Reproductive Rights

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$70,868			\$69,036		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$113,578			\$111,553		

Civil Rights, Social Action, Advocacy: Research Institutes & Public Policy Analysis

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$103,449			\$104,969		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$117,865			\$117,130		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$191,544			\$200,842		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Right to Life							
\$250 thousand or less							
CEO/Executive Director	16	\$41,151		\$31,954	\$42,012	\$47,987	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	\$74,390		\$41,893	\$60,000	\$83,267	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$76,320		\$63,086	\$71,000	\$95,282	
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$108,202			\$109,952		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$167,089			\$134,624		

Civil Rights, Social Action, Advocacy: Voter Education & Registration

\$250 thousand or less							
CEO/Executive Director	10	\$51,297		\$21,640	\$40,115	\$55,176	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$74,438			\$88,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$147,744		\$90,443	\$109,064	\$121,747	
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$130,864		\$72,401	\$82,350	\$188,260	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Women's Rights							
\$250 thousand or less							
CEO/Executive Director	20	\$52,165	\$33,600	\$40,279	\$51,201	\$61,995	\$69,902
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$85,422		\$69,050	\$90,428	\$100,908	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$78,281		\$60,735	\$79,892	\$92,552	
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	\$115,324	\$81,011	\$85,000	\$116,823	\$131,094	\$155,736
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$131,050			\$118,615		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$237,152			\$286,967		

Community Improvement, Capacity Building: Alliances & Advocacy

\$250 thousand or less							
CEO/Executive Director	16	\$57,225		\$52,498	\$58,500	\$62,204	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	\$80,329		\$65,439	\$75,000	\$82,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	\$107,649	\$64,309	\$80,181	\$93,535	\$131,077	\$149,918
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	\$119,252	\$75,615	\$98,280	\$110,984	\$142,122	\$166,087
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$129,313		\$99,891	\$139,189	\$145,100	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Business & Industry							
\$250 thousand or less							
CEO/Executive Director	10	\$53,229		\$23,459	\$62,319	\$77,921	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$86,705		\$60,045	\$77,648	\$116,184	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$127,364		\$102,080	\$118,850	\$131,844	
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$193,762		\$126,755	\$171,984	\$226,531	
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$228,566		\$155,084	\$204,803	\$302,525	

Community Improvement, Capacity Building: Chambers of Commerce & Business Leagues

\$250 thousand or less							
CEO/Executive Director	24	\$49,276	\$26,635	\$34,299	\$49,577	\$57,975	\$64,841
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	\$68,847		\$47,188	\$63,968	\$86,575	
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$108,010		\$74,150	\$110,000	\$127,219	
Between \$1 million and \$2.5 million							
CEO/Executive Director	31	\$154,938	\$58,100	\$96,699	\$152,055	\$209,170	\$254,360
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	\$182,852		\$142,113	\$178,008	\$238,277	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Chambers of Commerce & Business Leagues							
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$312,729			\$279,680		
Top Finance Position	5	\$143,753			\$122,244		
Between \$10 million and \$25 million							
CEO/Executive Director	12	\$546,322		\$284,144	\$433,800	\$564,789	
Top Business Position	7	\$163,285			\$140,210		
Top Finance Position	8	\$307,197			\$242,726		
Top Operations Position	7	\$244,846			\$252,713		
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$466,284			\$379,806		
Top Finance Position	5	\$270,994			\$254,698		

Community Improvement, Capacity Building: Community & Neighborhood Development

\$250 thousand or less

CEO/Executive Director	315	\$52,413	\$24,250	\$35,221	\$49,000	\$65,000	\$87,176
Top Administrative Position	8	\$53,470			\$46,967		
Top Finance Position	6	\$36,169			\$29,662		
Top Operations Position	5	\$26,652			\$28,842		
Top Program Position	10	\$34,450		\$32,159	\$33,302	\$37,095	

Between \$250 thousand and \$500 thousand

CEO/Executive Director	208	\$66,135	\$31,214	\$48,309	\$63,853	\$80,646	\$97,310
Top Program Position	6	\$44,704			\$48,529		

Between \$500 thousand and \$1 million

CEO/Executive Director	207	\$85,724	\$48,308	\$62,155	\$80,000	\$100,614	\$131,631
Top Finance Position	11	\$68,301		\$48,849	\$61,818	\$84,008	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Community & Neighborhood Development							
Between \$1 million and \$2.5 million							
CEO/Executive Director	206	\$118,396	\$57,513	\$75,582	\$94,439	\$130,746	\$191,768
Top Finance Position	18	\$71,596		\$51,809	\$73,046	\$87,715	
Top Operations Position	10	\$132,010		\$76,598	\$113,465	\$175,884	
Between \$2.5 million and \$5 million							
CEO/Executive Director	116	\$147,683	\$74,866	\$92,188	\$119,577	\$175,958	\$266,427
Top Administrative Position	8	\$127,956			\$120,625		
Top Finance Position	44	\$96,576	\$54,130	\$68,181	\$84,684	\$109,971	\$155,416
Top Operations Position	16	\$142,301		\$108,118	\$124,748	\$178,917	
Between \$5 million and \$10 million							
CEO/Executive Director	76	\$164,265	\$81,228	\$99,204	\$141,597	\$211,686	\$269,117
Top Finance Position	42	\$111,909	\$60,379	\$76,243	\$100,517	\$134,821	\$188,915
Top Operations Position	9	\$154,484			\$113,436		
Between \$10 million and \$25 million							
CEO/Executive Director	70	\$187,425	\$77,504	\$102,586	\$144,490	\$228,100	\$355,387
Top Administrative Position	7	\$129,263			\$121,331		
Top Finance Position	45	\$127,881	\$63,692	\$78,471	\$113,753	\$156,204	\$212,947
Top Operations Position	13	\$190,489		\$149,017	\$175,594	\$250,849	
Top Program Position	8	\$159,348			\$151,380		
Between \$25 million and \$50 million							
CEO/Executive Director	11	\$245,073		\$151,342	\$220,715	\$301,962	
Top Finance Position	7	\$168,050			\$164,913		
Greater than \$50 million							
CEO/Executive Director	8	\$386,757			\$284,927		
Top Finance Position	8	\$230,074			\$208,746		
Top Operations Position	7	\$239,972			\$226,407		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Community Coalitions							
\$250 thousand or less							
CEO/Executive Director	58	\$50,242	\$24,613	\$34,021	\$47,458	\$62,197	\$72,767
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	29	\$73,201	\$47,953	\$51,000	\$73,416	\$90,000	\$106,514
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	\$90,070	\$53,970	\$61,692	\$88,728	\$111,082	\$124,100
Between \$1 million and \$2.5 million							
CEO/Executive Director	29	\$119,437	\$57,049	\$80,000	\$106,846	\$143,919	\$159,418
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	\$160,295		\$112,493	\$123,802	\$217,004	

Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.

\$250 thousand or less							
CEO/Executive Director	51	\$46,853	\$24,000	\$30,456	\$41,475	\$58,750	\$73,038
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	52	\$63,328	\$34,954	\$46,570	\$59,648	\$75,754	\$102,494
Between \$500 thousand and \$1 million							
CEO/Executive Director	50	\$92,806	\$53,913	\$69,058	\$80,870	\$115,600	\$151,469
Between \$1 million and \$2.5 million							
CEO/Executive Director	46	\$113,178	\$52,620	\$68,091	\$98,047	\$154,582	\$197,871
Between \$2.5 million and \$5 million							
CEO/Executive Director	24	\$160,061	\$82,195	\$107,217	\$149,866	\$174,972	\$273,499
Top Finance Position	8	\$91,143			\$105,117		
Top Operations Position	5	\$143,785			\$106,442		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
Between \$5 million and \$10 million							
CEO/Executive Director	19	\$155,546		\$123,951	\$155,425	\$171,700	
Top Finance Position	8	\$94,152			\$92,815		
Between \$10 million and \$25 million							
CEO/Executive Director	16	\$214,357		\$149,384	\$203,985	\$242,165	
Top Finance Position	10	\$132,024		\$98,340	\$132,393	\$153,832	
Top Operations Position	7	\$152,311			\$168,255		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$392,111			\$448,803		
Top Finance Position	6	\$212,349			\$205,625		
Community Improvement, Capacity Building: Community Service Clubs							
\$250 thousand or less							
CEO/Executive Director	31	\$45,470	\$23,264	\$30,182	\$42,210	\$52,780	\$68,248
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	37	\$58,897	\$31,519	\$42,331	\$58,425	\$73,790	\$85,923
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	\$77,978	\$47,250	\$56,872	\$67,891	\$83,813	\$123,335
Between \$1 million and \$2.5 million							
CEO/Executive Director	30	\$113,163	\$74,208	\$81,676	\$91,625	\$133,318	\$180,537
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$146,890			\$134,835		
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$178,858			\$119,904		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Community Service Clubs							
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$202,954			\$163,537		
Top Finance Position	6	\$160,486			\$165,218		
Community Improvement, Capacity Building: Economic Development							
\$250 thousand or less							
CEO/Executive Director	118	\$53,806	\$24,858	\$36,438	\$50,391	\$64,566	\$86,674
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	115	\$83,920	\$41,487	\$57,650	\$80,481	\$102,187	\$135,249
Top Finance Position	5	\$69,035			\$67,511		
Between \$500 thousand and \$1 million							
CEO/Executive Director	119	\$112,581	\$65,745	\$77,345	\$102,267	\$139,726	\$174,088
Top Finance Position	8	\$56,018			\$59,120		
Between \$1 million and \$2.5 million							
CEO/Executive Director	117	\$151,213	\$81,738	\$97,850	\$135,714	\$183,746	\$235,941
Top Finance Position	14	\$112,172		\$77,552	\$109,027	\$140,790	
Between \$2.5 million and \$5 million							
CEO/Executive Director	63	\$194,262	\$87,055	\$137,629	\$182,811	\$239,661	\$305,660
Top Finance Position	18	\$130,888		\$109,074	\$125,719	\$138,986	
Top Operations Position	7	\$145,351			\$162,327		
Between \$5 million and \$10 million							
CEO/Executive Director	35	\$242,410	\$101,697	\$147,393	\$237,715	\$292,990	\$407,005
Top Business Position	5	\$175,743			\$166,932		
Top Finance Position	16	\$135,050		\$114,549	\$146,030	\$170,498	
Top Operations Position	12	\$176,019		\$144,780	\$179,224	\$206,938	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Economic Development							
Between \$10 million and \$25 million							
CEO/Executive Director	17	\$295,580		\$234,356	\$278,782	\$399,399	
Top Business Position	5	\$150,051			\$136,377		
Top Finance Position	11	\$221,575		\$151,166	\$227,965	\$253,225	
Top Operations Position	9	\$190,373			\$188,241		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$316,570			\$280,100		
Community Improvement, Capacity Building: Fund Raising & Fund Distribution							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$63,557			\$52,868		
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$62,382		\$43,750	\$68,939	\$73,700	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$115,783		\$67,210	\$92,317	\$141,000	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$206,859			\$172,290		
Community Improvement, Capacity Building: Management & Technical Assistance							
\$250 thousand or less							
CEO/Executive Director	11	\$51,570		\$34,560	\$47,755	\$65,700	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	\$74,417		\$65,206	\$79,400	\$89,345	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Management & Technical Assistance							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$83,601			\$75,931		
Between \$1 million and \$2.5 million							
CEO/Executive Director	27	\$149,126	\$79,427	\$109,679	\$127,950	\$155,425	\$200,403
Top Finance Position	5	\$194,204			\$126,124		
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$171,826		\$154,353	\$175,174	\$205,108	
Top Finance Position	5	\$101,562			\$103,387		
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$254,110			\$243,340		
Top Finance Position	7	\$174,480			\$160,098		
Between \$10 million and \$25 million							
Top Finance Position	5	\$171,938			\$178,354		

Community Improvement, Capacity Building: Men's Service Clubs

\$250 thousand or less							
CEO/Executive Director	11	\$56,989		\$47,470	\$53,906	\$68,243	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$61,258			\$60,000		

Community Improvement, Capacity Building: Neighborhood & Block Associations

\$250 thousand or less							
CEO/Executive Director	19	\$44,881		\$30,589	\$42,000	\$54,915	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Neighborhood & Block Associations							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	\$66,431		\$49,230	\$71,531	\$81,397	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$86,289		\$68,214	\$87,536	\$106,821	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$126,138			\$108,236		

Community Improvement, Capacity Building: Nonprofit Management

\$250 thousand or less							
CEO/Executive Director	28	\$46,258	\$22,538	\$29,700	\$42,977	\$55,585	\$80,712
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	23	\$83,329	\$44,658	\$61,884	\$77,722	\$95,023	\$136,297
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$96,630	\$43,450	\$74,967	\$95,461	\$118,298	\$146,097
Between \$1 million and \$2.5 million							
CEO/Executive Director	33	\$132,435	\$73,379	\$100,092	\$127,254	\$160,517	\$193,185
Top Operations Position	7	\$110,368			\$112,995		
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	\$168,861		\$129,578	\$157,486	\$216,470	
Top Finance Position	6	\$139,058			\$137,407		
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$302,894			\$143,741		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Nonprofit Management							
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$236,568			\$180,632		
Top Finance Position	8	\$155,363			\$120,705		
Community Improvement, Capacity Building: Professional Societies & Associations							
\$250 thousand or less							
CEO/Executive Director	8	\$50,222			\$45,828		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$142,933			\$130,890		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$151,546			\$130,415		
Community Improvement, Capacity Building: Research Institutes & Public Policy Analysis							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$89,154			\$74,378		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$128,993		\$104,022	\$129,856	\$161,221	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$167,552			\$164,856		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$237,569			\$256,423		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Rural Economic Development							
\$250 thousand or less							
CEO/Executive Director	18	\$46,901		\$30,500	\$42,709	\$56,509	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	\$72,549		\$51,428	\$66,161	\$87,917	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$83,978			\$91,502		
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	\$118,984		\$85,226	\$122,958	\$156,800	
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$130,582		\$95,248	\$111,946	\$172,662	
Top Finance Position	5	\$108,197			\$114,356		
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$124,100		\$101,292	\$112,385	\$122,810	
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$150,230			\$122,397		

Community Improvement, Capacity Building: Single Organization Support

Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$129,136			\$88,901		

Community Improvement, Capacity Building: Small Business Development

\$250 thousand or less							
CEO/Executive Director	14	\$60,629		\$44,200	\$55,808	\$77,075	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Small Business Development							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$73,747		\$56,256	\$80,955	\$85,964	
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$116,293	\$71,236	\$83,350	\$112,417	\$135,001	\$172,380
Between \$1 million and \$2.5 million							
CEO/Executive Director	38	\$163,265	\$94,050	\$113,566	\$156,204	\$188,232	\$224,555
Top Finance Position	7	\$105,768			\$110,287		
Top Operations Position	6	\$128,623			\$132,667		
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	\$181,364		\$146,192	\$200,012	\$212,790	
Top Finance Position	5	\$118,594			\$146,087		
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$338,884			\$289,707		
Top Finance Position	7	\$216,854			\$209,266		
Top Operations Position	6	\$201,417			\$180,741		

Community Improvement, Capacity Building: Support N.E.C.

\$250 thousand or less							
CEO/Executive Director	6	\$49,814			\$50,783		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$162,314			\$135,200		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Urban & Community Economic Development							
\$250 thousand or less							
CEO/Executive Director	51	\$53,568	\$20,833	\$34,664	\$52,500	\$66,391	\$85,078
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	39	\$83,889	\$40,762	\$58,129	\$77,000	\$99,301	\$121,453
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$121,501	\$46,957	\$75,671	\$100,721	\$170,106	\$195,142
Between \$1 million and \$2.5 million							
CEO/Executive Director	44	\$128,645	\$68,303	\$87,365	\$116,489	\$161,427	\$216,138
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	\$179,402		\$123,250	\$174,099	\$215,670	
Top Finance Position	8	\$110,600			\$117,093		
Top Operations Position	5	\$123,409			\$131,261		
Between \$5 million and \$10 million							
CEO/Executive Director	14	\$234,906		\$162,920	\$213,975	\$263,449	
Top Finance Position	6	\$148,205			\$130,752		
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$310,370			\$328,175		
Top Finance Position	5	\$174,999			\$168,921		
Top Operations Position	6	\$164,498			\$146,156		

Community Improvement, Capacity Building: Women's Service Clubs

\$250 thousand or less							
CEO/Executive Director	5	\$53,272			\$35,000		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Women's Service Clubs							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$78,384			\$75,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$55,824			\$57,946		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$82,524			\$91,025		
Crime, Legal-Related: Administration of Justice							
\$250 thousand or less							
CEO/Executive Director	11	\$42,047		\$35,717	\$40,000	\$45,226	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$81,791			\$60,512		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$90,720			\$85,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$131,904			\$131,448		
Crime, Legal-Related: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	9	\$49,454			\$50,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$61,863			\$61,693		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related: Alliances & Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$69,814			\$74,697		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$152,939			\$151,075		
Crime, Legal-Related: Child Abuse Prevention							
\$250 thousand or less							
CEO/Executive Director	63	\$47,671	\$24,871	\$35,104	\$45,444	\$55,260	\$69,276
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	51	\$59,782	\$40,000	\$49,310	\$60,000	\$68,855	\$78,117
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	\$78,106	\$48,700	\$63,816	\$72,300	\$86,543	\$120,283
Between \$1 million and \$2.5 million							
CEO/Executive Director	43	\$99,535	\$64,794	\$78,528	\$91,550	\$111,581	\$143,056
Top Finance Position	7	\$89,631			\$84,684		
Between \$2.5 million and \$5 million							
CEO/Executive Director	17	\$120,019		\$86,855	\$118,437	\$150,000	
Crime, Legal-Related: Crime & Legal Related N.E.C.							
\$250 thousand or less							
CEO/Executive Director	9	\$42,505			\$38,385		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$86,094			\$78,837		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related: Crime & Legal Related N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$86,356			\$86,010		
Crime, Legal-Related: Crime Prevention							
\$250 thousand or less							
CEO/Executive Director	27	\$43,417	\$19,947	\$30,750	\$38,600	\$55,068	\$72,649
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	\$66,854		\$47,685	\$71,661	\$86,463	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$97,665		\$59,949	\$83,436	\$95,474	
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$116,775		\$76,198	\$97,360	\$155,812	
Top Finance Position	6	\$103,221			\$104,761		
Crime, Legal-Related: Dispute Resolution & Mediation							
\$250 thousand or less							
CEO/Executive Director	41	\$48,487	\$26,214	\$34,667	\$48,404	\$60,000	\$67,200
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$60,771		\$52,689	\$58,401	\$68,814	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$83,171		\$69,122	\$81,321	\$96,967	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$135,594			\$99,698		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related: Drunk Driving Related							
\$250 thousand or less							
CEO/Executive Director	5	\$47,086			\$51,670		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$148,693			\$136,501		
Crime, Legal-Related: Fund Raising & Fund Distribution							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$157,276			\$171,041		
Crime, Legal-Related: Inmate Support							
\$250 thousand or less							
CEO/Executive Director	33	\$42,371	\$17,572	\$20,800	\$36,000	\$55,667	\$73,403
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	21	\$59,158	\$27,616	\$50,417	\$63,461	\$68,000	\$82,998
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$82,151			\$85,628		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$97,625		\$78,738	\$89,733	\$104,418	
Top Finance Position	5	\$81,896			\$54,928		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$117,990			\$127,055		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related: Law Enforcement							
\$250 thousand or less							
CEO/Executive Director	5	\$35,130			\$41,500		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$55,351			\$63,149		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$88,247			\$100,242		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$125,230		\$102,937	\$115,699	\$158,809	
Crime, Legal-Related: Legal Services							
\$250 thousand or less							
CEO/Executive Director	71	\$53,348	\$25,988	\$37,807	\$48,020	\$69,442	\$82,934
Top Legal Position	8	\$55,857			\$51,054		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	66	\$78,356	\$46,742	\$53,017	\$69,663	\$96,232	\$128,240
Top Legal Position	6	\$101,681			\$112,748		
Between \$500 thousand and \$1 million							
CEO/Executive Director	70	\$96,941	\$64,184	\$73,027	\$92,426	\$112,053	\$146,095
Between \$1 million and \$2.5 million							
CEO/Executive Director	78	\$114,966	\$73,846	\$96,474	\$108,451	\$134,871	\$150,598
Top Administrative Position	5	\$82,323			\$63,116		
Top Finance Position	9	\$67,518			\$65,920		
Top Legal Position	10	\$123,186		\$100,563	\$126,003	\$144,430	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related: Legal Services							
Between \$2.5 million and \$5 million							
CEO/Executive Director	53	\$155,662	\$93,896	\$115,140	\$144,394	\$186,429	\$220,800
Top Administrative Position	6	\$128,323			\$133,087		
Top Finance Position	16	\$100,820		\$77,037	\$112,371	\$126,104	
Top Legal Position	21	\$156,747	\$113,355	\$132,827	\$158,172	\$177,660	\$186,842
Top Operations Position	7	\$140,584			\$132,827		
Between \$5 million and \$10 million							
CEO/Executive Director	52	\$164,699	\$120,295	\$137,169	\$163,025	\$189,293	\$214,186
Top Administrative Position	7	\$132,368			\$137,349		
Top Development Position	5	\$144,972			\$139,629		
Top Finance Position	27	\$109,813	\$71,211	\$91,033	\$100,396	\$115,423	\$174,694
Top Legal Position	29	\$154,345	\$115,869	\$131,775	\$152,174	\$175,985	\$192,663
Between \$10 million and \$25 million							
CEO/Executive Director	39	\$199,649	\$132,462	\$162,772	\$188,590	\$242,746	\$259,821
Top Administrative Position	6	\$123,400			\$124,008		
Top Finance Position	25	\$131,562	\$80,256	\$108,534	\$137,378	\$162,786	\$171,823
Top Legal Position	29	\$156,290	\$119,866	\$132,593	\$157,172	\$180,154	\$210,999
Top Operations Position	5	\$169,873			\$157,885		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$202,340			\$195,778		
Top Finance Position	7	\$143,575			\$150,668		
Top Legal Position	7	\$194,025			\$218,396		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related: Prison Alternatives							
\$250 thousand or less							
CEO/Executive Director	5	\$47,548			\$50,600		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$67,616			\$62,346		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$85,639			\$91,787		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$194,388			\$180,049		
Crime, Legal-Related: Professional Societies & Associations							
\$250 thousand or less							
CEO/Executive Director	6	\$49,497			\$46,169		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$86,379			\$76,433		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$234,920			\$174,403		
Crime, Legal-Related: Protection Against Abuse							
\$250 thousand or less							
CEO/Executive Director	21	\$45,515	\$23,078	\$31,824	\$45,000	\$54,783	\$67,713
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	\$68,335		\$57,742	\$70,096	\$76,027	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related: Protection Against Abuse							
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$74,119		\$62,255	\$73,988	\$77,980	
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$86,316		\$74,070	\$87,677	\$104,470	
Crime, Legal-Related: Public Interest Law							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$83,333			\$72,335		
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$111,876		\$61,988	\$85,535	\$121,357	
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	\$128,653	\$90,206	\$102,156	\$117,330	\$145,531	\$172,015
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$158,866		\$136,371	\$159,043	\$173,333	
Top Finance Position	5	\$116,783			\$105,129		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$190,753			\$206,601		
Top Legal Position	6	\$170,695			\$168,765		
Crime, Legal-Related: Rehabilitation Services for Offenders							
\$250 thousand or less							
CEO/Executive Director	37	\$42,001	\$22,858	\$29,920	\$38,406	\$51,430	\$59,003

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related: Rehabilitation Services for Offenders							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	\$59,823		\$40,998	\$53,785	\$80,852	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$111,328		\$66,184	\$90,000	\$126,682	
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	\$99,879	\$76,032	\$81,667	\$89,292	\$99,747	\$161,666
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$140,934			\$141,266		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$138,223			\$130,983		

Crime, Legal-Related: Research Institutes & Public Policy Analysis

\$250 thousand or less							
CEO/Executive Director	7	\$65,571			\$50,400		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$110,113			\$101,200		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$190,142			\$171,533		

Crime, Legal-Related: Sexual Abuse Prevention

\$250 thousand or less							
CEO/Executive Director	11	\$51,531		\$41,672	\$51,500	\$59,309	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related: Sexual Abuse Prevention							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$73,260			\$72,494		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$66,856			\$71,101		
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	\$107,597		\$83,202	\$101,831	\$119,388	
Crime, Legal-Related: Spouse Abuse Prevention							
\$250 thousand or less							
CEO/Executive Director	9	\$50,082			\$52,622		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$76,621			\$67,284		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$64,245		\$53,318	\$62,018	\$78,188	
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$80,386			\$86,681		
Crime, Legal-Related: Way Houses for Offenders & Ex Offenders							
\$250 thousand or less							
CEO/Executive Director	9	\$42,608			\$39,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$57,386			\$66,147		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related: Way Houses for Offenders & Ex Offenders							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$63,242			\$64,260		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$90,795		\$71,367	\$80,816	\$87,756	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$130,524			\$138,818		
Crime, Legal-Related: Youth Violence Prevention							
\$250 thousand or less							
CEO/Executive Director	22	\$46,521	\$23,829	\$35,325	\$43,707	\$51,500	\$72,390
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	20	\$72,000	\$41,598	\$44,764	\$72,904	\$97,791	\$111,902
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$73,886		\$61,169	\$71,600	\$80,623	
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	\$105,536		\$73,610	\$95,728	\$129,261	
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$136,011			\$152,558		
Diseases, Disorders, Medical Disciplines: AIDS							
\$250 thousand or less							
CEO/Executive Director	10	\$53,230		\$49,944	\$51,599	\$58,077	

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: AIDS							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	\$56,279		\$50,000	\$62,160	\$64,210	
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$77,543	\$57,642	\$62,190	\$73,126	\$84,833	\$111,311
Between \$1 million and \$2.5 million							
CEO/Executive Director	47	\$103,747	\$66,989	\$74,676	\$90,213	\$116,100	\$161,099
Top Finance Position	10	\$84,305		\$63,012	\$67,994	\$83,268	
Between \$2.5 million and \$5 million							
CEO/Executive Director	30	\$109,188	\$78,842	\$89,244	\$105,461	\$125,738	\$169,613
Top Finance Position	5	\$76,140			\$66,150		
Between \$5 million and \$10 million							
CEO/Executive Director	19	\$157,674		\$114,983	\$132,377	\$176,688	
Top Finance Position	10	\$86,824		\$72,799	\$76,142	\$105,978	
Top Operations Position	5	\$140,109			\$121,475		
Between \$10 million and \$25 million							
CEO/Executive Director	10	\$187,842		\$164,582	\$174,428	\$194,232	
Between \$25 million and \$50 million							
CEO/Executive Director	14	\$305,101		\$240,375	\$299,241	\$357,938	
Top Finance Position	9	\$216,832			\$212,716		
Top Operations Position	7	\$207,009			\$212,387		
Top Program Position	5	\$167,970			\$165,981		
Greater than \$50 million							
CEO/Executive Director	5	\$465,752			\$455,336		
Top Finance Position	5	\$255,559			\$242,817		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	17	\$60,378		\$46,267	\$53,643	\$65,109	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$85,777		\$65,937	\$74,754	\$104,516	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$110,944		\$82,319	\$102,917	\$135,629	
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$135,113		\$83,827	\$113,991	\$146,044	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$174,009		\$144,045	\$171,511	\$182,043	

Diseases, Disorders, Medical Disciplines: Alzheimer's Disease

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$79,732			\$45,309		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$82,449			\$85,012		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$134,201			\$132,244		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$238,178			\$209,934		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Autism							
\$250 thousand or less							
CEO/Executive Director	31	\$41,975	\$19,159	\$20,849	\$30,478	\$56,857	\$80,000
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	21	\$57,616	\$32,708	\$42,781	\$55,000	\$72,244	\$82,681
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$85,067		\$48,226	\$68,132	\$101,918	
Between \$1 million and \$2.5 million							
CEO/Executive Director	23	\$98,973	\$62,070	\$73,887	\$92,818	\$114,178	\$159,206
Between \$2.5 million and \$5 million							
CEO/Executive Director	22	\$137,932	\$78,798	\$97,519	\$122,959	\$145,539	\$231,908
Top Finance Position	5	\$94,934			\$82,917		
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$172,159			\$139,185		
Between \$10 million and \$25 million							
CEO/Executive Director	13	\$215,272		\$175,352	\$193,047	\$249,834	
Top Finance Position	10	\$116,953		\$102,574	\$119,759	\$132,901	

Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases

\$250 thousand or less							
CEO/Executive Director	19	\$39,776		\$25,030	\$45,552	\$51,777	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	21	\$77,618	\$50,865	\$60,840	\$74,115	\$91,972	\$95,563
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$105,532		\$80,492	\$102,191	\$107,956	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	\$103,822		\$71,622	\$94,918	\$137,718	
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$166,040		\$82,720	\$113,822	\$142,601	
Between \$5 million and \$10 million							
CEO/Executive Director	13	\$136,361		\$113,422	\$123,700	\$160,138	
Between \$10 million and \$25 million							
CEO/Executive Director	13	\$184,803		\$128,789	\$179,289	\$216,648	
Top Finance Position	10	\$131,529		\$124,107	\$144,292	\$154,174	
Top Operations Position	5	\$126,921			\$119,468		

Diseases, Disorders, Medical Disciplines: Brain Disorders

\$250 thousand or less							
CEO/Executive Director	16	\$50,627		\$34,840	\$51,685	\$63,592	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$81,122			\$81,241		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$137,986			\$120,000		

Diseases, Disorders, Medical Disciplines: Breast Cancer

\$250 thousand or less							
CEO/Executive Director	8	\$40,645			\$43,490		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Breast Cancer							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$81,793			\$60,833		
Diseases, Disorders, Medical Disciplines: Cancer							
\$250 thousand or less							
CEO/Executive Director	62	\$42,854	\$19,068	\$26,644	\$40,664	\$53,280	\$70,731
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	47	\$72,447	\$48,646	\$59,602	\$73,658	\$82,968	\$95,577
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	\$95,212	\$53,780	\$70,217	\$94,149	\$119,715	\$130,047
Top Finance Position	5	\$73,787			\$71,043		
Between \$1 million and \$2.5 million							
CEO/Executive Director	56	\$135,787	\$83,925	\$97,349	\$122,383	\$167,576	\$204,516
Between \$2.5 million and \$5 million							
CEO/Executive Director	20	\$216,771	\$98,269	\$122,905	\$161,018	\$240,827	\$400,387
Top Development Position	5	\$150,603			\$144,692		
Top Finance Position	6	\$129,916			\$116,606		
Top Operations Position	6	\$115,725			\$110,366		
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$314,633			\$348,983		
Top Finance Position	9	\$177,778			\$169,064		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Cancer							
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$451,764			\$349,000		
Top Finance Position	6	\$214,952			\$179,337		
Top Operations Position	6	\$291,393			\$189,825		
Diseases, Disorders, Medical Disciplines: Digestive Diseases & Disorders							
\$250 thousand or less							
CEO/Executive Director	6	\$42,646			\$34,999		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
\$250 thousand or less							
CEO/Executive Director	6	\$47,391			\$45,625		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$82,707			\$89,943		
Diseases, Disorders, Medical Disciplines: Down Syndrome							
\$250 thousand or less							
CEO/Executive Director	7	\$41,288			\$33,758		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Ear & Throat Diseases							
\$250 thousand or less							
CEO/Executive Director	6	\$61,661			\$58,877		
Diseases, Disorders, Medical Disciplines: Epilepsy							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	\$74,248		\$56,644	\$72,500	\$98,621	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$100,948			\$96,681		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$104,641			\$114,522		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$183,002			\$157,464		
Diseases, Disorders, Medical Disciplines: Eye Diseases, Blindness, & Vision Impairments							
\$250 thousand or less							
CEO/Executive Director	32	\$54,822	\$19,610	\$34,039	\$48,988	\$69,297	\$79,135
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	30	\$74,245	\$26,774	\$46,068	\$66,075	\$100,119	\$135,214
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$105,179	\$51,832	\$61,414	\$88,946	\$113,215	\$206,380
Between \$1 million and \$2.5 million							
CEO/Executive Director	23	\$142,006	\$86,262	\$97,866	\$116,137	\$171,449	\$227,822

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Eye Diseases, Blindness, & Vision Impairments							
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$154,783		\$96,197	\$124,961	\$169,714	
Top Finance Position	5	\$97,759			\$86,267		
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$205,337			\$217,086		
Diseases, Disorders, Medical Disciplines: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	11	\$35,244		\$20,989	\$34,257	\$40,208	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$88,275			\$75,099		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$70,920			\$67,500		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$146,411			\$160,438		
Diseases, Disorders, Medical Disciplines: Geriatrics							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$171,803			\$197,263		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Heart & Circulatory System Diseases & Disorders							
\$250 thousand or less							
CEO/Executive Director	51	\$48,956	\$18,900	\$27,337	\$38,000	\$61,225	\$82,800
Top Finance Position	5	\$32,686			\$34,515		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$58,893		\$33,852	\$57,308	\$79,484	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$124,722		\$77,153	\$101,000	\$146,991	
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$103,411			\$86,727		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$296,279			\$320,672		
Greater than \$50 million							
CEO/Executive Director	5	\$1,177,167			\$773,900		

Diseases, Disorders, Medical Disciplines: Kidney Diseases

Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$129,077			\$115,466		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$105,314			\$123,174		

Diseases, Disorders, Medical Disciplines: Medical Disciplines

\$250 thousand or less							
CEO/Executive Director	5	\$69,717			\$60,724		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$105,107			\$97,409		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$165,797		\$117,217	\$156,070	\$225,727	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$247,076			\$223,065		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$438,992			\$454,738		
Top Finance Position	5	\$168,702			\$185,608		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$610,618			\$604,489		
Top Finance Position	6	\$285,759			\$296,713		
Top Technology Position	5	\$217,456			\$226,365		

Diseases, Disorders, Medical Disciplines: Nerve, Muscle, & Bone Diseases

\$250 thousand or less							
CEO/Executive Director	13	\$44,918		\$26,000	\$42,840	\$58,166	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$86,397			\$79,819		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$98,955			\$96,530		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$121,622			\$114,744		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Neurology & Neuroscience							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$71,508			\$78,254		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$104,170			\$95,758		
Diseases, Disorders, Medical Disciplines: Pediatrics							
\$250 thousand or less							
CEO/Executive Director	6	\$42,283			\$43,053		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$64,980			\$79,942		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$83,593			\$92,641		
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$103,595		\$80,619	\$103,641	\$120,394	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$124,712			\$132,570		
Diseases, Disorders, Medical Disciplines: Professional Societies & Associations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$115,041			\$106,000		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$192,022			\$201,965		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Professional Societies & Associations							
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$371,374			\$309,302		
Diseases, Disorders, Medical Disciplines: Single Organization Support							
\$250 thousand or less							
CEO/Executive Director	5	\$33,550			\$29,515		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$121,488			\$121,308		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
\$250 thousand or less							
CEO/Executive Director	31	\$49,899	\$26,232	\$39,346	\$48,620	\$65,478	\$69,000
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	32	\$73,187	\$49,417	\$55,362	\$70,342	\$85,800	\$98,907
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$79,312	\$53,219	\$60,408	\$79,518	\$90,931	\$103,421
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$116,834		\$79,437	\$118,241	\$138,732	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$130,197			\$110,352		
Between \$5 million and \$10 million							
CEO/Executive Director	11	\$184,823		\$125,182	\$149,564	\$207,525	
Top Finance Position	6	\$98,188			\$105,775		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Surgical Specialties							
\$250 thousand or less							
CEO/Executive Director	6	\$66,798			\$65,468		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$359,518			\$278,598		
Greater than \$50 million							
CEO/Executive Director	5	\$886,366			\$787,551		

Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C.

\$250 thousand or less							
CEO/Executive Director	8	\$61,236			\$59,874		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$77,188		\$58,991	\$83,121	\$90,172	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$93,323			\$95,882		
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$147,588		\$112,596	\$137,580	\$176,420	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$203,168			\$177,480		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Adult Education							
\$250 thousand or less							
CEO/Executive Director	113	\$46,489	\$23,112	\$31,000	\$41,667	\$58,646	\$72,769
Top Administrative Position	5	\$35,653			\$34,562		
Top Finance Position	6	\$45,715			\$27,600		
Top Program Position	7	\$36,455			\$28,113		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	77	\$70,234	\$35,785	\$50,000	\$62,565	\$82,877	\$112,159
Between \$500 thousand and \$1 million							
CEO/Executive Director	71	\$88,186	\$50,000	\$65,118	\$79,812	\$93,029	\$152,400
Between \$1 million and \$2.5 million							
CEO/Executive Director	66	\$112,379	\$63,501	\$79,112	\$103,838	\$146,950	\$165,327
Between \$2.5 million and \$5 million							
CEO/Executive Director	20	\$154,947	\$90,421	\$112,455	\$134,833	\$166,965	\$239,869
Between \$5 million and \$10 million							
CEO/Executive Director	13	\$198,885		\$136,869	\$196,203	\$261,639	
Top Finance Position	7	\$112,587			\$114,122		
Top Operations Position	5	\$152,081			\$121,765		
Between \$10 million and \$25 million							
CEO/Executive Director	12	\$459,056		\$208,993	\$358,317	\$413,345	
Top Development Position	6	\$186,208			\$189,244		
Top Education Position	5	\$168,666			\$156,273		
Top Finance Position	11	\$162,512		\$136,483	\$147,817	\$186,725	
Top Operations Position	5	\$217,816			\$170,389		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	63	\$50,323	\$20,366	\$34,450	\$48,000	\$60,599	\$77,238
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	76	\$76,023	\$36,236	\$56,103	\$68,078	\$83,625	\$119,925
Between \$500 thousand and \$1 million							
CEO/Executive Director	63	\$100,753	\$53,865	\$76,127	\$101,382	\$124,432	\$154,476
Between \$1 million and \$2.5 million							
CEO/Executive Director	69	\$141,368	\$57,755	\$80,935	\$135,989	\$174,206	\$225,019
Top Finance Position	5	\$91,943			\$57,774		
Between \$2.5 million and \$5 million							
CEO/Executive Director	31	\$136,899	\$75,569	\$99,542	\$116,400	\$173,204	\$192,373
Top Finance Position	7	\$116,211			\$103,314		
Between \$5 million and \$10 million							
CEO/Executive Director	17	\$240,726		\$128,003	\$188,244	\$314,208	
Top Finance Position	7	\$156,640			\$158,889		
Between \$10 million and \$25 million							
CEO/Executive Director	11	\$237,936		\$119,560	\$199,303	\$322,821	
Top Finance Position	7	\$144,587			\$149,911		

Educational Institutions and Related Activities: Alumni Associations

\$250 thousand or less							
CEO/Executive Director	10	\$43,084		\$29,063	\$44,961	\$56,244	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$69,877			\$67,613		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Alumni Associations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$122,658		\$80,863	\$114,938	\$157,905	
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$133,162		\$98,816	\$130,950	\$166,709	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$176,215		\$143,318	\$158,124	\$226,333	
Top Finance Position	5	\$106,889			\$101,196		
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$200,120		\$149,336	\$195,050	\$261,838	
Top Finance Position	7	\$155,609			\$145,694		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$364,553			\$232,489		
Top Finance Position	5	\$178,791			\$218,932		

Educational Institutions and Related Activities: Charter Schools

\$250 thousand or less							
CEO/Executive Director	12	\$66,809		\$35,325	\$56,021	\$86,125	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	23	\$69,601	\$31,229	\$45,286	\$65,354	\$90,673	\$112,032
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$80,797	\$47,493	\$63,381	\$81,938	\$96,972	\$117,094
Top Finance Position	6	\$56,207			\$50,552		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Charter Schools							
Between \$1 million and \$2.5 million							
CEO/Executive Director	169	\$98,978	\$57,678	\$72,846	\$96,325	\$114,445	\$144,180
Top Administrative Position	18	\$76,962		\$65,091	\$78,758	\$97,818	
Top Business Position	8	\$56,870			\$48,835		
Top Education Position	5	\$94,575			\$95,588		
Top Finance Position	14	\$69,638		\$42,877	\$56,058	\$72,184	
Between \$2.5 million and \$5 million							
CEO/Executive Director	224	\$120,443	\$65,842	\$91,988	\$118,471	\$144,476	\$179,453
Top Administrative Position	29	\$105,211	\$64,917	\$81,380	\$97,208	\$110,950	\$171,294
Top Business Position	20	\$71,775	\$35,470	\$51,010	\$66,746	\$100,094	\$117,730
Top Education Position	12	\$114,040		\$84,040	\$128,881	\$139,261	
Top Finance Position	31	\$76,542	\$35,716	\$53,553	\$70,874	\$100,063	\$125,042
Top Operations Position	17	\$108,774		\$71,319	\$100,875	\$129,465	
Between \$5 million and \$10 million							
CEO/Executive Director	276	\$150,467	\$93,197	\$112,632	\$138,943	\$171,010	\$225,543
Top Administrative Position	31	\$128,673	\$96,149	\$104,243	\$121,000	\$139,096	\$168,235
Top Business Position	17	\$94,227		\$82,163	\$83,704	\$114,144	
Top Education Position	27	\$135,358	\$108,745	\$118,156	\$132,852	\$144,494	\$163,578
Top Finance Position	44	\$112,010	\$54,619	\$69,006	\$106,042	\$143,271	\$188,285
Top Human Resources Position	5	\$98,317			\$102,951		
Top Operations Position	32	\$116,928	\$71,627	\$103,920	\$119,634	\$132,751	\$142,858

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Charter Schools							
Between \$10 million and \$25 million							
CEO/Executive Director	182	\$175,312	\$108,589	\$134,154	\$166,625	\$212,420	\$251,281
Top Administrative Position	37	\$164,489	\$113,664	\$122,880	\$152,676	\$181,260	\$229,755
Top Business Position	11	\$105,406		\$77,518	\$100,085	\$123,094	
Top Development Position	6	\$122,994			\$116,068		
Top Education Position	29	\$135,621	\$107,759	\$118,550	\$135,220	\$160,000	\$164,923
Top Finance Position	38	\$121,751	\$69,913	\$91,835	\$116,071	\$156,570	\$180,264
Top Human Resources Position	7	\$150,100			\$149,501		
Top Operations Position	31	\$142,290	\$111,305	\$117,856	\$144,505	\$157,916	\$182,413
Top Technology Position	7	\$128,579			\$133,780		
Between \$25 million and \$50 million							
CEO/Executive Director	43	\$207,038	\$146,011	\$161,259	\$189,745	\$232,496	\$294,528
Top Administrative Position	12	\$178,070		\$142,614	\$163,230	\$191,160	
Top Education Position	13	\$139,399		\$120,488	\$143,787	\$152,909	
Top Finance Position	17	\$166,402		\$138,000	\$155,834	\$184,358	
Top Operations Position	17	\$147,004		\$125,167	\$135,497	\$168,585	
Top Technology Position	5	\$147,226			\$140,239		
Greater than \$50 million							
CEO/Executive Director	13	\$207,526		\$179,084	\$203,241	\$225,400	
Top Administrative Position	6	\$163,624			\$145,215		
Top Education Position	5	\$172,969			\$177,327		
Top Finance Position	5	\$157,409			\$175,173		
Top Operations Position	8	\$161,762			\$159,476		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Education N.E.C.							
\$250 thousand or less							
CEO/Executive Director	176	\$48,810	\$21,318	\$28,800	\$43,023	\$60,119	\$84,350
Top Finance Position	16	\$39,711		\$23,015	\$37,315	\$47,137	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	125	\$68,782	\$28,874	\$42,341	\$64,534	\$86,083	\$108,200
Top Administrative Position	11	\$42,162		\$31,885	\$38,619	\$47,030	
Top Finance Position	8	\$66,531			\$45,582		
Between \$500 thousand and \$1 million							
CEO/Executive Director	147	\$97,733	\$43,539	\$62,427	\$84,347	\$120,184	\$168,810
Top Administrative Position	11	\$63,516		\$41,026	\$51,628	\$67,043	
Top Finance Position	13	\$62,248		\$32,390	\$40,477	\$74,701	
Top Operations Position	5	\$68,890			\$47,615		
Between \$1 million and \$2.5 million							
CEO/Executive Director	149	\$124,497	\$59,793	\$76,840	\$105,000	\$137,449	\$221,208
Top Administrative Position	13	\$93,356		\$58,398	\$82,000	\$108,721	
Top Education Position	5	\$150,770			\$135,573		
Top Finance Position	16	\$77,996		\$51,735	\$65,132	\$91,409	
Top Operations Position	8	\$103,518			\$73,383		
Between \$2.5 million and \$5 million							
CEO/Executive Director	83	\$156,238	\$81,867	\$97,235	\$131,135	\$178,482	\$267,760
Top Administrative Position	11	\$115,700		\$99,066	\$123,180	\$137,059	
Top Business Position	5	\$69,239			\$71,241		
Top Finance Position	23	\$114,559	\$63,487	\$86,477	\$99,970	\$124,841	\$185,385
Top Operations Position	10	\$116,950		\$96,410	\$122,988	\$129,884	

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Education N.E.C.							
Between \$5 million and \$10 million							
CEO/Executive Director	82	\$174,014	\$76,557	\$118,069	\$152,543	\$199,526	\$299,444
Top Administrative Position	9	\$123,695			\$124,969		
Top Business Position	6	\$150,955			\$167,023		
Top Development Position	7	\$136,979			\$119,063		
Top Education Position	5	\$125,089			\$127,003		
Top Finance Position	27	\$126,726	\$73,664	\$92,265	\$120,623	\$163,102	\$186,688
Top Operations Position	8	\$142,894			\$136,186		
Between \$10 million and \$25 million							
CEO/Executive Director	47	\$256,706	\$134,657	\$175,579	\$220,964	\$322,759	\$436,074
Top Administrative Position	10	\$147,763		\$110,931	\$156,257	\$182,508	
Top Business Position	6	\$143,205			\$138,105		
Top Development Position	12	\$160,209		\$156,495	\$164,617	\$176,544	
Top Education Position	10	\$173,420		\$142,672	\$164,297	\$188,884	
Top Finance Position	27	\$166,972	\$82,439	\$124,904	\$152,380	\$212,680	\$229,472
Top Operations Position	13	\$192,818		\$146,140	\$192,651	\$231,431	
Top Technology Position	10	\$168,383		\$130,173	\$140,781	\$216,947	
Between \$25 million and \$50 million							
CEO/Executive Director	9	\$351,087			\$261,294		
Top Finance Position	7	\$190,323			\$157,257		
Top Operations Position	5	\$305,145			\$246,082		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Education N.E.C.							
Greater than \$50 million							
CEO/Executive Director	11	\$592,225		\$287,157	\$556,745	\$760,781	
Top Finance Position	5	\$411,061			\$352,694		
Top Human Resources Position	6	\$256,294			\$246,206		
Top Operations Position	6	\$450,139			\$431,531		
Top Technology Position	5	\$325,829			\$289,925		
Educational Institutions and Related Activities: Educational Services							
\$250 thousand or less							
CEO/Executive Director	229	\$44,085	\$19,539	\$25,725	\$40,000	\$57,000	\$72,112
Top Finance Position	15	\$33,985		\$19,338	\$24,000	\$33,000	
Top Operations Position	6	\$33,568			\$21,650		
Top Program Position	16	\$30,664		\$23,158	\$31,052	\$35,469	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	175	\$69,272	\$32,750	\$47,939	\$65,000	\$84,263	\$104,970
Top Finance Position	9	\$66,353			\$54,484		
Top Operations Position	6	\$69,970			\$74,205		
Between \$500 thousand and \$1 million							
CEO/Executive Director	187	\$94,127	\$50,646	\$62,750	\$84,325	\$113,224	\$153,838
Top Finance Position	9	\$76,532			\$54,169		
Top Operations Position	6	\$56,791			\$59,131		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Educational Services							
Between \$1 million and \$2.5 million							
CEO/Executive Director	204	\$122,635	\$61,833	\$82,816	\$112,434	\$154,248	\$205,505
Top Administrative Position	7	\$101,633			\$102,231		
Top Finance Position	28	\$79,839	\$37,783	\$42,308	\$71,994	\$100,998	\$132,061
Top Operations Position	17	\$146,341		\$110,989	\$144,882	\$180,000	
Top Program Position	8	\$137,787			\$132,925		
Between \$2.5 million and \$5 million							
CEO/Executive Director	121	\$155,237	\$77,013	\$105,888	\$138,411	\$179,868	\$236,995
Top Administrative Position	10	\$108,186		\$94,573	\$107,980	\$121,678	
Top Business Position	5	\$177,370			\$139,546		
Top Development Position	11	\$131,759		\$112,516	\$129,099	\$140,038	
Top Finance Position	34	\$109,397	\$62,748	\$75,468	\$110,111	\$130,941	\$142,130
Top Operations Position	16	\$138,354		\$93,579	\$132,990	\$196,847	
Top Program Position	11	\$148,621		\$113,618	\$136,167	\$171,732	
Between \$5 million and \$10 million							
CEO/Executive Director	79	\$216,466	\$116,003	\$144,308	\$198,702	\$250,080	\$306,516
Top Administrative Position	10	\$147,267		\$104,114	\$130,109	\$170,561	
Top Business Position	5	\$180,456			\$159,280		
Top Development Position	11	\$187,783		\$166,793	\$189,782	\$205,201	
Top Education Position	9	\$150,463			\$132,635		
Top Finance Position	35	\$142,124	\$88,340	\$113,348	\$129,400	\$163,974	\$210,979
Top Human Resources Position	5	\$158,851			\$165,694		
Top Operations Position	30	\$171,576	\$94,979	\$124,387	\$156,411	\$211,238	\$264,082
Top PR/Communications Position	8	\$161,056			\$166,455		
Top Program Position	5	\$177,043			\$138,937		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Educational Services							
Between \$10 million and \$25 million							
CEO/Executive Director	59	\$222,494	\$117,625	\$155,184	\$201,399	\$262,352	\$361,095
Top Administrative Position	10	\$134,099		\$116,509	\$132,932	\$166,556	
Top Business Position	12	\$167,891		\$119,037	\$158,248	\$225,235	
Top Development Position	13	\$186,468		\$151,703	\$169,756	\$195,965	
Top Education Position	13	\$148,622		\$125,027	\$140,417	\$182,205	
Top Finance Position	31	\$176,055	\$116,229	\$123,859	\$153,784	\$191,946	\$274,009
Top Human Resources Position	6	\$149,368			\$168,069		
Top Operations Position	18	\$195,559		\$132,875	\$194,916	\$251,462	
Top PR/Communications Position	10	\$188,120		\$136,839	\$162,153	\$237,069	
Top Program Position	7	\$184,926			\$154,217		
Top Technology Position	11	\$214,790		\$165,164	\$205,036	\$285,376	
Between \$25 million and \$50 million							
CEO/Executive Director	15	\$352,282		\$206,427	\$311,042	\$425,512	
Top Education Position	5	\$188,120			\$180,128		
Top Finance Position	10	\$194,428		\$126,887	\$187,911	\$220,153	
Top Operations Position	8	\$191,115			\$171,474		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Educational Services							
Greater than \$50 million							
CEO/Executive Director	21	\$649,696	\$226,316	\$258,739	\$440,055	\$889,877	\$1,228,481
Top Administrative Position	7	\$417,620			\$305,923		
Top Development Position	6	\$393,238			\$364,860		
Top Education Position	8	\$270,538			\$235,865		
Top Finance Position	17	\$356,646		\$229,756	\$330,408	\$498,382	
Top Human Resources Position	7	\$248,110			\$226,595		
Top Legal Position	7	\$491,893			\$542,347		
Top Marketing Position	8	\$335,616			\$258,275		
Top Operations Position	14	\$375,692		\$205,258	\$304,760	\$440,884	
Top Technology Position	12	\$302,024		\$222,369	\$262,135	\$379,455	

Educational Institutions and Related Activities: Elementary & Secondary Schools

\$250 thousand or less

CEO/Executive Director	135	\$40,386	\$19,520	\$25,018	\$34,723	\$47,959	\$68,930
Top Administrative Position	12	\$24,776		\$20,721	\$21,478	\$24,175	
Top Education Position	5	\$39,346			\$36,612		
Top Finance Position	21	\$41,215	\$17,693	\$21,300	\$32,180	\$45,999	\$81,055

Between \$250 thousand and \$500 thousand

CEO/Executive Director	153	\$57,273	\$26,625	\$38,008	\$53,000	\$72,000	\$88,064
Top Administrative Position	17	\$33,216		\$21,831	\$29,000	\$46,101	
Top Finance Position	15	\$40,101		\$21,650	\$34,224	\$48,956	

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Between \$500 thousand and \$1 million							
CEO/Executive Director	235	\$69,048	\$33,384	\$47,433	\$62,548	\$82,233	\$113,340
Top Administrative Position	38	\$49,054	\$27,066	\$37,133	\$44,443	\$56,594	\$69,634
Top Finance Position	30	\$46,367	\$19,371	\$25,000	\$44,143	\$59,896	\$75,726
Top Operations Position	5	\$50,868			\$48,858		
Top Program Position	6	\$50,155			\$49,975		
Between \$1 million and \$2.5 million							
CEO/Executive Director	381	\$95,144	\$48,000	\$61,944	\$86,571	\$117,846	\$153,817
Top Administrative Position	62	\$71,589	\$39,596	\$45,482	\$65,507	\$81,659	\$117,155
Top Business Position	19	\$55,971		\$38,951	\$53,621	\$64,422	
Top Education Position	8	\$95,099			\$83,410		
Top Finance Position	61	\$66,284	\$28,845	\$45,264	\$60,731	\$87,950	\$107,214
Top Operations Position	17	\$72,953		\$41,250	\$71,735	\$92,360	
Top Program Position	5	\$83,948			\$98,352		
Between \$2.5 million and \$5 million							
CEO/Executive Director	325	\$124,168	\$70,222	\$88,391	\$111,715	\$144,195	\$192,824
Top Administrative Position	34	\$94,749	\$55,080	\$73,839	\$90,797	\$108,109	\$141,925
Top Business Position	23	\$88,919	\$48,108	\$55,304	\$87,191	\$112,678	\$138,299
Top Development Position	14	\$104,079		\$71,060	\$104,130	\$133,870	
Top Education Position	10	\$103,607		\$74,091	\$84,333	\$120,293	
Top Finance Position	58	\$74,870	\$35,409	\$48,901	\$67,736	\$98,643	\$121,307
Top Operations Position	13	\$111,742		\$85,715	\$103,993	\$121,055	

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Between \$5 million and \$10 million							
CEO/Executive Director	279	\$169,755	\$90,776	\$118,961	\$157,591	\$203,977	\$264,715
Top Administrative Position	32	\$135,569	\$70,173	\$103,499	\$123,300	\$154,397	\$202,850
Top Business Position	20	\$100,725	\$56,749	\$73,844	\$103,869	\$126,262	\$148,408
Top Development Position	19	\$142,314		\$114,230	\$133,775	\$172,452	
Top Education Position	17	\$133,706		\$115,885	\$122,800	\$146,968	
Top Finance Position	95	\$113,283	\$63,579	\$77,690	\$108,472	\$143,367	\$154,830
Top Human Resources Position	8	\$115,456			\$127,746		
Top Operations Position	26	\$142,906	\$85,123	\$112,947	\$131,681	\$183,549	\$213,569
Top Program Position	11	\$127,549		\$103,332	\$117,019	\$129,086	
Top Technology Position	5	\$176,564			\$142,446		
Between \$10 million and \$25 million							
CEO/Executive Director	289	\$264,775	\$123,985	\$165,534	\$255,006	\$342,333	\$425,860
Top Administrative Position	34	\$159,457	\$117,914	\$126,999	\$144,063	\$178,493	\$226,500
Top Business Position	35	\$153,185	\$95,883	\$109,946	\$145,285	\$174,855	\$223,706
Top Development Position	68	\$152,727	\$116,513	\$128,769	\$145,636	\$161,548	\$215,482
Top Education Position	43	\$149,506	\$106,943	\$125,806	\$144,378	\$165,367	\$185,415
Top Facilities Position	12	\$144,416		\$131,462	\$139,905	\$152,854	
Top Finance Position	163	\$154,939	\$99,059	\$122,024	\$141,937	\$184,498	\$226,265
Top Human Resources Position	7	\$143,690			\$134,663		
Top Operations Position	68	\$155,108	\$102,968	\$117,362	\$142,627	\$192,244	\$227,071
Top PR/Communications Position	9	\$152,104			\$148,366		
Top Program Position	12	\$136,650		\$126,411	\$139,166	\$146,172	
Top Technology Position	29	\$138,350	\$120,569	\$125,226	\$129,841	\$140,714	\$163,922

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Between \$25 million and \$50 million							
CEO/Executive Director	137	\$500,532	\$191,876	\$330,459	\$454,007	\$614,575	\$774,556
Top Administrative Position	21	\$212,244	\$138,169	\$160,687	\$188,068	\$247,852	\$306,167
Top Business Position	16	\$221,756		\$164,766	\$219,308	\$252,686	
Top Development Position	84	\$205,362	\$142,849	\$166,269	\$202,576	\$232,982	\$273,433
Top Education Position	24	\$164,416	\$125,679	\$143,113	\$155,601	\$188,981	\$199,553
Top Facilities Position	19	\$162,636		\$140,669	\$154,706	\$175,450	
Top Finance Position	112	\$240,703	\$134,114	\$168,998	\$230,700	\$287,019	\$366,676
Top Human Resources Position	13	\$148,631		\$128,118	\$146,270	\$160,972	
Top Operations Position	49	\$220,949	\$133,741	\$154,132	\$217,839	\$265,780	\$317,332
Top PR/Communications Position	11	\$176,288		\$148,060	\$192,976	\$209,917	
Top Program Position	11	\$182,580		\$159,015	\$168,162	\$196,939	
Top Technology Position	31	\$175,244	\$132,164	\$143,953	\$165,528	\$202,668	\$232,693
Greater than \$50 million							
CEO/Executive Director	47	\$531,168	\$205,124	\$274,436	\$543,461	\$726,518	\$933,481
Top Administrative Position	11	\$219,737		\$152,016	\$212,306	\$278,878	
Top Development Position	21	\$252,537	\$191,714	\$215,028	\$251,222	\$283,936	\$315,968
Top Education Position	17	\$212,970		\$166,193	\$210,979	\$233,935	
Top Facilities Position	10	\$218,764		\$170,212	\$234,484	\$248,274	
Top Finance Position	40	\$276,426	\$160,521	\$208,923	\$276,899	\$314,785	\$461,594
Top Human Resources Position	12	\$188,862		\$145,971	\$180,637	\$237,251	
Top Legal Position	6	\$260,524			\$244,689		
Top Operations Position	13	\$288,757		\$248,796	\$274,717	\$319,534	
Top Technology Position	15	\$219,805		\$177,326	\$215,689	\$265,556	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	39	\$45,724	\$22,562	\$26,935	\$42,875	\$58,014	\$76,131
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	\$61,066	\$37,632	\$43,652	\$57,625	\$70,200	\$95,045
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$103,888	\$57,061	\$69,133	\$88,764	\$130,888	\$162,142
Between \$1 million and \$2.5 million							
CEO/Executive Director	51	\$121,485	\$67,561	\$84,768	\$105,504	\$150,243	\$190,250
Between \$2.5 million and \$5 million							
CEO/Executive Director	37	\$157,486	\$73,419	\$107,873	\$132,847	\$189,163	\$262,505
Top Finance Position	5	\$110,485			\$126,455		
Between \$5 million and \$10 million							
CEO/Executive Director	14	\$200,090		\$138,071	\$203,832	\$210,443	
Top Development Position	5	\$169,021			\$181,062		
Top Finance Position	6	\$126,014			\$117,608		
Top Operations Position	5	\$137,192			\$133,437		
Between \$10 million and \$25 million							
CEO/Executive Director	19	\$223,227		\$147,941	\$206,356	\$308,547	
Top Development Position	5	\$173,192			\$151,355		
Top Finance Position	11	\$154,223		\$109,030	\$148,508	\$188,344	
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$389,916			\$409,708		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Fund Raising & Fund Distribution							
Greater than \$50 million							
CEO/Executive Director	5	\$1,163,760			\$408,908		
Top Development Position	5	\$300,078			\$292,059		
Top Finance Position	5	\$396,000			\$339,460		
Educational Institutions and Related Activities: Graduate & Professional Schools							
\$250 thousand or less							
CEO/Executive Director	23	\$47,381	\$22,510	\$30,123	\$36,000	\$59,800	\$71,159
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$67,279		\$54,768	\$73,335	\$81,181	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$112,613		\$68,825	\$80,695	\$144,136	
Between \$1 million and \$2.5 million							
CEO/Executive Director	36	\$125,406	\$65,267	\$82,410	\$106,174	\$158,418	\$197,618
Top Finance Position	6	\$76,188			\$60,802		
Between \$2.5 million and \$5 million							
CEO/Executive Director	25	\$167,333	\$57,528	\$107,776	\$153,806	\$204,962	\$284,857
Top Education Position	10	\$157,817		\$126,661	\$133,989	\$183,309	
Top Finance Position	9	\$84,665			\$83,916		
Between \$5 million and \$10 million							
CEO/Executive Director	23	\$215,475	\$86,769	\$150,989	\$214,444	\$272,474	\$333,401
Top Administrative Position	5	\$97,890			\$111,491		
Top Development Position	7	\$122,001			\$113,113		
Top Education Position	11	\$174,473		\$120,598	\$139,459	\$222,483	
Top Finance Position	17	\$137,123		\$91,771	\$125,000	\$158,507	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Graduate & Professional Schools							
Between \$10 million and \$25 million							
CEO/Executive Director	19	\$320,879		\$209,417	\$343,590	\$399,961	
Top Administrative Position	5	\$146,667			\$141,868		
Top Development Position	5	\$158,135			\$151,509		
Top Education Position	13	\$225,350		\$174,145	\$225,206	\$236,603	
Top Finance Position	15	\$157,912		\$127,733	\$161,745	\$176,941	
Between \$25 million and \$50 million							
CEO/Executive Director	30	\$444,482	\$184,469	\$271,646	\$371,249	\$472,833	\$765,908
Top Administrative Position	9	\$212,139			\$219,673		
Top Business Position	5	\$463,599			\$264,626		
Top Development Position	13	\$178,593		\$152,593	\$161,666	\$199,436	
Top Education Position	23	\$264,980	\$164,551	\$202,280	\$226,548	\$306,823	\$350,144
Top Finance Position	30	\$209,888	\$129,943	\$177,442	\$219,517	\$256,894	\$280,252
Top Human Resources Position	7	\$190,822			\$169,633		
Top Marketing Position	5	\$152,692			\$147,809		
Top Operations Position	11	\$225,078		\$172,252	\$206,413	\$247,897	
Top Technology Position	8	\$174,929			\$176,492		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Graduate & Professional Schools							
Greater than \$50 million							
CEO/Executive Director	34	\$997,954	\$342,692	\$527,715	\$626,877	\$957,660	\$1,577,802
Top Administrative Position	13	\$349,453		\$273,243	\$293,334	\$442,985	
Top Development Position	19	\$315,104		\$209,108	\$283,183	\$325,393	
Top Education Position	25	\$448,654	\$272,988	\$371,419	\$401,944	\$493,678	\$616,093
Top Finance Position	33	\$440,943	\$205,102	\$241,268	\$337,775	\$533,541	\$773,672
Top Human Resources Position	6	\$468,663			\$385,228		
Top Legal Position	13	\$393,147		\$280,327	\$305,109	\$395,050	
Top Operations Position	12	\$561,178		\$269,085	\$537,320	\$701,115	
Top PR/Communications Position	6	\$284,554			\$261,572		
Top Technology Position	5	\$415,623			\$337,161		

Educational Institutions and Related Activities: Higher Education

\$250 thousand or less

CEO/Executive Director	8	\$53,307			\$38,399		
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	15	\$66,866		\$47,659	\$62,477	\$86,187	
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Between \$500 thousand and \$1 million

CEO/Executive Director	29	\$101,408	\$41,328	\$63,172	\$102,173	\$123,000	\$162,737
Top Finance Position	5	\$60,405			\$64,970		

Between \$1 million and \$2.5 million

CEO/Executive Director	34	\$137,521	\$73,026	\$95,887	\$121,571	\$153,701	\$254,684
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Between \$2.5 million and \$5 million

CEO/Executive Director	21	\$192,978	\$77,905	\$131,417	\$213,707	\$263,525	\$300,788
Top Finance Position	8	\$116,362			\$121,696		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Higher Education							
Between \$5 million and \$10 million							
CEO/Executive Director	26	\$206,918	\$93,183	\$145,915	\$192,543	\$240,774	\$369,053
Top Administrative Position	5	\$133,148			\$111,788		
Top Development Position	7	\$138,491			\$141,409		
Top Education Position	7	\$112,643			\$112,816		
Top Finance Position	17	\$133,120		\$81,166	\$115,839	\$164,370	
Top Operations Position	6	\$124,965			\$118,152		
Between \$10 million and \$25 million							
CEO/Executive Director	43	\$262,140	\$135,110	\$195,344	\$223,336	\$288,619	\$462,608
Top Administrative Position	11	\$182,278		\$132,090	\$183,685	\$190,611	
Top Business Position	5	\$141,068			\$129,118		
Top Development Position	10	\$117,102		\$74,111	\$124,066	\$159,862	
Top Education Position	19	\$150,548		\$122,899	\$155,195	\$182,164	
Top Finance Position	28	\$147,147	\$80,992	\$112,171	\$128,769	\$186,441	\$209,248
Top Operations Position	9	\$201,549			\$186,781		
Top Technology Position	5	\$148,036			\$146,089		
Between \$25 million and \$50 million							
CEO/Executive Director	38	\$316,792	\$138,853	\$190,881	\$262,263	\$353,492	\$495,416
Top Administrative Position	25	\$153,551	\$108,617	\$125,867	\$140,951	\$177,890	\$215,819
Top Development Position	20	\$148,975	\$66,318	\$121,706	\$156,699	\$172,498	\$190,456
Top Education Position	32	\$167,459	\$107,993	\$129,840	\$159,120	\$188,338	\$252,946
Top Finance Position	41	\$165,923	\$105,446	\$111,577	\$148,503	\$191,776	\$248,662
Top Human Resources Position	7	\$153,361			\$153,879		
Top Marketing Position	5	\$142,765			\$135,198		
Top Operations Position	5	\$170,559			\$175,569		
Top Program Position	6	\$141,581			\$141,032		
Top Technology Position	6	\$155,841			\$160,115		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Higher Education							
Greater than \$50 million							
CEO/Executive Director	111	\$612,199	\$239,763	\$337,190	\$448,317	\$665,347	\$914,466
Top Administrative Position	68	\$260,524	\$140,742	\$165,086	\$230,259	\$316,381	\$397,529
Top Business Position	21	\$314,995	\$157,996	\$197,314	\$256,466	\$422,642	\$505,901
Top Development Position	75	\$276,014	\$148,055	\$186,558	\$237,080	\$319,270	\$459,918
Top Education Position	103	\$316,353	\$169,077	\$204,255	\$261,391	\$361,366	\$506,538
Top Facilities Position	14	\$292,917		\$237,647	\$267,345	\$284,832	
Top Finance Position	106	\$298,103	\$149,679	\$203,676	\$262,232	\$363,277	\$444,744
Top Human Resources Position	20	\$288,009	\$139,338	\$168,397	\$234,366	\$293,355	\$436,532
Top Legal Position	40	\$362,228	\$189,256	\$232,708	\$281,678	\$443,712	\$698,251
Top Marketing Position	13	\$209,804		\$127,179	\$238,261	\$294,744	
Top Operations Position	22	\$444,702	\$191,155	\$266,628	\$331,214	\$429,444	\$782,313
Top PR/Communications Position	21	\$264,242	\$121,849	\$178,114	\$240,258	\$338,200	\$436,347
Top Program Position	10	\$212,134		\$161,768	\$208,663	\$225,980	
Top Technology Position	37	\$268,838	\$156,538	\$186,316	\$226,683	\$314,412	\$402,153
Educational Institutions and Related Activities: Libraries							
\$250 thousand or less							
CEO/Executive Director	60	\$39,784	\$20,842	\$27,369	\$37,479	\$49,724	\$60,308
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	48	\$61,246	\$38,394	\$44,652	\$55,885	\$70,799	\$93,428
Between \$500 thousand and \$1 million							
CEO/Executive Director	73	\$79,264	\$45,707	\$60,000	\$73,077	\$97,281	\$114,761

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Libraries							
Between \$1 million and \$2.5 million							
CEO/Executive Director	90	\$104,810	\$60,000	\$74,426	\$101,254	\$124,046	\$143,379
Top Finance Position	11	\$80,362		\$52,590	\$87,027	\$107,806	
Between \$2.5 million and \$5 million							
CEO/Executive Director	29	\$134,308	\$85,471	\$110,684	\$133,421	\$165,739	\$177,365
Top Finance Position	11	\$88,004		\$66,843	\$91,160	\$100,521	
Between \$5 million and \$10 million							
CEO/Executive Director	18	\$206,563		\$124,282	\$189,385	\$232,135	
Top Finance Position	11	\$143,222		\$109,455	\$128,886	\$185,032	
Between \$10 million and \$25 million							
CEO/Executive Director	10	\$208,237		\$140,232	\$145,942	\$207,028	
Top Finance Position	11	\$149,118		\$97,083	\$125,756	\$152,501	
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$210,784			\$201,275		
Top Finance Position	7	\$173,075			\$152,384		
Greater than \$50 million							
CEO/Executive Director	5	\$746,043			\$472,117		
Top Human Resources Position	5	\$312,127			\$243,878		

Educational Institutions and Related Activities: Management & Technical Assistance

\$250 thousand or less							
CEO/Executive Director	13	\$44,702		\$21,083	\$48,000	\$53,160	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$73,477			\$86,035		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Management & Technical Assistance							
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$125,338		\$85,585	\$117,626	\$167,835	
Between \$1 million and \$2.5 million							
CEO/Executive Director	26	\$145,365	\$88,502	\$108,845	\$122,113	\$174,774	\$225,478
Top Finance Position	5	\$86,610			\$101,433		
Top Operations Position	8	\$137,966			\$101,113		
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	\$183,948		\$106,421	\$164,897	\$248,859	
Top Finance Position	5	\$145,449			\$119,016		
Between \$5 million and \$10 million							
CEO/Executive Director	15	\$241,991		\$176,399	\$234,107	\$286,827	
Top Finance Position	8	\$163,117			\$169,363		
Top Operations Position	6	\$175,625			\$177,408		
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$337,049			\$265,341		
Top Finance Position	6	\$252,251			\$162,944		

Educational Institutions and Related Activities: Parent & Teacher Groups

\$250 thousand or less							
CEO/Executive Director	5	\$59,735			\$61,875		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$64,316			\$70,003		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$70,084			\$62,700		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Parent & Teacher Groups							
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$86,551			\$86,523		
Educational Institutions and Related Activities: Preschools							
\$250 thousand or less							
CEO/Executive Director	134	\$37,517	\$19,612	\$25,730	\$34,937	\$44,759	\$59,934
Top Administrative Position	12	\$34,887		\$23,660	\$27,298	\$32,870	
Top Finance Position	18	\$31,515		\$24,490	\$29,250	\$39,965	
Top Program Position	7	\$32,304			\$37,122		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	184	\$52,691	\$26,833	\$36,710	\$50,063	\$65,545	\$79,743
Top Administrative Position	9	\$43,858			\$44,008		
Top Education Position	6	\$40,683			\$35,038		
Top Finance Position	25	\$54,583	\$27,623	\$31,215	\$44,458	\$54,982	\$72,349
Between \$500 thousand and \$1 million							
CEO/Executive Director	209	\$68,250	\$35,803	\$49,756	\$62,500	\$83,313	\$103,200
Top Administrative Position	20	\$60,784	\$34,055	\$46,097	\$63,000	\$74,112	\$82,937
Top Finance Position	17	\$78,824		\$45,000	\$62,300	\$111,945	
Top Program Position	6	\$63,012			\$64,234		
Between \$1 million and \$2.5 million							
CEO/Executive Director	222	\$90,154	\$51,522	\$67,368	\$85,115	\$103,738	\$130,001
Top Administrative Position	11	\$80,753		\$53,070	\$58,486	\$104,654	
Top Business Position	7	\$64,664			\$66,440		
Top Finance Position	19	\$73,494		\$46,933	\$61,785	\$79,927	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Preschools							
Between \$2.5 million and \$5 million							
CEO/Executive Director	141	\$124,662	\$74,990	\$90,600	\$111,015	\$141,180	\$189,394
Top Administrative Position	6	\$95,423			\$88,054		
Top Business Position	6	\$90,474			\$93,375		
Top Finance Position	29	\$79,471	\$40,346	\$55,316	\$74,953	\$107,713	\$119,902
Top Operations Position	7	\$75,379			\$66,184		
Between \$5 million and \$10 million							
CEO/Executive Director	97	\$169,803	\$87,175	\$109,551	\$145,508	\$192,396	\$269,669
Top Administrative Position	6	\$123,350			\$110,417		
Top Business Position	5	\$110,437			\$109,333		
Top Development Position	5	\$131,080			\$133,899		
Top Finance Position	41	\$103,621	\$55,440	\$76,477	\$99,189	\$111,993	\$155,229
Top Operations Position	10	\$132,443		\$105,389	\$123,700	\$146,195	
Between \$10 million and \$25 million							
CEO/Executive Director	68	\$211,603	\$101,596	\$134,073	\$183,475	\$241,928	\$391,293
Top Development Position	15	\$122,377		\$111,283	\$121,654	\$135,981	
Top Education Position	5	\$149,211			\$141,991		
Top Finance Position	51	\$115,800	\$58,683	\$81,999	\$114,886	\$145,451	\$169,722
Top Human Resources Position	8	\$124,342			\$127,236		
Top Operations Position	16	\$129,773		\$108,471	\$135,888	\$156,685	
Top Program Position	8	\$122,172			\$123,118		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Preschools							
Between \$25 million and \$50 million							
CEO/Executive Director	21	\$239,545	\$127,148	\$149,811	\$187,339	\$223,309	\$338,439
Top Development Position	7	\$160,312			\$125,586		
Top Finance Position	18	\$147,060		\$103,620	\$133,296	\$164,350	
Top Human Resources Position	5	\$119,741			\$133,553		
Top Operations Position	5	\$130,989			\$113,336		
Greater than \$50 million							
CEO/Executive Director	10	\$228,145		\$180,623	\$201,983	\$302,849	
Top Finance Position	8	\$156,629			\$160,601		

Educational Institutions and Related Activities: Primary & Elementary Schools

\$250 thousand or less

CEO/Executive Director	42	\$35,571	\$18,560	\$24,205	\$30,348	\$44,167	\$60,016
Top Finance Position	5	\$29,210			\$27,985		

Between \$250 thousand and \$500 thousand

CEO/Executive Director	64	\$51,603	\$25,002	\$32,324	\$48,419	\$69,010	\$83,700
Top Administrative Position	11	\$36,615		\$26,592	\$36,180	\$46,690	
Top Finance Position	8	\$53,486			\$52,639		

Between \$500 thousand and \$1 million

CEO/Executive Director	103	\$63,767	\$33,792	\$45,000	\$58,548	\$73,724	\$97,450
Top Administrative Position	13	\$50,137		\$34,929	\$52,144	\$55,337	
Top Finance Position	14	\$46,036		\$35,038	\$45,141	\$49,813	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Primary & Elementary Schools							
Between \$1 million and \$2.5 million							
CEO/Executive Director	232	\$94,797	\$50,164	\$64,857	\$91,201	\$120,879	\$140,171
Top Administrative Position	38	\$67,753	\$33,551	\$46,469	\$55,480	\$93,980	\$107,480
Top Business Position	13	\$69,813		\$51,983	\$65,963	\$75,060	
Top Finance Position	24	\$61,617	\$34,495	\$47,651	\$55,944	\$82,383	\$91,213
Top Operations Position	8	\$89,448			\$84,909		
Between \$2.5 million and \$5 million							
CEO/Executive Director	211	\$129,850	\$67,743	\$91,926	\$123,074	\$161,724	\$205,194
Top Administrative Position	23	\$79,041	\$49,782	\$63,254	\$79,518	\$92,680	\$109,491
Top Business Position	22	\$83,398	\$54,421	\$63,866	\$83,660	\$107,190	\$113,924
Top Education Position	6	\$146,919			\$130,835		
Top Finance Position	44	\$97,500	\$47,497	\$63,709	\$97,956	\$117,443	\$145,434
Top Operations Position	15	\$104,100		\$86,878	\$106,465	\$133,115	
Between \$5 million and \$10 million							
CEO/Executive Director	212	\$201,870	\$110,362	\$136,763	\$188,117	\$251,475	\$319,547
Top Administrative Position	21	\$128,320	\$82,985	\$103,177	\$122,381	\$146,625	\$175,295
Top Business Position	25	\$125,728	\$69,409	\$114,121	\$132,643	\$143,340	\$169,899
Top Development Position	20	\$118,002	\$58,402	\$109,435	\$122,010	\$140,304	\$160,132
Top Education Position	14	\$121,983		\$116,423	\$124,039	\$131,962	
Top Finance Position	87	\$125,053	\$65,458	\$97,095	\$117,204	\$139,913	\$185,507
Top Operations Position	37	\$123,806	\$87,615	\$100,048	\$120,703	\$146,805	\$166,318
Top Technology Position	7	\$131,692			\$126,134		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Primary & Elementary Schools							
Between \$10 million and \$25 million							
CEO/Executive Director	161	\$292,557	\$144,302	\$193,310	\$270,070	\$367,267	\$466,534
Top Administrative Position	28	\$169,419	\$114,375	\$126,894	\$159,549	\$197,954	\$218,368
Top Business Position	15	\$126,973		\$97,794	\$129,189	\$152,262	
Top Development Position	57	\$154,748	\$111,209	\$123,326	\$144,161	\$174,062	\$204,159
Top Education Position	29	\$140,050	\$109,643	\$123,804	\$140,797	\$152,850	\$165,397
Top Facilities Position	8	\$123,051			\$126,791		
Top Finance Position	104	\$166,856	\$94,872	\$128,295	\$168,797	\$205,929	\$240,952
Top Human Resources Position	6	\$156,095			\$145,457		
Top Operations Position	55	\$155,852	\$94,996	\$117,196	\$152,500	\$197,049	\$225,805
Top PR/Communications Position	5	\$128,964			\$125,183		
Top Program Position	5	\$139,392			\$143,037		
Top Technology Position	18	\$129,827		\$115,176	\$125,675	\$138,096	
Between \$25 million and \$50 million							
CEO/Executive Director	21	\$412,687	\$168,960	\$232,864	\$393,045	\$547,607	\$722,638
Top Development Position	13	\$193,420		\$145,033	\$197,118	\$233,439	
Top Education Position	8	\$145,019			\$141,720		
Top Finance Position	14	\$229,551		\$190,729	\$216,867	\$297,999	
Top Operations Position	10	\$196,513		\$146,863	\$200,156	\$228,219	
Top Technology Position	5	\$153,732			\$160,004		
Greater than \$50 million							
CEO/Executive Director	8	\$308,211			\$313,799		
Top Finance Position	6	\$211,878			\$201,692		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Professional Societies & Associations							
\$250 thousand or less							
CEO/Executive Director	34	\$57,045	\$22,380	\$30,475	\$48,888	\$78,983	\$106,169
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	44	\$81,225	\$36,749	\$53,567	\$75,000	\$95,645	\$130,219
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	\$127,071	\$67,492	\$80,968	\$114,900	\$149,832	\$249,637
Between \$1 million and \$2.5 million							
CEO/Executive Director	76	\$174,694	\$79,130	\$116,160	\$165,687	\$226,192	\$275,056
Top Finance Position	8	\$75,425			\$64,704		
Between \$2.5 million and \$5 million							
CEO/Executive Director	49	\$238,142	\$92,288	\$133,344	\$222,604	\$286,235	\$388,864
Top Finance Position	11	\$126,620		\$107,968	\$122,956	\$143,720	
Top Operations Position	11	\$168,528		\$123,922	\$150,594	\$189,269	
Top Program Position	5	\$162,006			\$165,137		
Between \$5 million and \$10 million							
CEO/Executive Director	29	\$289,448	\$144,449	\$201,277	\$236,088	\$386,389	\$536,453
Top Finance Position	11	\$185,749		\$148,008	\$175,667	\$224,207	
Top Operations Position	7	\$223,415			\$210,189		
Top PR/Communications Position	5	\$143,429			\$136,216		
Top Program Position	5	\$187,401			\$173,910		
Top Technology Position	6	\$163,311			\$161,114		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Professional Societies & Associations							
Between \$10 million and \$25 million							
CEO/Executive Director	27	\$446,575	\$142,478	\$233,683	\$440,194	\$611,412	\$697,909
Top Administrative Position	9	\$171,906			\$179,881		
Top Development Position	6	\$167,584			\$154,547		
Top Education Position	7	\$216,279			\$216,117		
Top Finance Position	21	\$201,610	\$57,384	\$141,604	\$202,819	\$277,271	\$323,459
Top Human Resources Position	6	\$206,094			\$197,311		
Top Operations Position	9	\$210,715			\$203,511		
Top PR/Communications Position	8	\$204,954			\$200,387		
Top Program Position	6	\$167,732			\$168,811		
Top Technology Position	7	\$161,317			\$157,251		
Between \$25 million and \$50 million							
Top Finance Position	5	\$272,474			\$266,308		
Greater than \$50 million							
CEO/Executive Director	6	\$810,836			\$557,314		
Top Finance Position	7	\$330,634			\$291,972		

Educational Institutions and Related Activities: Remedial Reading & Encouragement

\$250 thousand or less

CEO/Executive Director	30	\$41,115	\$19,457	\$28,642	\$42,500	\$52,936	\$59,395
Top Program Position	5	\$37,755			\$29,042		

Between \$250 thousand and \$500 thousand

CEO/Executive Director	22	\$58,912	\$36,056	\$44,125	\$63,750	\$69,296	\$80,981
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Between \$500 thousand and \$1 million

CEO/Executive Director	18	\$75,892		\$57,809	\$80,732	\$95,412	
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Remedial Reading & Encouragement							
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	\$110,935	\$60,795	\$90,406	\$103,684	\$122,000	\$168,672
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$130,939			\$140,818		
Educational Institutions and Related Activities: Research Institutes & Public Policy Analysis							
\$250 thousand or less							
CEO/Executive Director	13	\$55,350		\$49,667	\$57,600	\$62,511	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	\$59,467		\$26,260	\$51,539	\$90,400	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$149,959		\$77,671	\$113,104	\$156,778	
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	\$170,748	\$76,926	\$100,229	\$148,084	\$207,104	\$329,597
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	\$232,401		\$193,745	\$231,388	\$270,615	
Top Finance Position	7	\$156,524			\$139,464		
Top Operations Position	7	\$158,350			\$139,464		
Between \$5 million and \$10 million							
CEO/Executive Director	12	\$275,406		\$164,065	\$209,465	\$302,679	
Top Finance Position	8	\$188,103			\$172,675		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$352,262			\$341,670		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Scholarships & Student Financial Aid							
\$250 thousand or less							
CEO/Executive Director	47	\$44,363	\$20,100	\$30,250	\$40,000	\$50,000	\$71,690
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	53	\$74,724	\$34,891	\$52,920	\$69,255	\$90,714	\$121,833
Top Finance Position	5	\$45,510			\$38,400		
Between \$500 thousand and \$1 million							
CEO/Executive Director	53	\$92,036	\$56,156	\$68,000	\$90,000	\$113,943	\$134,235
Between \$1 million and \$2.5 million							
CEO/Executive Director	62	\$143,060	\$69,944	\$95,546	\$121,167	\$175,541	\$240,954
Between \$2.5 million and \$5 million							
CEO/Executive Director	34	\$163,962	\$98,369	\$121,691	\$158,394	\$218,247	\$244,891
Top Finance Position	6	\$124,484			\$123,719		
Between \$5 million and \$10 million							
CEO/Executive Director	22	\$253,219	\$103,983	\$133,638	\$202,806	\$292,184	\$381,145
Top Finance Position	10	\$188,761		\$111,817	\$148,308	\$195,603	
Top Operations Position	7	\$194,928			\$148,567		
Between \$10 million and \$25 million							
CEO/Executive Director	30	\$300,622	\$87,701	\$189,635	\$223,736	\$439,208	\$548,610
Top Administrative Position	6	\$200,310			\$208,008		
Top Development Position	12	\$181,931		\$133,165	\$163,164	\$196,182	
Top Education Position	5	\$213,404			\$225,388		
Top Finance Position	15	\$199,728		\$141,816	\$184,643	\$195,424	
Top Operations Position	6	\$279,043			\$250,365		
Top Program Position	8	\$192,851			\$145,802		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Scholarships & Student Financial Aid							
Between \$25 million and \$50 million							
CEO/Executive Director	8	\$354,549			\$359,383		
Top Finance Position	6	\$260,690			\$246,014		
Greater than \$50 million							
CEO/Executive Director	6	\$352,049			\$348,117		
Top Finance Position	7	\$205,439			\$210,202		

Educational Institutions and Related Activities: Secondary & High Schools

\$250 thousand or less

CEO/Executive Director	45	\$51,868	\$21,642	\$38,907	\$48,000	\$63,000	\$73,504
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	35	\$58,991	\$28,300	\$35,104	\$58,500	\$73,802	\$96,231
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Between \$500 thousand and \$1 million

CEO/Executive Director	68	\$75,989	\$33,075	\$54,709	\$66,382	\$91,928	\$122,063
Top Finance Position	5	\$58,969			\$59,127		

Between \$1 million and \$2.5 million

CEO/Executive Director	122	\$112,147	\$58,607	\$79,357	\$105,072	\$139,171	\$168,438
Top Administrative Position	12	\$87,690		\$66,796	\$79,446	\$109,044	
Top Education Position	6	\$112,642			\$102,044		
Top Finance Position	7	\$82,416			\$90,935		
Top Operations Position	9	\$85,757			\$92,201		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Secondary & High Schools							
Between \$2.5 million and \$5 million							
CEO/Executive Director	129	\$133,746	\$66,075	\$91,794	\$128,125	\$166,367	\$205,427
Top Administrative Position	8	\$113,631			\$105,273		
Top Business Position	5	\$107,307			\$95,999		
Top Development Position	9	\$142,583			\$129,540		
Top Education Position	8	\$114,543			\$115,913		
Top Finance Position	32	\$91,142	\$57,341	\$78,706	\$90,069	\$108,730	\$120,303
Top Operations Position	15	\$109,060		\$85,046	\$112,138	\$123,597	
Top Program Position	6	\$141,330			\$139,498		
Between \$5 million and \$10 million							
CEO/Executive Director	153	\$168,754	\$91,421	\$122,860	\$158,090	\$204,755	\$254,505
Top Administrative Position	19	\$156,674		\$122,978	\$155,000	\$164,864	
Top Business Position	16	\$107,287		\$68,432	\$113,224	\$141,216	
Top Development Position	13	\$149,207		\$110,000	\$148,444	\$170,880	
Top Education Position	14	\$139,052		\$116,340	\$138,414	\$162,914	
Top Finance Position	41	\$107,549	\$49,668	\$81,468	\$101,584	\$131,311	\$187,077
Top Operations Position	19	\$102,397		\$89,317	\$105,000	\$123,543	

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Secondary & High Schools							
Between \$10 million and \$25 million							
CEO/Executive Director	166	\$285,467	\$148,448	\$182,734	\$247,080	\$359,458	\$485,447
Top Administrative Position	28	\$182,731	\$124,693	\$127,968	\$155,926	\$187,894	\$231,721
Top Business Position	25	\$155,580	\$106,658	\$124,645	\$158,351	\$174,123	\$207,677
Top Development Position	53	\$163,879	\$119,929	\$138,540	\$158,779	\$183,104	\$214,567
Top Education Position	29	\$153,842	\$126,406	\$132,366	\$159,397	\$172,339	\$188,823
Top Facilities Position	9	\$137,793			\$139,249		
Top Finance Position	92	\$163,252	\$94,058	\$114,120	\$153,730	\$197,403	\$242,574
Top Human Resources Position	7	\$140,263			\$125,029		
Top Operations Position	34	\$165,205	\$106,829	\$124,895	\$155,497	\$206,566	\$220,639
Top PR/Communications Position	8	\$164,928			\$168,561		
Top Program Position	5	\$147,365			\$154,062		
Top Technology Position	16	\$144,769		\$124,680	\$137,259	\$155,084	
Between \$25 million and \$50 million							
CEO/Executive Director	74	\$483,309	\$230,377	\$375,424	\$458,187	\$570,047	\$719,584
Top Administrative Position	11	\$164,271		\$147,126	\$173,206	\$178,293	
Top Business Position	5	\$204,612			\$200,533		
Top Development Position	59	\$219,905	\$141,785	\$179,126	\$216,583	\$262,509	\$304,555
Top Education Position	24	\$173,661	\$136,066	\$142,726	\$167,692	\$187,275	\$226,840
Top Facilities Position	14	\$154,835		\$140,128	\$156,262	\$165,303	
Top Finance Position	61	\$252,710	\$143,272	\$205,246	\$255,579	\$294,021	\$352,466
Top Marketing Position	5	\$178,326			\$187,863		
Top Operations Position	19	\$244,761		\$152,155	\$221,729	\$332,041	
Top PR/Communications Position	7	\$165,726			\$143,401		
Top Technology Position	12	\$168,811		\$147,183	\$166,837	\$197,380	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Secondary & High Schools							
Greater than \$50 million							
CEO/Executive Director	18	\$473,603		\$310,450	\$502,406	\$538,138	
Top Development Position	10	\$321,953		\$263,950	\$297,274	\$344,275	
Top Education Position	12	\$234,904		\$201,267	\$219,274	\$274,104	
Top Facilities Position	5	\$184,616			\$179,548		
Top Finance Position	15	\$277,992		\$213,052	\$276,976	\$346,724	
Top Operations Position	5	\$252,657			\$230,936		

Educational Institutions and Related Activities: Single Organization Support

\$250 thousand or less

CEO/Executive Director	72	\$46,133	\$20,269	\$32,056	\$41,800	\$55,838	\$77,896
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	60	\$72,759	\$27,311	\$46,294	\$70,729	\$95,113	\$114,745
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Between \$500 thousand and \$1 million

CEO/Executive Director	70	\$95,373	\$47,197	\$66,373	\$86,489	\$121,583	\$151,589
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Between \$1 million and \$2.5 million

CEO/Executive Director	72	\$146,927	\$65,699	\$89,298	\$137,868	\$191,067	\$231,071
Top Development Position	6	\$130,000			\$117,347		
Top Finance Position	10	\$79,612		\$49,924	\$76,041	\$112,001	
Top Operations Position	6	\$129,274			\$98,575		

Between \$2.5 million and \$5 million

CEO/Executive Director	68	\$192,197	\$77,553	\$111,327	\$159,947	\$205,757	\$275,762
Top Administrative Position	6	\$139,766			\$114,309		
Top Development Position	5	\$144,328			\$138,214		
Top Finance Position	15	\$131,359		\$78,713	\$98,029	\$132,780	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Single Organization Support							
Between \$5 million and \$10 million							
CEO/Executive Director	39	\$227,083	\$112,897	\$140,677	\$180,200	\$226,588	\$334,873
Top Administrative Position	5	\$124,916			\$113,328		
Top Finance Position	24	\$132,743	\$56,987	\$101,170	\$136,720	\$150,536	\$173,667
Top Operations Position	5	\$188,319			\$160,538		
Between \$10 million and \$25 million							
CEO/Executive Director	32	\$314,516	\$137,492	\$184,803	\$269,981	\$332,116	\$409,620
Top Development Position	17	\$180,244		\$150,395	\$162,372	\$215,153	
Top Finance Position	22	\$180,428	\$124,156	\$148,262	\$179,050	\$216,461	\$247,376
Top Operations Position	11	\$276,940		\$172,670	\$237,129	\$248,041	
Top Technology Position	5	\$148,891			\$155,524		
Between \$25 million and \$50 million							
CEO/Executive Director	32	\$279,381	\$140,671	\$182,249	\$251,793	\$358,224	\$461,619
Top Administrative Position	5	\$194,315			\$199,275		
Top Development Position	15	\$215,680		\$159,610	\$211,957	\$274,213	
Top Finance Position	28	\$181,383	\$124,528	\$146,366	\$175,022	\$218,750	\$253,983
Top Operations Position	11	\$215,729		\$167,391	\$220,902	\$244,817	
Top Technology Position	6	\$170,646			\$144,203		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Single Organization Support							
Greater than \$50 million							
CEO/Executive Director	29	\$401,341	\$218,445	\$277,651	\$399,872	\$526,244	\$608,463
Top Administrative Position	7	\$235,238			\$164,833		
Top Development Position	13	\$240,377		\$161,287	\$236,978	\$292,778	
Top Finance Position	27	\$239,021	\$152,012	\$177,186	\$212,155	\$289,805	\$370,344
Top Human Resources Position	7	\$179,590			\$158,188		
Top Legal Position	8	\$227,174			\$238,376		
Top Operations Position	10	\$287,911		\$264,583	\$277,126	\$296,909	
Top Technology Position	10	\$260,413		\$163,363	\$213,279	\$249,640	

Educational Institutions and Related Activities: Special Education

\$250 thousand or less

CEO/Executive Director	24	\$43,794	\$17,238	\$26,657	\$35,828	\$49,724	\$68,653
Top Finance Position	7	\$32,185			\$32,000		

Between \$250 thousand and \$500 thousand

CEO/Executive Director	33	\$53,506	\$28,432	\$35,076	\$55,780	\$67,500	\$77,861
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Between \$500 thousand and \$1 million

CEO/Executive Director	55	\$67,568	\$35,984	\$43,901	\$60,000	\$83,804	\$109,761
Top Finance Position	7	\$66,217			\$65,000		

Between \$1 million and \$2.5 million

CEO/Executive Director	119	\$99,246	\$54,151	\$72,205	\$89,934	\$117,612	\$150,103
Top Business Position	6	\$67,798			\$73,028		
Top Finance Position	11	\$54,466		\$43,595	\$52,795	\$69,881	

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Special Education							
Between \$2.5 million and \$5 million							
CEO/Executive Director	126	\$131,079	\$74,414	\$98,569	\$124,795	\$156,472	\$191,319
Top Administrative Position	6	\$132,050			\$110,343		
Top Education Position	7	\$136,468			\$123,309		
Top Finance Position	16	\$94,034		\$80,110	\$97,763	\$113,570	
Top Operations Position	5	\$110,070			\$106,674		
Between \$5 million and \$10 million							
CEO/Executive Director	111	\$186,873	\$106,739	\$128,710	\$174,745	\$237,398	\$298,028
Top Administrative Position	11	\$143,163		\$106,927	\$138,832	\$166,649	
Top Business Position	13	\$116,217		\$92,466	\$110,138	\$140,880	
Top Development Position	7	\$134,227			\$116,917		
Top Education Position	15	\$146,009		\$122,580	\$135,926	\$166,100	
Top Finance Position	34	\$124,875	\$70,743	\$90,752	\$106,326	\$153,755	\$165,243
Top Operations Position	13	\$120,360		\$106,932	\$118,778	\$134,283	
Top Program Position	6	\$113,952			\$116,173		
Between \$10 million and \$25 million							
CEO/Executive Director	91	\$245,573	\$133,509	\$169,071	\$231,061	\$287,035	\$390,774
Top Administrative Position	13	\$174,853		\$158,258	\$171,449	\$220,203	
Top Business Position	12	\$151,594		\$120,658	\$139,892	\$181,280	
Top Development Position	20	\$157,850	\$115,749	\$132,150	\$161,243	\$177,727	\$197,735
Top Education Position	17	\$147,110		\$119,660	\$135,581	\$181,867	
Top Finance Position	51	\$168,939	\$100,997	\$118,991	\$159,081	\$194,900	\$244,338
Top Human Resources Position	10	\$130,747		\$121,626	\$138,918	\$150,040	
Top Operations Position	20	\$143,289	\$102,258	\$116,253	\$143,764	\$160,502	\$183,078
Top Program Position	16	\$137,211		\$118,653	\$132,556	\$147,211	
Top Technology Position	6	\$140,153			\$142,716		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Special Education							
Between \$25 million and \$50 million							
CEO/Executive Director	28	\$316,605	\$153,697	\$210,730	\$273,027	\$342,945	\$540,701
Top Development Position	7	\$156,573			\$146,616		
Top Education Position	10	\$203,167		\$141,201	\$171,865	\$216,268	
Top Finance Position	22	\$163,056	\$97,439	\$118,824	\$140,113	\$182,899	\$259,653
Top Operations Position	7	\$182,542			\$173,397		
Top Program Position	6	\$145,781			\$156,190		
Educational Institutions and Related Activities: Student Services							
\$250 thousand or less							
CEO/Executive Director	32	\$45,156	\$22,650	\$24,930	\$43,654	\$60,283	\$70,898
Top Program Position	5	\$29,254			\$23,551		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	\$64,815	\$31,070	\$39,603	\$60,000	\$89,000	\$106,772
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$95,183	\$47,275	\$60,861	\$79,279	\$114,565	\$178,836
Top Finance Position	5	\$111,948			\$113,261		
Between \$1 million and \$2.5 million							
CEO/Executive Director	45	\$128,042	\$70,141	\$93,412	\$115,511	\$155,770	\$205,645
Top Finance Position	8	\$69,876			\$67,762		
Between \$2.5 million and \$5 million							
CEO/Executive Director	34	\$162,702	\$88,894	\$118,995	\$167,117	\$197,323	\$233,122
Top Finance Position	7	\$120,058			\$128,572		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Student Services							
Between \$5 million and \$10 million							
CEO/Executive Director	16	\$162,198		\$127,659	\$147,692	\$227,778	
Top Finance Position	5	\$164,320			\$141,585		
Between \$10 million and \$25 million							
CEO/Executive Director	16	\$191,248		\$154,636	\$193,542	\$219,024	
Top Finance Position	6	\$143,193			\$131,489		

Educational Institutions and Related Activities: Student Sororities & Fraternities

\$250 thousand or less							
CEO/Executive Director	8	\$36,386			\$32,810		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$76,832			\$80,358		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$85,701			\$83,931		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$113,496			\$101,924		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$191,627			\$156,233		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$222,235			\$166,286		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Support N.E.C.							
\$250 thousand or less							
CEO/Executive Director	16	\$44,598		\$28,471	\$35,422	\$42,420	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$91,457		\$53,782	\$79,571	\$131,650	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$106,239		\$63,100	\$99,333	\$118,951	
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	\$137,203		\$64,927	\$101,602	\$168,920	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$180,990		\$106,871	\$171,809	\$238,518	
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$203,951			\$240,675		
Between \$10 million and \$25 million							
CEO/Executive Director	11	\$245,295		\$159,090	\$220,016	\$321,659	
Top Finance Position	6	\$135,042			\$127,343		

Educational Institutions and Related Activities: Two-Year Colleges

Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$88,252		\$63,119	\$70,467	\$104,890	
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	\$123,890		\$86,289	\$102,041	\$147,043	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$192,597		\$112,402	\$168,040	\$223,198	
Top Finance Position	7	\$112,362			\$115,231		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Two-Year Colleges							
Between \$5 million and \$10 million							
CEO/Executive Director	15	\$190,298		\$120,520	\$140,000	\$239,860	
Top Finance Position	9	\$91,654			\$79,872		
Between \$10 million and \$25 million							
CEO/Executive Director	13	\$208,788		\$138,724	\$208,789	\$239,583	
Top Education Position	7	\$144,890			\$153,561		
Top Finance Position	13	\$106,144		\$83,015	\$108,593	\$124,901	
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$267,956			\$257,743		
Top Development Position	5	\$173,971			\$179,515		
Top Finance Position	5	\$172,369			\$186,065		

Educational Institutions and Related Activities: Undergraduate Colleges

Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$58,844		\$43,423	\$56,850	\$75,472	
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$90,660		\$64,975	\$83,200	\$115,778	
Between \$2.5 million and \$5 million							
CEO/Executive Director	22	\$122,796	\$54,975	\$82,337	\$119,540	\$151,930	\$200,038
Top Finance Position	8	\$69,271			\$68,856		
Between \$5 million and \$10 million							
CEO/Executive Director	28	\$138,539	\$84,992	\$95,022	\$118,036	\$141,158	\$238,459
Top Administrative Position	5	\$99,689			\$75,975		
Top Education Position	8	\$95,485			\$79,162		
Top Finance Position	15	\$80,163		\$62,222	\$68,180	\$88,765	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Undergraduate Colleges							
Between \$10 million and \$25 million							
CEO/Executive Director	58	\$229,762	\$128,690	\$167,475	\$217,756	\$263,311	\$352,123
Top Administrative Position	24	\$122,578	\$66,176	\$86,813	\$115,859	\$136,740	\$157,803
Top Business Position	12	\$107,373		\$89,177	\$98,497	\$126,769	
Top Development Position	20	\$104,786	\$59,567	\$74,836	\$106,622	\$130,403	\$150,851
Top Education Position	39	\$130,056	\$72,564	\$94,577	\$130,028	\$162,229	\$177,163
Top Finance Position	41	\$129,433	\$77,506	\$91,243	\$123,405	\$157,710	\$198,090
Top Operations Position	7	\$181,631			\$185,676		
Top Technology Position	5	\$134,864			\$127,345		
Between \$25 million and \$50 million							
CEO/Executive Director	89	\$270,605	\$157,133	\$220,281	\$272,752	\$321,500	\$392,998
Top Administrative Position	53	\$138,926	\$96,287	\$112,928	\$138,164	\$162,254	\$181,833
Top Business Position	14	\$123,938		\$103,671	\$112,788	\$148,249	
Top Development Position	54	\$138,838	\$98,868	\$117,354	\$130,350	\$156,474	\$189,680
Top Education Position	71	\$142,913	\$102,760	\$121,471	\$138,109	\$158,840	\$180,648
Top Finance Position	69	\$149,451	\$90,098	\$117,430	\$145,000	\$178,852	\$210,127
Top Human Resources Position	6	\$108,863			\$100,571		
Top Marketing Position	12	\$137,207		\$122,878	\$137,157	\$157,895	
Top Technology Position	12	\$135,647		\$120,260	\$136,876	\$151,841	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Undergraduate Colleges							
Greater than \$50 million							
CEO/Executive Director	153	\$476,063	\$231,253	\$302,888	\$421,465	\$549,491	\$739,706
Top Administrative Position	113	\$217,305	\$129,140	\$157,947	\$200,247	\$260,405	\$348,717
Top Business Position	40	\$226,076	\$126,702	\$159,820	\$209,694	\$231,583	\$287,096
Top Development Position	118	\$238,681	\$139,587	\$180,878	\$217,163	\$278,936	\$367,200
Top Education Position	139	\$257,177	\$149,236	\$180,175	\$219,233	\$269,436	\$338,983
Top Facilities Position	15	\$172,075		\$138,649	\$170,810	\$203,549	
Top Finance Position	142	\$243,077	\$122,980	\$180,494	\$217,375	\$304,517	\$380,982
Top Human Resources Position	31	\$194,925	\$116,416	\$138,072	\$181,631	\$227,274	\$279,425
Top Legal Position	27	\$272,885	\$155,097	\$188,963	\$235,240	\$302,918	\$356,335
Top Marketing Position	26	\$181,766	\$123,500	\$137,041	\$168,116	\$231,241	\$251,575
Top Operations Position	18	\$234,644		\$148,166	\$210,718	\$295,014	
Top PR/Communications Position	38	\$205,891	\$112,876	\$143,953	\$207,124	\$238,328	\$268,387
Top Program Position	12	\$203,210		\$147,598	\$158,815	\$217,500	
Top Technology Position	66	\$185,284	\$118,068	\$142,868	\$174,915	\$216,577	\$263,396
Educational Institutions and Related Activities: Universities							
\$250 thousand or less							
CEO/Executive Director	7	\$28,016			\$24,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$55,125			\$48,624		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$90,799		\$71,460	\$88,564	\$107,820	
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	\$111,612	\$50,168	\$83,024	\$118,137	\$147,824	\$157,260

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Universities							
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	\$135,876		\$92,805	\$124,052	\$172,829	
Between \$5 million and \$10 million							
CEO/Executive Director	12	\$195,931		\$90,954	\$138,682	\$265,261	
Top Education Position	6	\$146,340			\$149,485		
Top Finance Position	6	\$83,602			\$85,250		
Between \$10 million and \$25 million							
CEO/Executive Director	31	\$301,176	\$157,617	\$184,388	\$255,065	\$317,646	\$552,888
Top Administrative Position	10	\$133,657		\$115,550	\$136,074	\$159,329	
Top Education Position	13	\$140,962		\$109,617	\$136,451	\$170,300	
Top Finance Position	21	\$145,773	\$85,785	\$105,677	\$133,001	\$171,863	\$193,061
Top Technology Position	6	\$127,023			\$136,580		
Between \$25 million and \$50 million							
CEO/Executive Director	67	\$329,430	\$171,644	\$218,134	\$269,286	\$334,621	\$479,100
Top Administrative Position	24	\$146,792	\$103,314	\$127,492	\$142,593	\$168,214	\$186,491
Top Business Position	13	\$153,409		\$140,620	\$146,266	\$162,967	
Top Development Position	27	\$157,988	\$120,273	\$126,193	\$142,106	\$174,101	\$202,437
Top Education Position	46	\$161,602	\$124,162	\$144,915	\$163,022	\$183,171	\$199,791
Top Finance Position	53	\$157,343	\$87,131	\$125,377	\$150,563	\$179,535	\$232,336
Top Marketing Position	5	\$129,766			\$126,885		
Top Operations Position	8	\$171,701			\$157,514		
Top Program Position	9	\$141,683			\$144,817		
Top Technology Position	15	\$193,801		\$125,929	\$143,927	\$159,997	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Universities							
Greater than \$50 million							
CEO/Executive Director	310	\$718,719	\$266,288	\$377,035	\$506,098	\$728,966	\$1,144,272
Top Administrative Position	207	\$274,254	\$143,667	\$186,906	\$234,906	\$330,935	\$427,638
Top Business Position	55	\$233,442	\$134,834	\$158,945	\$203,517	\$273,230	\$394,120
Top Development Position	214	\$298,557	\$159,061	\$186,077	\$231,347	\$338,896	\$525,970
Top Education Position	308	\$356,299	\$154,603	\$188,609	\$251,177	\$364,980	\$612,509
Top Facilities Position	41	\$272,483	\$141,355	\$173,811	\$235,716	\$336,321	\$425,148
Top Finance Position	289	\$324,973	\$151,254	\$194,210	\$275,046	\$372,434	\$506,307
Top Human Resources Position	63	\$259,932	\$136,388	\$164,961	\$216,428	\$319,689	\$438,980
Top Legal Position	93	\$346,718	\$186,483	\$223,125	\$284,709	\$438,668	\$575,707
Top Marketing Position	47	\$246,310	\$131,773	\$157,690	\$208,158	\$277,543	\$373,787
Top Operations Position	66	\$383,202	\$179,156	\$224,130	\$298,290	\$471,900	\$723,311
Top PR/Communications Position	69	\$236,209	\$129,576	\$169,892	\$213,989	\$294,846	\$359,716
Top Program Position	28	\$237,584	\$127,443	\$159,733	\$202,328	\$269,156	\$378,320
Top Technology Position	119	\$275,990	\$163,306	\$182,105	\$235,012	\$322,558	\$429,500
Educational Institutions and Related Activities: Vocational & Technical Schools							
\$250 thousand or less							
CEO/Executive Director	11	\$34,962		\$21,030	\$31,500	\$38,247	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$83,252		\$59,327	\$64,179	\$109,658	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$78,859		\$48,375	\$70,219	\$91,316	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Vocational & Technical Schools							
Between \$1 million and \$2.5 million							
CEO/Executive Director	27	\$121,175	\$57,000	\$91,362	\$108,228	\$151,355	\$196,991
Top Finance Position	5	\$77,634			\$83,853		
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$184,524			\$150,000		
Between \$5 million and \$10 million							
CEO/Executive Director	14	\$222,635		\$146,386	\$224,467	\$265,092	
Top Education Position	7	\$123,739			\$124,915		
Top Finance Position	8	\$118,674			\$110,251		
Top Operations Position	5	\$169,408			\$166,604		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$163,084			\$131,397		
Top Finance Position	5	\$90,046			\$81,654		

Employment, Job-Related: Employment N.E.C.

\$250 thousand or less							
CEO/Executive Director	10	\$44,269		\$29,074	\$44,976	\$53,945	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$82,154			\$81,316		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$121,351			\$119,906		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$169,876			\$117,516		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related: Employment Preparation & Procurement							
\$250 thousand or less							
CEO/Executive Director	49	\$46,574	\$20,840	\$27,927	\$41,255	\$55,583	\$83,886
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	\$65,703	\$38,790	\$54,614	\$64,142	\$80,533	\$93,871
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	\$75,654	\$45,273	\$57,204	\$70,902	\$93,153	\$112,651
Top Finance Position	5	\$58,769			\$55,411		
Between \$1 million and \$2.5 million							
CEO/Executive Director	71	\$102,869	\$66,563	\$83,201	\$96,300	\$118,581	\$141,861
Top Finance Position	15	\$93,629		\$74,453	\$87,789	\$104,325	
Between \$2.5 million and \$5 million							
CEO/Executive Director	58	\$118,252	\$80,857	\$96,113	\$109,513	\$138,645	\$161,647
Top Finance Position	25	\$99,589	\$75,184	\$85,442	\$99,886	\$108,466	\$134,173
Top Operations Position	6	\$75,919			\$70,444		
Between \$5 million and \$10 million							
CEO/Executive Director	45	\$154,926	\$91,887	\$110,054	\$150,794	\$186,385	\$224,052
Top Finance Position	29	\$115,104	\$74,597	\$82,511	\$109,588	\$136,712	\$153,328
Top Operations Position	9	\$125,164			\$115,142		
Between \$10 million and \$25 million							
CEO/Executive Director	35	\$206,828	\$105,277	\$146,825	\$180,330	\$245,718	\$328,083
Top Finance Position	21	\$150,200	\$74,781	\$113,167	\$157,080	\$197,578	\$210,091
Top Human Resources Position	8	\$130,691			\$127,698		
Top Operations Position	17	\$205,136		\$118,970	\$138,603	\$214,835	
Top Program Position	7	\$156,762			\$158,291		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related: Employment Preparation & Procurement							
Between \$25 million and \$50 million							
CEO/Executive Director	12	\$200,460		\$144,158	\$188,216	\$227,397	
Top Finance Position	12	\$126,920		\$94,369	\$127,014	\$178,941	
Top Operations Position	6	\$144,687			\$138,807		
Greater than \$50 million							
CEO/Executive Director	7	\$333,054			\$239,415		
Top Finance Position	7	\$211,045			\$208,115		
Top Operations Position	6	\$258,112			\$215,733		

Employment, Job-Related: Goodwill Industries

Between \$10 million and \$25 million

CEO/Executive Director	15	\$229,811		\$182,134	\$225,428	\$259,726	
Top Finance Position	12	\$131,728		\$109,021	\$128,660	\$143,707	
Top Operations Position	6	\$149,943			\$136,415		

Between \$25 million and \$50 million

CEO/Executive Director	6	\$367,603			\$358,575		
Top Finance Position	7	\$222,251			\$237,923		
Top Human Resources Position	5	\$173,603			\$190,153		

Greater than \$50 million

CEO/Executive Director	7	\$388,886			\$283,259		
Top Finance Position	8	\$205,196			\$197,399		
Top Human Resources Position	7	\$193,291			\$177,457		
Top Operations Position	5	\$216,385			\$231,330		
Top Technology Position	6	\$192,682			\$151,320		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related: Job Training							
\$250 thousand or less							
CEO/Executive Director	40	\$37,713	\$20,352	\$24,938	\$36,331	\$49,250	\$58,839
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	26	\$69,157	\$39,907	\$48,858	\$68,950	\$87,827	\$102,915
Top Education Position	18	\$99,146		\$77,161	\$95,095	\$120,855	
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	\$95,504	\$53,409	\$76,837	\$87,328	\$114,399	\$137,763
Top Education Position	28	\$146,560	\$114,450	\$121,413	\$143,271	\$164,138	\$188,266
Between \$1 million and \$2.5 million							
CEO/Executive Director	55	\$107,021	\$63,245	\$78,078	\$103,704	\$130,832	\$165,691
Top Administrative Position	6	\$156,512			\$171,805		
Top Education Position	36	\$159,236	\$97,400	\$125,042	\$160,764	\$177,864	\$223,816
Top Finance Position	15	\$83,268		\$64,748	\$73,602	\$91,208	
Top Operations Position	5	\$77,824			\$61,744		
Between \$2.5 million and \$5 million							
CEO/Executive Director	42	\$139,110	\$83,760	\$96,283	\$110,761	\$171,242	\$227,305
Top Administrative Position	10	\$172,420		\$126,768	\$170,723	\$196,012	
Top Education Position	19	\$204,341		\$154,141	\$206,493	\$241,654	
Top Finance Position	15	\$107,965		\$85,296	\$106,824	\$116,226	
Top Operations Position	5	\$126,819			\$137,372		
Between \$5 million and \$10 million							
CEO/Executive Director	32	\$174,042	\$110,853	\$135,403	\$160,597	\$206,657	\$251,499
Top Administrative Position	8	\$165,984			\$162,887		
Top Education Position	11	\$226,154		\$194,455	\$218,474	\$256,368	
Top Finance Position	18	\$113,158		\$89,244	\$111,612	\$129,507	
Top Operations Position	6	\$138,473			\$131,117		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related: Job Training							
Between \$10 million and \$25 million							
CEO/Executive Director	28	\$208,724	\$84,815	\$127,405	\$198,141	\$263,075	\$344,990
Top Education Position	7	\$225,839			\$239,070		
Top Finance Position	14	\$140,485		\$98,960	\$132,812	\$177,986	
Top Operations Position	5	\$186,597			\$218,028		
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$262,748			\$240,730		
Top Finance Position	6	\$153,779			\$130,175		

Employment, Job-Related: Labor Unions

\$250 thousand or less							
CEO/Executive Director	13	\$55,705		\$25,440	\$47,500	\$75,712	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$88,932			\$94,757		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$157,415		\$119,162	\$139,558	\$160,154	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$122,371		\$91,469	\$114,752	\$166,767	
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$171,023			\$187,053		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related: Management & Technical Assistance							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$115,300			\$117,995		
Employment, Job-Related: Sheltered Employment							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$46,334		\$26,679	\$46,830	\$56,126	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$63,292	\$39,729	\$45,443	\$57,014	\$72,484	\$86,191
Between \$1 million and \$2.5 million							
CEO/Executive Director	49	\$94,056	\$58,981	\$69,963	\$89,480	\$104,659	\$137,890
Between \$2.5 million and \$5 million							
CEO/Executive Director	30	\$106,721	\$64,870	\$73,411	\$102,959	\$130,358	\$146,731
Top Finance Position	12	\$78,310		\$47,885	\$79,560	\$94,610	
Top Operations Position	6	\$83,910			\$86,248		
Between \$5 million and \$10 million							
CEO/Executive Director	21	\$128,281	\$94,036	\$100,042	\$114,839	\$130,800	\$184,160
Top Finance Position	9	\$85,705			\$79,731		
Between \$10 million and \$25 million							
CEO/Executive Director	13	\$232,496		\$154,437	\$181,175	\$314,714	
Top Finance Position	7	\$124,705			\$107,617		
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$215,724			\$207,628		
Top Finance Position	7	\$116,225			\$124,034		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related: Vocational Counseling							
\$250 thousand or less							
CEO/Executive Director	7	\$51,163			\$34,382		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$80,322			\$80,900		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$75,707			\$71,322		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$155,443			\$194,876		

Employment, Job-Related: Vocational Rehabilitation

\$250 thousand or less							
CEO/Executive Director	9	\$47,914			\$39,620		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$65,885		\$46,557	\$65,596	\$73,307	
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	\$71,607	\$48,848	\$55,375	\$60,632	\$85,106	\$102,757
Between \$1 million and \$2.5 million							
CEO/Executive Director	76	\$97,467	\$62,529	\$70,675	\$87,963	\$113,431	\$143,853
Top Finance Position	12	\$81,436		\$61,982	\$77,811	\$100,338	
Between \$2.5 million and \$5 million							
CEO/Executive Director	56	\$119,372	\$60,093	\$82,856	\$103,771	\$133,749	\$179,124
Top Finance Position	13	\$90,787		\$60,337	\$82,161	\$111,346	
Top Operations Position	5	\$121,423			\$127,047		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related: Vocational Rehabilitation							
Between \$5 million and \$10 million							
CEO/Executive Director	48	\$143,096	\$89,052	\$102,080	\$125,982	\$170,587	\$224,987
Top Finance Position	16	\$108,723		\$76,733	\$91,170	\$112,637	
Top Operations Position	5	\$140,478			\$125,099		
Between \$10 million and \$25 million							
CEO/Executive Director	28	\$208,578	\$122,312	\$143,269	\$186,221	\$232,915	\$353,727
Top Administrative Position	5	\$148,455			\$130,380		
Top Finance Position	21	\$127,658	\$76,251	\$92,574	\$110,623	\$149,667	\$222,773
Top Operations Position	10	\$165,772		\$132,076	\$148,830	\$200,335	
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$254,404			\$255,469		
Greater than \$50 million							
CEO/Executive Director	6	\$415,307			\$282,396		
Top Finance Position	7	\$200,228			\$202,145		

Environmental Quality, Protection, and Beautification: Alliances & Advocacy

\$250 thousand or less

CEO/Executive Director	57	\$50,238	\$27,455	\$36,800	\$49,440	\$61,285	\$76,795
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	42	\$68,789	\$40,203	\$56,977	\$62,119	\$84,578	\$99,503
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Between \$500 thousand and \$1 million

CEO/Executive Director	50	\$88,416	\$45,554	\$65,953	\$81,760	\$114,786	\$137,980
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Between \$1 million and \$2.5 million

CEO/Executive Director	40	\$125,408	\$81,747	\$91,885	\$108,888	\$150,561	\$193,697
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Alliances & Advocacy							
Between \$2.5 million and \$5 million							
CEO/Executive Director	26	\$153,777	\$105,067	\$114,457	\$158,019	\$182,351	\$212,143
Between \$10 million and \$25 million							
CEO/Executive Director	10	\$288,116		\$233,438	\$273,593	\$290,253	
Top Development Position	7	\$193,385			\$187,743		
Top Finance Position	5	\$174,691			\$186,836		
Top Operations Position	6	\$195,096			\$214,238		
Top PR/Communications Position	5	\$162,438			\$157,091		

Environmental Quality, Protection, and Beautification: Botanical Gardens & Arboreta

\$250 thousand or less							
CEO/Executive Director	8	\$48,929			\$56,132		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$65,625			\$62,750		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$79,892		\$60,508	\$69,655	\$73,038	
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	\$125,026	\$81,605	\$106,450	\$115,799	\$141,250	\$166,903
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$144,242		\$125,171	\$155,267	\$175,607	
Top Finance Position	7	\$108,396			\$104,023		
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$193,171			\$196,966		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Botanical Gardens & Arboreta							
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$309,473			\$343,104		
Environmental Quality, Protection, and Beautification: Botanical, Horticultural, & Landscape Services							
\$250 thousand or less							
CEO/Executive Director	5	\$33,366			\$40,914		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$78,931			\$67,971		
Environmental Quality, Protection, and Beautification: Energy Resources Conservation & Development							
\$250 thousand or less							
CEO/Executive Director	16	\$63,215		\$43,369	\$55,021	\$73,248	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$86,185		\$62,553	\$83,333	\$102,002	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$118,108		\$85,798	\$100,135	\$146,879	
Between \$1 million and \$2.5 million							
CEO/Executive Director	25	\$164,242	\$92,676	\$122,072	\$162,204	\$215,417	\$242,558
Top Finance Position	7	\$121,157			\$142,727		
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	\$209,133		\$151,053	\$195,396	\$239,046	
Top Finance Position	7	\$128,866			\$121,362		
Top Program Position	6	\$123,468			\$119,570		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Energy Resources Conservation & Development							
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$230,490			\$190,548		
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
\$250 thousand or less							
CEO/Executive Director	38	\$51,654	\$21,460	\$36,056	\$48,984	\$66,920	\$81,089
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	36	\$66,234	\$47,909	\$51,798	\$60,071	\$76,625	\$99,569
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$90,993	\$56,891	\$65,000	\$82,211	\$105,000	\$130,124
Between \$1 million and \$2.5 million							
CEO/Executive Director	37	\$121,014	\$71,807	\$90,821	\$110,032	\$143,229	\$189,262
Between \$2.5 million and \$5 million							
CEO/Executive Director	25	\$142,843	\$100,273	\$116,805	\$133,696	\$154,849	\$203,690
Top Finance Position	10	\$97,705		\$87,631	\$93,899	\$113,746	
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$223,977			\$211,193		
Top Finance Position	5	\$112,733			\$120,919		
Environmental Quality, Protection, and Beautification: Environmental Beautification							
\$250 thousand or less							
CEO/Executive Director	49	\$50,818	\$23,089	\$34,320	\$47,409	\$63,452	\$75,126

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Environmental Beautification							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	22	\$74,196	\$37,982	\$54,702	\$67,789	\$89,996	\$119,475
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$94,365		\$88,354	\$96,648	\$103,217	
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$157,205		\$90,405	\$109,191	\$139,636	
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$216,803			\$190,948		

Environmental Quality, Protection, and Beautification: Environmental Education

\$250 thousand or less							
CEO/Executive Director	63	\$41,020	\$21,930	\$27,076	\$36,944	\$52,016	\$66,200
Top Program Position	6	\$28,995			\$28,439		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	46	\$59,449	\$33,341	\$44,041	\$59,193	\$71,841	\$87,090
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	\$81,596	\$56,439	\$60,640	\$75,000	\$94,435	\$118,699
Between \$1 million and \$2.5 million							
CEO/Executive Director	58	\$104,937	\$59,405	\$78,664	\$96,597	\$120,111	\$146,694
Top Finance Position	6	\$71,260			\$76,636		
Between \$2.5 million and \$5 million							
CEO/Executive Director	24	\$144,373	\$95,579	\$111,098	\$134,656	\$173,236	\$211,608
Top Finance Position	7	\$78,617			\$72,629		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Environmental Education							
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$202,044		\$150,452	\$187,654	\$245,822	
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$229,407			\$225,900		
Top Finance Position	6	\$140,592			\$142,862		

Environmental Quality, Protection, and Beautification: Forest Conservation

\$250 thousand or less							
CEO/Executive Director	14	\$49,151		\$33,290	\$52,643	\$64,052	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$75,511		\$60,000	\$72,019	\$98,056	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$76,909		\$54,167	\$67,767	\$86,302	
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$143,802			\$122,761		
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$150,550			\$158,144		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$294,503			\$193,871		

Environmental Quality, Protection, and Beautification: Fund Raising & Fund Distribution

Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$113,142		\$81,901	\$95,400	\$110,587	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Fund Raising & Fund Distribution							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$104,544			\$103,921		
Environmental Quality, Protection, and Beautification: Garden Clubs							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$50,230			\$53,580		
Environmental Quality, Protection, and Beautification: Land Resources Conservation							
\$250 thousand or less							
CEO/Executive Director	56	\$50,723	\$22,568	\$34,524	\$49,558	\$64,192	\$75,369
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	55	\$76,313	\$43,539	\$65,501	\$76,960	\$88,163	\$97,295
Between \$500 thousand and \$1 million							
CEO/Executive Director	60	\$90,611	\$61,102	\$72,545	\$84,528	\$105,879	\$126,765
Between \$1 million and \$2.5 million							
CEO/Executive Director	59	\$105,463	\$59,300	\$83,798	\$100,000	\$122,746	\$147,549
Between \$2.5 million and \$5 million							
CEO/Executive Director	24	\$133,021	\$76,167	\$95,185	\$118,501	\$180,868	\$193,957
Top Finance Position	7	\$127,471			\$131,314		
Between \$5 million and \$10 million							
CEO/Executive Director	12	\$212,149		\$142,745	\$193,988	\$240,350	
Top Finance Position	8	\$119,507			\$118,841		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Land Resources Conservation							
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$236,903			\$188,068		
Environmental Quality, Protection, and Beautification: Management & Technical Assistance							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$95,071			\$95,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$114,654		\$88,952	\$105,419	\$124,214	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
\$250 thousand or less							
CEO/Executive Director	124	\$49,864	\$23,141	\$30,443	\$47,518	\$63,379	\$79,619
Top Finance Position	6	\$37,397			\$37,313		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	117	\$69,156	\$38,262	\$53,942	\$63,500	\$82,892	\$99,663
Between \$500 thousand and \$1 million							
CEO/Executive Director	124	\$94,895	\$60,210	\$70,319	\$85,000	\$110,095	\$142,458
Between \$1 million and \$2.5 million							
CEO/Executive Director	141	\$116,200	\$62,005	\$86,194	\$106,330	\$138,457	\$165,631
Top Finance Position	16	\$93,651		\$76,391	\$95,208	\$108,806	
Top Operations Position	6	\$92,131			\$94,792		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
Between \$2.5 million and \$5 million							
CEO/Executive Director	56	\$149,666	\$82,780	\$117,857	\$145,747	\$182,052	\$212,681
Top Administrative Position	5	\$115,779			\$122,285		
Top Development Position	10	\$132,154		\$120,034	\$131,076	\$143,042	
Top Finance Position	17	\$116,444		\$87,725	\$118,415	\$146,602	
Top Operations Position	10	\$122,459		\$104,297	\$116,904	\$140,109	
Top Program Position	6	\$132,794			\$132,002		
Between \$5 million and \$10 million							
CEO/Executive Director	28	\$187,559	\$122,290	\$141,583	\$173,742	\$214,699	\$289,247
Top Development Position	8	\$135,426			\$126,028		
Top Finance Position	11	\$104,208		\$103,990	\$105,983	\$124,509	
Top Operations Position	13	\$130,866		\$106,258	\$127,553	\$155,533	
Top Program Position	5	\$139,986			\$128,997		
Between \$10 million and \$25 million							
CEO/Executive Director	19	\$260,883		\$167,618	\$233,764	\$336,183	
Top Development Position	8	\$187,338			\$172,123		
Top Finance Position	15	\$167,685		\$128,249	\$144,635	\$208,863	
Top Operations Position	6	\$166,044			\$168,807		
Top PR/Communications Position	7	\$144,960			\$135,800		
Top Program Position	5	\$151,232			\$132,902		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
Between \$25 million and \$50 million							
CEO/Executive Director	13	\$385,003		\$255,308	\$309,213	\$434,261	
Top Development Position	9	\$200,056			\$193,499		
Top Finance Position	13	\$173,868		\$152,239	\$181,960	\$194,069	
Top Legal Position	5	\$203,711			\$201,206		
Top Operations Position	5	\$240,023			\$239,483		
Top PR/Communications Position	7	\$162,206			\$164,658		
Top Program Position	8	\$180,957			\$186,368		
Greater than \$50 million							
CEO/Executive Director	6	\$876,387			\$698,114		
Top Development Position	5	\$338,499			\$318,958		
Top Finance Position	6	\$298,808			\$285,094		
Top Legal Position	5	\$370,350			\$318,945		

Environmental Quality, Protection, and Beautification: Pollution Abatement & Control

\$250 thousand or less							
CEO/Executive Director	10	\$44,858		\$33,160	\$45,871	\$56,591	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$82,625			\$62,417		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$102,012			\$86,091		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$127,681		\$97,606	\$123,366	\$156,515	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$172,029			\$150,701		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Professional Societies & Associations							
\$250 thousand or less							
CEO/Executive Director	10	\$40,625		\$31,111	\$39,792	\$52,300	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$78,728			\$83,900		
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$93,594		\$69,242	\$83,664	\$119,186	
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$149,964		\$105,857	\$136,950	\$208,055	

Environmental Quality, Protection, and Beautification: Recycling

\$250 thousand or less							
CEO/Executive Director	23	\$47,479	\$25,382	\$32,693	\$45,747	\$63,053	\$78,146
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$55,634		\$24,675	\$36,822	\$60,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$81,919		\$59,338	\$70,187	\$94,647	
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$90,151		\$75,389	\$81,944	\$104,593	

Environmental Quality, Protection, and Beautification: Research Institutes & Public Policy Analysis

\$250 thousand or less							
CEO/Executive Director	9	\$78,572			\$69,220		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Research Institutes & Public Policy Analysis							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$83,120			\$75,891		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$118,299		\$83,279	\$111,942	\$128,427	
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	\$130,173		\$102,350	\$131,199	\$154,428	
Top Finance Position	5	\$105,965			\$75,637		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$185,222			\$188,244		
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$331,098			\$324,731		
Top Finance Position	6	\$163,669			\$156,393		

Environmental Quality, Protection, and Beautification: Single Organization Support

\$250 thousand or less							
CEO/Executive Director	6	\$50,959			\$48,466		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$59,674			\$63,238		

Environmental Quality, Protection, and Beautification: Water Resources, Wetlands Conservation & Management

\$250 thousand or less							
CEO/Executive Director	73	\$53,269	\$27,801	\$39,000	\$54,750	\$65,000	\$77,859

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Water Resources, Wetlands Conservation & Management							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	54	\$67,680	\$39,425	\$52,808	\$63,673	\$76,953	\$95,049
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	\$90,304	\$62,546	\$72,736	\$89,928	\$98,862	\$120,239
Between \$1 million and \$2.5 million							
CEO/Executive Director	50	\$107,313	\$57,733	\$79,537	\$111,218	\$134,908	\$149,097
Between \$2.5 million and \$5 million							
CEO/Executive Director	23	\$165,310	\$84,556	\$125,327	\$161,291	\$194,775	\$220,683
Top Finance Position	6	\$127,381			\$138,560		
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$194,155		\$141,643	\$206,984	\$233,384	
Top Finance Position	5	\$126,703			\$124,275		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$143,412			\$162,938		

Food, Agriculture, and Nutrition: Agricultural Programs

\$250 thousand or less

CEO/Executive Director	41	\$41,288	\$18,000	\$24,000	\$39,690	\$52,000	\$62,308
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	25	\$71,247	\$44,625	\$50,337	\$63,410	\$83,822	\$111,560
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Between \$500 thousand and \$1 million

CEO/Executive Director	27	\$87,102	\$36,002	\$55,612	\$80,776	\$102,269	\$136,638
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Top Finance Position	5	\$51,471			\$23,580		
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture, and Nutrition: Agricultural Programs							
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	\$97,945		\$82,689	\$95,629	\$106,831	
Between \$2.5 million and \$5 million							
CEO/Executive Director	20	\$128,831	\$63,340	\$100,201	\$128,304	\$158,207	\$184,086
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$173,674			\$157,722		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$213,124			\$212,683		
Food, Agriculture, and Nutrition: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	6	\$41,075			\$40,743		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$56,210			\$57,541		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$90,908			\$95,578		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$89,567		\$78,609	\$95,223	\$107,647	
Food, Agriculture, and Nutrition: Congregate Meals							
\$250 thousand or less							
CEO/Executive Director	8	\$31,596			\$29,342		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture, and Nutrition: Congregate Meals							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$52,712			\$50,962		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$75,309		\$60,000	\$65,422	\$78,601	
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$86,381		\$64,787	\$84,760	\$104,930	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$99,159			\$109,314		
Food, Agriculture, and Nutrition: Farm Bureaus & Granges							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$88,194			\$89,800		
Food, Agriculture, and Nutrition: Farmland Preservation							
\$250 thousand or less							
CEO/Executive Director	5	\$49,623			\$39,211		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$60,292			\$55,201		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture, and Nutrition: Food Banks & Pantries							
\$250 thousand or less							
CEO/Executive Director	56	\$37,366	\$16,857	\$24,296	\$33,990	\$46,579	\$61,907
Top Operations Position	5	\$36,119			\$24,996		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	34	\$55,385	\$25,080	\$33,670	\$44,570	\$61,827	\$92,424
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	\$46,896	\$22,851	\$36,536	\$45,846	\$54,167	\$66,036
Between \$1 million and \$2.5 million							
CEO/Executive Director	63	\$73,037	\$35,414	\$55,350	\$70,360	\$91,906	\$111,436
Between \$2.5 million and \$5 million							
CEO/Executive Director	43	\$90,375	\$41,971	\$69,110	\$85,295	\$106,898	\$138,663
Between \$5 million and \$10 million							
CEO/Executive Director	25	\$103,371	\$65,459	\$78,154	\$108,865	\$123,888	\$151,976
Between \$10 million and \$25 million							
CEO/Executive Director	50	\$122,829	\$77,032	\$93,425	\$114,030	\$136,274	\$182,746
Top Finance Position	8	\$93,012			\$105,250		
Between \$25 million and \$50 million							
CEO/Executive Director	28	\$146,210	\$101,646	\$119,438	\$144,143	\$174,443	\$202,665
Top Finance Position	12	\$93,536		\$80,378	\$93,336	\$120,514	
Top Operations Position	6	\$120,990			\$108,896		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture, and Nutrition: Food Banks & Pantries							
Greater than \$50 million							
CEO/Executive Director	35	\$222,093	\$110,035	\$143,258	\$222,455	\$293,935	\$338,759
Top Development Position	22	\$160,514	\$108,041	\$128,315	\$149,152	\$182,396	\$230,824
Top Finance Position	27	\$148,776	\$100,042	\$120,587	\$158,006	\$165,970	\$182,514
Top Human Resources Position	5	\$148,607			\$142,649		
Top Marketing Position	5	\$138,415			\$149,010		
Top Operations Position	28	\$169,223	\$118,959	\$145,139	\$164,062	\$187,120	\$232,681
Top PR/Communications Position	6	\$166,385			\$142,690		
Top Program Position	10	\$145,402		\$117,690	\$125,590	\$163,813	
Top Technology Position	5	\$140,171			\$135,966		
Food, Agriculture, and Nutrition: Food Programs							
\$250 thousand or less							
CEO/Executive Director	62	\$34,786	\$18,060	\$23,016	\$31,886	\$42,390	\$55,528
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	\$57,189	\$37,600	\$46,740	\$56,000	\$67,000	\$79,991
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	\$62,702	\$32,094	\$47,700	\$59,490	\$79,891	\$95,034
Between \$1 million and \$2.5 million							
CEO/Executive Director	42	\$77,818	\$40,213	\$60,994	\$76,294	\$89,833	\$115,217
Between \$2.5 million and \$5 million							
CEO/Executive Director	22	\$87,613	\$43,716	\$63,969	\$96,407	\$107,886	\$121,656
Between \$5 million and \$10 million							
CEO/Executive Director	27	\$102,498	\$52,349	\$75,677	\$93,750	\$120,089	\$163,695
Top Finance Position	7	\$67,123			\$56,201		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture, and Nutrition: Food Programs							
Between \$10 million and \$25 million							
CEO/Executive Director	22	\$115,135	\$75,368	\$101,475	\$112,756	\$128,931	\$158,151
Top Finance Position	5	\$107,177			\$114,989		
Between \$25 million and \$50 million							
CEO/Executive Director	15	\$135,209		\$101,953	\$135,915	\$158,404	
Top Finance Position	7	\$88,038			\$84,659		
Top Operations Position	5	\$109,944			\$119,822		
Greater than \$50 million							
CEO/Executive Director	18	\$237,437		\$170,828	\$194,957	\$235,561	
Top Development Position	9	\$145,727			\$142,210		
Top Finance Position	14	\$157,601		\$111,795	\$145,557	\$186,980	
Top Operations Position	12	\$148,914		\$128,782	\$138,316	\$160,468	

Food, Agriculture, and Nutrition: Food, Agriculture, & Nutrition N.E.C.

\$250 thousand or less							
CEO/Executive Director	18	\$50,791		\$29,569	\$46,850	\$65,737	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$56,063		\$47,200	\$55,682	\$64,103	
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$79,173		\$58,178	\$74,742	\$83,626	
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$116,292		\$89,722	\$100,242	\$128,812	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$124,717			\$112,017		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture, and Nutrition: Meals on Wheels							
\$250 thousand or less							
CEO/Executive Director	17	\$35,953		\$24,000	\$31,485	\$39,143	
Top Program Position	6	\$22,521			\$23,265		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	20	\$52,804	\$35,765	\$42,832	\$55,530	\$62,350	\$69,501
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	\$67,089	\$48,594	\$57,513	\$65,948	\$75,329	\$85,875
Between \$1 million and \$2.5 million							
CEO/Executive Director	26	\$89,451	\$57,428	\$73,023	\$90,101	\$103,202	\$119,693
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$110,929		\$97,248	\$107,902	\$115,571	
Top Finance Position	7	\$76,392			\$72,489		
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$294,658			\$257,723		
Top Finance Position	7	\$206,187			\$144,411		

Food, Agriculture, and Nutrition: Nutrition

\$250 thousand or less							
CEO/Executive Director	15	\$40,319		\$28,652	\$36,459	\$42,405	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	21	\$60,793	\$27,993	\$36,000	\$54,160	\$79,000	\$94,958
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$62,639		\$50,000	\$61,917	\$74,358	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture, and Nutrition: Nutrition							
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	\$99,104	\$58,595	\$64,426	\$86,493	\$117,150	\$172,749
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$88,000		\$64,557	\$84,000	\$97,690	
Between \$5 million and \$10 million							
CEO/Executive Director	14	\$142,548		\$89,707	\$130,177	\$168,496	
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$249,703			\$185,979		
Food, Agriculture, and Nutrition: Research Institutes & Public Policy Analysis							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$130,950			\$136,500		
Food, Agriculture, and Nutrition: Soup Kitchens							
\$250 thousand or less							
CEO/Executive Director	9	\$40,287			\$42,574		
Health—General and Rehabilitative: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	37	\$51,780	\$24,740	\$38,523	\$53,045	\$65,000	\$76,630
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	28	\$83,076	\$39,934	\$49,543	\$82,115	\$98,169	\$137,549

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Alliances & Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	\$98,967	\$50,893	\$72,754	\$96,250	\$109,764	\$152,064
Between \$1 million and \$2.5 million							
CEO/Executive Director	46	\$137,032	\$84,335	\$101,622	\$132,075	\$169,969	\$204,375
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	\$234,923		\$157,642	\$203,578	\$269,685	
Between \$5 million and \$10 million							
CEO/Executive Director	11	\$279,903		\$225,161	\$230,801	\$311,547	
Top Finance Position	8	\$167,615			\$165,301		
Top Operations Position	5	\$209,276			\$186,577		
Top PR/Communications Position	5	\$175,921			\$160,974		
Top Technology Position	5	\$176,120			\$196,341		
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$461,064			\$211,482		
Top Finance Position	6	\$225,992			\$163,730		

Health—General and Rehabilitative: Ambulatory & Primary Health Care

\$250 thousand or less							
CEO/Executive Director	30	\$44,532	\$23,254	\$28,725	\$40,280	\$54,500	\$63,709
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	\$94,017	\$50,613	\$60,600	\$72,319	\$106,679	\$139,821
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	\$73,249	\$35,475	\$55,303	\$63,750	\$89,320	\$116,574

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
Between \$1 million and \$2.5 million							
CEO/Executive Director	68	\$129,397	\$71,788	\$87,029	\$109,784	\$149,467	\$225,900
Top Finance Position	11	\$82,282		\$35,587	\$64,050	\$81,509	
Between \$2.5 million and \$5 million							
CEO/Executive Director	56	\$138,852	\$77,805	\$105,050	\$129,394	\$148,797	\$207,981
Top Finance Position	23	\$113,835	\$51,616	\$80,902	\$104,521	\$130,400	\$189,806
Top Operations Position	12	\$94,681		\$48,103	\$84,949	\$134,644	
Between \$5 million and \$10 million							
CEO/Executive Director	71	\$175,611	\$106,203	\$122,737	\$153,392	\$203,493	\$275,511
Top Finance Position	47	\$104,801	\$64,830	\$77,169	\$104,460	\$117,783	\$149,718
Top Operations Position	18	\$103,214		\$81,559	\$93,456	\$117,279	
Between \$10 million and \$25 million							
CEO/Executive Director	111	\$229,320	\$138,118	\$159,394	\$200,820	\$253,275	\$330,216
Top Finance Position	80	\$145,478	\$85,959	\$109,978	\$131,764	\$162,055	\$200,688
Top Human Resources Position	11	\$132,131		\$109,668	\$127,921	\$151,361	
Top Operations Position	39	\$152,652	\$85,265	\$112,422	\$140,683	\$165,674	\$228,936
Top Technology Position	8	\$122,710			\$118,397		
Between \$25 million and \$50 million							
CEO/Executive Director	42	\$338,965	\$178,102	\$212,696	\$300,488	\$419,506	\$577,323
Top Finance Position	36	\$212,306	\$114,823	\$136,147	\$171,050	\$211,787	\$342,697
Top Human Resources Position	7	\$153,429			\$156,163		
Top Operations Position	24	\$181,588	\$113,378	\$143,402	\$172,527	\$214,825	\$273,223
Top Technology Position	8	\$165,327			\$157,589		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
Greater than \$50 million							
CEO/Executive Director	35	\$629,843	\$288,709	\$390,689	\$554,029	\$727,806	\$972,201
Top Administrative Position	7	\$273,056			\$219,790		
Top Finance Position	30	\$372,634	\$119,215	\$179,779	\$283,257	\$405,788	\$776,141
Top Human Resources Position	5	\$316,550			\$199,935		
Top Operations Position	25	\$361,872	\$185,557	\$236,783	\$343,865	\$394,179	\$591,823
Top Technology Position	5	\$288,661			\$287,129		

Health—General and Rehabilitative: Blood Banks

Between \$5 million and \$10 million

CEO/Executive Director	8	\$257,195			\$196,236		
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Between \$10 million and \$25 million

CEO/Executive Director	12	\$262,814		\$222,193	\$254,622	\$294,467	
Top Finance Position	7	\$147,268			\$145,217		
Top Operations Position	6	\$178,084			\$183,964		

Between \$25 million and \$50 million

CEO/Executive Director	6	\$346,261			\$336,547		
Top Finance Position	5	\$154,480			\$160,773		

Greater than \$50 million

CEO/Executive Director	11	\$674,552		\$435,049	\$624,664	\$788,711	
Top Finance Position	10	\$306,716		\$234,982	\$273,084	\$368,514	
Top Human Resources Position	5	\$208,604			\$166,564		
Top Operations Position	10	\$330,768		\$208,074	\$344,370	\$395,471	
Top Technology Position	7	\$294,902			\$272,364		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Community Clinics							
\$250 thousand or less							
CEO/Executive Director	30	\$49,059	\$29,167	\$32,042	\$40,031	\$55,997	\$66,134
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	46	\$64,953	\$34,281	\$50,800	\$62,485	\$76,732	\$96,930
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	\$79,669	\$43,996	\$52,500	\$76,716	\$87,416	\$140,825
Between \$1 million and \$2.5 million							
CEO/Executive Director	78	\$116,294	\$54,945	\$81,753	\$104,645	\$139,382	\$183,513
Top Finance Position	13	\$106,951		\$76,879	\$81,350	\$83,186	
Top Operations Position	8	\$119,137			\$71,295		
Between \$2.5 million and \$5 million							
CEO/Executive Director	73	\$133,856	\$67,061	\$96,462	\$124,487	\$154,154	\$216,412
Top Finance Position	29	\$101,456	\$59,533	\$76,482	\$90,163	\$110,657	\$177,965
Top Operations Position	16	\$113,855		\$75,853	\$102,544	\$128,030	
Between \$5 million and \$10 million							
CEO/Executive Director	129	\$172,373	\$105,135	\$124,910	\$159,065	\$202,405	\$251,789
Top Development Position	6	\$108,034			\$110,279		
Top Finance Position	82	\$104,935	\$64,084	\$87,398	\$106,242	\$125,569	\$142,395
Top Operations Position	34	\$110,304	\$70,487	\$85,933	\$102,843	\$139,297	\$149,987
Top Technology Position	6	\$112,642			\$113,711		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Community Clinics							
Between \$10 million and \$25 million							
CEO/Executive Director	150	\$220,414	\$137,274	\$169,527	\$198,236	\$252,381	\$322,709
Top Development Position	12	\$134,426		\$95,004	\$134,027	\$165,818	
Top Finance Position	121	\$138,629	\$86,297	\$109,018	\$125,671	\$157,172	\$198,002
Top Human Resources Position	6	\$154,630			\$117,258		
Top Operations Position	59	\$134,451	\$93,547	\$112,521	\$128,516	\$144,687	\$197,681
Top Program Position	5	\$142,553			\$130,034		
Top Technology Position	12	\$155,981		\$119,279	\$138,972	\$193,968	
Between \$25 million and \$50 million							
CEO/Executive Director	93	\$306,853	\$188,108	\$219,538	\$277,856	\$329,078	\$421,408
Top Administrative Position	5	\$186,126			\$197,266		
Top Development Position	8	\$182,621			\$169,601		
Top Finance Position	80	\$186,136	\$118,200	\$150,611	\$172,487	\$201,358	\$248,909
Top Human Resources Position	7	\$144,058			\$127,060		
Top Operations Position	52	\$203,799	\$138,565	\$152,406	\$172,386	\$222,035	\$301,843
Top Technology Position	16	\$163,047		\$131,425	\$173,306	\$182,769	
Greater than \$50 million							
CEO/Executive Director	52	\$481,079	\$216,872	\$287,909	\$403,716	\$552,419	\$765,308
Top Administrative Position	8	\$370,507			\$265,010		
Top Development Position	5	\$278,095			\$263,405		
Top Finance Position	45	\$312,348	\$121,856	\$202,097	\$277,259	\$337,475	\$486,145
Top Human Resources Position	7	\$233,936			\$178,731		
Top Operations Position	30	\$325,995	\$181,699	\$207,707	\$251,850	\$327,496	\$569,188
Top Technology Position	11	\$320,144		\$191,681	\$220,052	\$318,312	

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Community Health Systems							
\$250 thousand or less							
CEO/Executive Director	23	\$54,827	\$20,957	\$30,628	\$51,057	\$71,618	\$96,157
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	37	\$78,554	\$36,328	\$52,693	\$62,650	\$79,772	\$121,285
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	\$102,228	\$56,837	\$71,652	\$86,825	\$120,900	\$159,105
Between \$1 million and \$2.5 million							
CEO/Executive Director	62	\$152,890	\$68,148	\$90,709	\$119,572	\$170,979	\$243,922
Top Finance Position	11	\$135,720		\$88,657	\$122,506	\$179,859	
Between \$2.5 million and \$5 million							
CEO/Executive Director	48	\$168,167	\$87,772	\$111,644	\$148,305	\$209,162	\$276,369
Top Finance Position	24	\$132,218	\$68,012	\$75,640	\$99,239	\$171,867	\$234,829
Top Operations Position	9	\$173,664			\$176,650		
Top Technology Position	7	\$148,163			\$133,255		
Between \$5 million and \$10 million							
CEO/Executive Director	62	\$309,416	\$120,033	\$138,716	\$184,004	\$252,050	\$430,262
Top Development Position	7	\$117,600			\$143,833		
Top Finance Position	42	\$133,801	\$61,423	\$90,390	\$121,045	\$145,186	\$200,534
Top Human Resources Position	6	\$189,989			\$169,376		
Top Operations Position	17	\$287,747		\$118,036	\$154,376	\$311,021	
Top Technology Position	5	\$333,112			\$178,689		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Community Health Systems							
Between \$10 million and \$25 million							
CEO/Executive Director	102	\$324,879	\$148,487	\$176,761	\$234,548	\$316,866	\$667,678
Top Administrative Position	10	\$210,568		\$145,713	\$166,709	\$234,610	
Top Business Position	8	\$218,316			\$179,431		
Top Development Position	7	\$208,117			\$209,681		
Top Finance Position	80	\$184,017	\$92,785	\$119,931	\$142,127	\$177,634	\$303,137
Top Human Resources Position	10	\$172,272		\$119,980	\$151,404	\$178,898	
Top Legal Position	8	\$296,215			\$281,923		
Top Operations Position	51	\$184,347	\$90,992	\$112,503	\$139,036	\$190,237	\$261,603
Top Technology Position	11	\$237,433		\$156,074	\$199,211	\$295,428	
Between \$25 million and \$50 million							
CEO/Executive Director	54	\$477,743	\$192,707	\$240,845	\$310,707	\$434,095	\$1,094,585
Top Administrative Position	8	\$228,697			\$176,741		
Top Business Position	5	\$296,272			\$162,672		
Top Development Position	9	\$305,714			\$188,428		
Top Finance Position	47	\$271,273	\$127,376	\$150,488	\$199,500	\$276,081	\$489,182
Top Human Resources Position	12	\$361,375		\$168,405	\$223,294	\$292,677	
Top Legal Position	9	\$337,105			\$254,019		
Top Operations Position	29	\$275,500	\$129,582	\$160,317	\$194,744	\$268,368	\$551,242
Top Technology Position	14	\$258,668		\$136,456	\$191,426	\$310,189	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Community Health Systems							
Greater than \$50 million							
CEO/Executive Director	202	\$1,709,228	\$279,838	\$530,210	\$1,048,396	\$2,185,645	\$3,451,643
Top Administrative Position	37	\$670,909	\$204,980	\$276,975	\$441,354	\$828,053	\$1,605,826
Top Business Position	32	\$684,248	\$275,562	\$359,821	\$469,796	\$657,394	\$1,177,356
Top Development Position	18	\$525,361		\$229,165	\$353,839	\$611,751	
Top Education Position	19	\$662,427		\$384,800	\$447,223	\$951,681	
Top Facilities Position	17	\$380,609		\$264,090	\$332,311	\$367,904	
Top Finance Position	179	\$803,851	\$199,900	\$302,872	\$602,022	\$1,008,732	\$1,531,006
Top Human Resources Position	104	\$566,239	\$197,573	\$301,274	\$485,076	\$777,118	\$1,037,592
Top Legal Position	80	\$775,322	\$293,960	\$446,904	\$644,633	\$1,005,854	\$1,370,321
Top Marketing Position	26	\$537,959	\$279,756	\$321,523	\$474,424	\$607,459	\$997,949
Top Operations Position	136	\$872,559	\$203,246	\$292,418	\$540,651	\$1,004,649	\$1,895,719
Top PR/Communications Position	21	\$430,578	\$214,718	\$248,555	\$362,047	\$530,143	\$736,947
Top Program Position	6	\$544,750			\$185,033		
Top Technology Position	95	\$608,676	\$209,771	\$362,739	\$524,477	\$755,010	\$1,025,969
Health—General and Rehabilitative: Emergency Medical Services & Transport							
\$250 thousand or less							
CEO/Executive Director	8	\$51,454			\$47,773		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	23	\$71,129	\$29,690	\$34,739	\$64,436	\$94,492	\$127,595
Top Finance Position	8	\$37,620			\$31,658		
Top Operations Position	5	\$41,340			\$47,224		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Emergency Medical Services & Transport							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$82,494		\$54,869	\$77,727	\$91,553	
Top Finance Position	16	\$43,861		\$27,865	\$38,144	\$62,922	
Top Operations Position	7	\$57,214			\$56,963		
Between \$1 million and \$2.5 million							
CEO/Executive Director	45	\$93,002	\$54,050	\$66,851	\$80,000	\$93,571	\$124,302
Top Administrative Position	9	\$64,049			\$72,499		
Top Finance Position	16	\$71,470		\$43,678	\$56,840	\$71,212	
Top Operations Position	12	\$83,922		\$43,971	\$75,064	\$96,147	
Between \$2.5 million and \$5 million							
CEO/Executive Director	32	\$102,831	\$61,207	\$82,107	\$106,758	\$120,204	\$132,241
Top Finance Position	9	\$68,948			\$71,821		
Between \$5 million and \$10 million							
CEO/Executive Director	21	\$170,229	\$107,431	\$132,521	\$167,001	\$196,759	\$255,393
Top Finance Position	5	\$103,903			\$91,411		
Top Operations Position	6	\$143,244			\$144,328		
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$202,358			\$196,186		
Top Finance Position	6	\$107,859			\$104,152		
Between \$25 million and \$50 million							
CEO/Executive Director	10	\$348,823		\$296,582	\$330,510	\$389,447	
Top Finance Position	8	\$202,955			\$182,834		
Top Operations Position	8	\$179,994			\$183,012		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Family Planning							
\$250 thousand or less							
CEO/Executive Director	11	\$35,916		\$21,793	\$33,000	\$49,539	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$52,520			\$54,421		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$67,238		\$55,523	\$71,261	\$82,096	
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$103,749		\$85,208	\$97,850	\$103,441	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$103,234			\$94,083		
Between \$5 million and \$10 million							
CEO/Executive Director	17	\$165,178		\$134,628	\$163,679	\$169,984	
Top Finance Position	10	\$128,028		\$110,097	\$122,563	\$139,416	
Top Operations Position	6	\$108,070			\$114,481		
Between \$10 million and \$25 million							
CEO/Executive Director	21	\$268,712	\$183,109	\$243,710	\$254,893	\$306,656	\$372,334
Top Development Position	11	\$154,779		\$143,811	\$165,224	\$174,968	
Top Education Position	5	\$121,681			\$119,942		
Top Finance Position	14	\$161,618		\$146,277	\$165,304	\$180,807	
Top Human Resources Position	5	\$138,891			\$137,801		
Top Operations Position	10	\$155,818		\$135,778	\$157,202	\$176,903	
Top PR/Communications Position	6	\$132,374			\$119,087		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$355,421			\$353,103		
Top Finance Position	6	\$222,913			\$226,142		
Top Human Resources Position	5	\$170,747			\$171,394		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	15	\$46,463		\$24,460	\$43,711	\$67,620	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	\$81,937		\$48,782	\$70,000	\$107,469	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$109,094		\$77,352	\$93,591	\$157,669	
Between \$1 million and \$2.5 million							
CEO/Executive Director	25	\$186,328	\$93,143	\$124,539	\$142,715	\$194,558	\$310,503
Between \$2.5 million and \$5 million							
CEO/Executive Director	24	\$199,816	\$92,745	\$142,025	\$185,943	\$273,170	\$311,463
Top Finance Position	7	\$137,445			\$132,107		
Top Operations Position	8	\$245,088			\$164,334		
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$313,564		\$225,523	\$265,363	\$302,837	
Top Development Position	9	\$215,835			\$209,822		
Between \$10 million and \$25 million							
CEO/Executive Director	10	\$349,172		\$266,348	\$294,220	\$475,193	
Top Development Position	7	\$198,973			\$224,233		
Top Finance Position	7	\$195,037			\$196,553		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$424,599			\$375,375		
Greater than \$50 million							
CEO/Executive Director	7	\$941,924			\$801,972		
Top Finance Position	7	\$482,367			\$397,215		
Top Operations Position	8	\$568,677			\$392,617		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: General Hospitals							
\$250 thousand or less							
CEO/Executive Director	7	\$50,758			\$52,050		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$80,119			\$37,212		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$86,515		\$58,910	\$70,356	\$106,851	
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	\$155,424	\$94,783	\$101,820	\$130,000	\$181,123	\$244,080
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	\$154,996		\$93,862	\$112,468	\$158,083	
Top Finance Position	7	\$82,747			\$76,403		
Between \$5 million and \$10 million							
CEO/Executive Director	32	\$228,270	\$105,745	\$143,404	\$183,513	\$267,808	\$409,081
Top Administrative Position	10	\$137,032		\$105,253	\$136,368	\$150,596	
Top Finance Position	27	\$102,600	\$53,994	\$66,907	\$94,801	\$113,177	\$174,245
Top Operations Position	10	\$148,602		\$115,456	\$150,025	\$173,008	
Between \$10 million and \$25 million							
CEO/Executive Director	100	\$201,724	\$126,154	\$149,191	\$194,787	\$243,599	\$289,817
Top Administrative Position	18	\$193,399		\$167,469	\$180,151	\$222,203	
Top Development Position	6	\$216,064			\$186,793		
Top Finance Position	92	\$126,014	\$83,528	\$100,496	\$124,974	\$142,349	\$173,796
Top Marketing Position	5	\$123,796			\$122,086		
Top Operations Position	10	\$169,729		\$138,950	\$165,464	\$197,670	
Top Technology Position	7	\$148,912			\$127,292		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: General Hospitals							
Between \$25 million and \$50 million							
CEO/Executive Director	107	\$270,903	\$172,564	\$212,490	\$265,723	\$315,298	\$394,110
Top Administrative Position	18	\$177,183		\$154,552	\$176,338	\$200,812	
Top Finance Position	87	\$170,648	\$111,960	\$129,793	\$155,485	\$195,468	\$243,817
Top Human Resources Position	9	\$191,104			\$155,007		
Top Operations Position	32	\$173,826	\$118,962	\$142,165	\$169,910	\$196,306	\$212,809
Top Technology Position	10	\$154,379		\$134,665	\$158,830	\$171,914	
Greater than \$50 million							
CEO/Executive Director	622	\$852,878	\$295,226	\$409,846	\$623,861	\$960,220	\$1,456,412
Top Administrative Position	104	\$403,380	\$168,971	\$207,796	\$252,645	\$383,260	\$646,446
Top Business Position	42	\$354,833	\$160,154	\$200,212	\$298,801	\$400,901	\$705,610
Top Development Position	44	\$394,901	\$201,043	\$247,406	\$318,917	\$409,503	\$660,713
Top Education Position	22	\$517,659	\$187,766	\$215,059	\$359,913	\$647,544	\$895,665
Top Facilities Position	40	\$307,143	\$170,725	\$213,591	\$273,262	\$377,757	\$428,848
Top Finance Position	553	\$410,198	\$172,280	\$232,126	\$327,995	\$485,606	\$723,078
Top Human Resources Position	217	\$367,374	\$191,565	\$228,271	\$290,117	\$401,082	\$556,114
Top Legal Position	95	\$504,028	\$233,655	\$304,783	\$419,790	\$537,393	\$636,953
Top Marketing Position	32	\$264,236	\$151,147	\$204,350	\$244,787	\$341,018	\$401,021
Top Operations Position	395	\$442,286	\$193,472	\$257,050	\$353,429	\$517,815	\$698,434
Top PR/Communications Position	36	\$337,749	\$168,631	\$215,810	\$303,075	\$386,133	\$513,799
Top Program Position	19	\$487,711		\$314,502	\$345,845	\$426,157	
Top Technology Position	164	\$377,337	\$176,433	\$223,980	\$316,654	\$434,228	\$594,411

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Group Health Practices							
\$250 thousand or less							
CEO/Executive Director	9	\$58,148			\$45,692		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$206,699			\$137,462		
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$116,356			\$86,392		
Top Finance Position	5	\$94,012			\$104,058		
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$202,708			\$159,412		
Top Finance Position	7	\$95,414			\$102,123		
Between \$10 million and \$25 million							
CEO/Executive Director	18	\$348,229		\$205,152	\$259,730	\$394,068	
Top Finance Position	9	\$212,043			\$179,848		
Between \$25 million and \$50 million							
CEO/Executive Director	15	\$509,474		\$292,639	\$443,077	\$563,842	
Top Finance Position	15	\$223,254		\$144,398	\$192,603	\$237,866	
Greater than \$50 million							
CEO/Executive Director	64	\$741,722	\$329,151	\$437,946	\$580,972	\$970,904	\$1,290,639
Top Administrative Position	6	\$292,979			\$298,326		
Top Finance Position	50	\$467,584	\$204,648	\$270,035	\$372,392	\$523,779	\$892,284
Top Human Resources Position	8	\$315,975			\$302,040		
Top Operations Position	46	\$388,523	\$170,507	\$252,942	\$349,385	\$460,134	\$596,628
Top Technology Position	10	\$369,541		\$234,974	\$290,948	\$437,910	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Health (General & Financing)							
\$250 thousand or less							
CEO/Executive Director	18	\$49,244		\$31,031	\$52,153	\$61,364	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$92,121		\$70,731	\$79,957	\$104,222	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$70,247			\$78,233		
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$121,277		\$99,562	\$128,666	\$139,293	
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	\$226,176		\$117,029	\$239,285	\$297,061	
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$114,809		\$93,032	\$110,845	\$132,494	
Top Technology Position	5	\$177,737			\$136,262		
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$205,528			\$178,936		
Top Finance Position	5	\$199,836			\$184,721		
Greater than \$50 million							
CEO/Executive Director	12	\$535,898		\$267,885	\$488,446	\$679,597	
Top Finance Position	11	\$427,604		\$196,722	\$317,147	\$515,911	
Top Human Resources Position	5	\$365,881			\$378,078		
Top Operations Position	10	\$321,110		\$221,824	\$272,407	\$443,928	
Top Technology Position	6	\$473,114			\$413,134		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Health Care N.E.C.							
\$250 thousand or less							
CEO/Executive Director	35	\$40,233	\$21,421	\$26,064	\$39,018	\$52,480	\$61,366
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	\$55,743	\$30,704	\$41,500	\$55,916	\$63,488	\$82,623
Between \$500 thousand and \$1 million							
CEO/Executive Director	48	\$85,452	\$50,730	\$63,462	\$78,298	\$101,675	\$132,338
Top Finance Position	5	\$109,107			\$49,860		
Between \$1 million and \$2.5 million							
CEO/Executive Director	63	\$118,831	\$57,205	\$69,610	\$107,467	\$145,829	\$164,785
Top Finance Position	9	\$99,811			\$102,480		
Between \$2.5 million and \$5 million							
CEO/Executive Director	25	\$179,650	\$92,093	\$114,014	\$139,247	\$200,114	\$340,195
Top Finance Position	8	\$117,219			\$90,616		
Top Operations Position	6	\$160,311			\$147,109		
Between \$5 million and \$10 million							
CEO/Executive Director	27	\$196,435	\$112,209	\$126,320	\$181,364	\$236,058	\$341,957
Top Finance Position	17	\$111,862		\$79,499	\$111,032	\$118,370	
Top Operations Position	6	\$149,806			\$133,994		
Top Program Position	5	\$117,869			\$87,794		
Between \$10 million and \$25 million							
CEO/Executive Director	15	\$279,392		\$138,429	\$230,403	\$403,623	
Top Finance Position	9	\$173,508			\$164,335		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Health Care N.E.C.							
Between \$25 million and \$50 million							
CEO/Executive Director	13	\$672,069		\$254,225	\$307,068	\$452,134	
Top Finance Position	10	\$296,083		\$163,311	\$262,249	\$287,219	
Top Human Resources Position	5	\$232,878			\$213,688		
Top Operations Position	6	\$388,736			\$265,379		
Greater than \$50 million							
CEO/Executive Director	11	\$696,117		\$397,610	\$517,000	\$785,618	
Top Finance Position	9	\$341,201			\$223,520		
Top Operations Position	7	\$287,198			\$294,298		
Health—General and Rehabilitative: Health Support							
\$250 thousand or less							
CEO/Executive Director	50	\$42,536	\$18,411	\$24,987	\$41,747	\$57,324	\$65,795
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	51	\$66,654	\$40,000	\$49,128	\$63,550	\$79,788	\$96,144
Between \$500 thousand and \$1 million							
CEO/Executive Director	55	\$96,805	\$51,084	\$69,799	\$84,631	\$119,174	\$133,314
Between \$1 million and \$2.5 million							
CEO/Executive Director	62	\$133,789	\$70,054	\$83,250	\$117,390	\$165,507	\$214,951
Top Finance Position	7	\$90,313			\$84,000		
Top Operations Position	8	\$98,958			\$106,841		
Between \$2.5 million and \$5 million							
CEO/Executive Director	40	\$174,706	\$83,533	\$124,261	\$151,430	\$214,604	\$273,122
Top Finance Position	11	\$104,896		\$87,490	\$110,457	\$122,770	
Top Operations Position	5	\$105,454			\$115,147		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Health Support							
Between \$5 million and \$10 million							
CEO/Executive Director	28	\$198,513	\$112,498	\$136,870	\$197,850	\$228,192	\$308,982
Top Finance Position	14	\$134,568		\$99,500	\$117,429	\$170,745	
Top Operations Position	5	\$139,372			\$146,188		
Between \$10 million and \$25 million							
CEO/Executive Director	28	\$234,238	\$120,931	\$149,077	\$188,955	\$321,717	\$393,796
Top Business Position	6	\$152,596			\$147,885		
Top Finance Position	13	\$170,650		\$130,009	\$148,843	\$187,344	
Top Operations Position	8	\$131,390			\$132,142		
Top Technology Position	8	\$177,292			\$169,732		
Between \$25 million and \$50 million							
CEO/Executive Director	9	\$353,012			\$257,404		
Top Finance Position	6	\$199,086			\$177,629		
Greater than \$50 million							
CEO/Executive Director	25	\$671,694	\$278,547	\$343,483	\$568,978	\$854,089	\$1,198,049
Top Business Position	5	\$295,053			\$345,890		
Top Finance Position	20	\$283,188	\$146,187	\$160,739	\$213,916	\$350,238	\$468,161
Top Human Resources Position	6	\$331,746			\$337,819		
Top Legal Position	6	\$471,634			\$399,689		
Top Operations Position	16	\$400,092		\$213,553	\$295,735	\$494,529	
Top PR/Communications Position	6	\$327,133			\$374,639		
Top Technology Position	9	\$352,205			\$356,198		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Home Health Care							
\$250 thousand or less							
CEO/Executive Director	13	\$47,055		\$33,000	\$47,978	\$60,000	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$60,990			\$54,678		
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$100,548		\$58,250	\$92,646	\$113,361	
Between \$1 million and \$2.5 million							
CEO/Executive Director	39	\$116,615	\$57,606	\$74,880	\$96,191	\$110,409	\$158,597
Top Administrative Position	10	\$103,577		\$63,975	\$85,100	\$124,878	
Top Finance Position	11	\$101,119		\$58,261	\$80,508	\$119,774	
Between \$2.5 million and \$5 million							
CEO/Executive Director	32	\$144,315	\$83,842	\$105,054	\$116,344	\$149,298	\$181,873
Top Administrative Position	5	\$162,665			\$131,920		
Top Finance Position	11	\$114,306		\$82,674	\$98,793	\$120,237	
Between \$5 million and \$10 million							
CEO/Executive Director	34	\$161,419	\$109,645	\$125,169	\$143,111	\$171,332	\$234,191
Top Finance Position	19	\$111,506		\$96,580	\$111,404	\$122,467	
Top Operations Position	10	\$169,211		\$129,121	\$140,448	\$148,710	
Between \$10 million and \$25 million							
CEO/Executive Director	51	\$249,315	\$153,825	\$180,104	\$231,326	\$280,197	\$337,934
Top Administrative Position	12	\$174,628		\$124,683	\$147,279	\$172,784	
Top Business Position	6	\$154,578			\$145,326		
Top Finance Position	36	\$146,756	\$109,595	\$121,325	\$143,973	\$171,021	\$185,876
Top Human Resources Position	8	\$134,326			\$129,531		
Top Operations Position	27	\$164,045	\$111,869	\$120,361	\$154,416	\$172,992	\$203,184
Top Technology Position	9	\$166,095			\$144,508		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Home Health Care							
Between \$25 million and \$50 million							
CEO/Executive Director	22	\$341,385	\$197,951	\$224,092	\$278,819	\$416,963	\$520,109
Top Administrative Position	8	\$150,806			\$162,111		
Top Business Position	7	\$195,041			\$140,891		
Top Finance Position	18	\$203,336		\$148,346	\$177,678	\$213,129	
Top Human Resources Position	11	\$165,258		\$143,689	\$168,621	\$181,433	
Top Operations Position	13	\$214,296		\$174,452	\$214,231	\$245,816	
Top Technology Position	9	\$215,418			\$157,648		
Greater than \$50 million							
CEO/Executive Director	19	\$432,674		\$329,267	\$407,245	\$510,088	
Top Administrative Position	5	\$218,371			\$245,463		
Top Business Position	11	\$227,680		\$192,232	\$232,415	\$250,847	
Top Finance Position	16	\$248,793		\$183,949	\$225,021	\$265,575	
Top Operations Position	19	\$231,992		\$175,441	\$194,997	\$290,062	
Health—General and Rehabilitative: Hospitals							
\$250 thousand or less							
CEO/Executive Director	12	\$63,779		\$52,515	\$58,859	\$66,911	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	\$75,639		\$47,280	\$65,093	\$81,423	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$97,166	\$37,417	\$58,393	\$76,446	\$149,464	\$157,055
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	\$112,822	\$65,831	\$74,865	\$97,514	\$118,901	\$216,416
Top Finance Position	5	\$115,756			\$84,190		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Hospitals							
Between \$2.5 million and \$5 million							
CEO/Executive Director	28	\$208,189	\$110,076	\$146,502	\$195,316	\$266,561	\$333,109
Top Development Position	7	\$195,237			\$161,588		
Top Finance Position	11	\$165,501		\$97,957	\$124,999	\$225,752	
Top Operations Position	10	\$140,974		\$128,436	\$149,225	\$178,924	
Between \$5 million and \$10 million							
CEO/Executive Director	35	\$244,730	\$88,797	\$110,136	\$159,600	\$273,189	\$635,337
Top Administrative Position	11	\$167,502		\$134,610	\$143,746	\$200,354	
Top Finance Position	16	\$146,627		\$90,828	\$97,780	\$152,474	
Top Operations Position	8	\$138,555			\$136,679		
Between \$10 million and \$25 million							
CEO/Executive Director	56	\$279,311	\$142,694	\$164,532	\$205,082	\$265,373	\$385,687
Top Administrative Position	13	\$187,387		\$144,253	\$167,301	\$230,422	
Top Development Position	7	\$203,085			\$154,404		
Top Finance Position	37	\$154,430	\$90,446	\$103,814	\$123,617	\$162,406	\$190,249
Top Operations Position	19	\$187,408		\$121,294	\$165,770	\$239,827	
Between \$25 million and \$50 million							
CEO/Executive Director	33	\$305,809	\$130,131	\$206,727	\$252,022	\$324,819	\$505,437
Top Administrative Position	10	\$202,836		\$145,055	\$177,323	\$264,307	
Top Development Position	5	\$206,411			\$212,650		
Top Finance Position	26	\$166,609	\$78,755	\$127,855	\$144,278	\$193,325	\$231,770
Top Human Resources Position	6	\$334,304			\$164,036		
Top Operations Position	13	\$169,417		\$129,466	\$166,967	\$181,771	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Hospitals							
Greater than \$50 million							
CEO/Executive Director	98	\$1,037,481	\$211,848	\$345,898	\$685,832	\$1,151,785	\$2,161,902
Top Administrative Position	29	\$302,900	\$169,762	\$203,379	\$279,271	\$389,605	\$505,873
Top Business Position	8	\$618,132			\$349,071		
Top Development Position	10	\$591,675		\$314,720	\$438,226	\$742,612	
Top Facilities Position	11	\$368,004		\$284,279	\$347,182	\$369,529	
Top Finance Position	84	\$475,190	\$172,919	\$229,239	\$355,024	\$626,077	\$1,006,515
Top Human Resources Position	39	\$485,138	\$159,069	\$208,035	\$376,784	\$562,947	\$795,393
Top Legal Position	20	\$681,212	\$261,976	\$402,041	\$609,473	\$749,909	\$990,768
Top Marketing Position	7	\$403,831			\$464,033		
Top Operations Position	59	\$586,019	\$195,392	\$293,811	\$393,588	\$790,410	\$1,182,597
Top PR/Communications Position	9	\$353,766			\$329,559		
Top Technology Position	36	\$485,393	\$183,362	\$241,324	\$382,495	\$520,999	\$837,113

Health—General and Rehabilitative: Management & Technical Assistance

Between \$250 thousand and \$500 thousand

CEO/Executive Director	12	\$79,213		\$60,005	\$75,648	\$94,002	
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Between \$500 thousand and \$1 million

CEO/Executive Director	9	\$93,155			\$78,000		
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Between \$1 million and \$2.5 million

CEO/Executive Director	17	\$172,053		\$116,722	\$168,956	\$212,400	
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Between \$2.5 million and \$5 million

CEO/Executive Director	7	\$285,255			\$213,152		
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Between \$5 million and \$10 million

CEO/Executive Director	8	\$296,944			\$186,281		
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Management & Technical Assistance							
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$1,068,675			\$590,412		
Greater than \$50 million							
CEO/Executive Director	8	\$1,778,573			\$827,977		
Top Finance Position	6	\$629,449			\$237,858		
Top Operations Position	7	\$990,639			\$469,984		

Health—General and Rehabilitative: Nursing

\$250 thousand or less							
CEO/Executive Director	5	\$61,341			\$66,446		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$141,859			\$130,000		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$156,703			\$126,502		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$130,566			\$142,133		
Top Finance Position	6	\$98,826			\$95,415		
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$255,579			\$178,726		
Top Administrative Position	6	\$174,072			\$153,264		
Top Finance Position	9	\$214,932			\$144,558		
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$271,403			\$245,031		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Nursing Facilities							
\$250 thousand or less							
CEO/Executive Director	7	\$47,517			\$40,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$56,759			\$55,204		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$88,394			\$87,121		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$128,911		\$70,922	\$109,556	\$194,515	
Top Administrative Position	11	\$79,919		\$65,876	\$76,228	\$86,828	
Between \$2.5 million and \$5 million							
CEO/Executive Director	22	\$166,573	\$100,815	\$109,763	\$125,177	\$205,234	\$317,704
Top Administrative Position	48	\$93,786	\$64,020	\$82,124	\$92,867	\$104,012	\$119,974
Top Finance Position	12	\$114,325		\$81,083	\$105,628	\$149,638	
Top Operations Position	6	\$164,909			\$155,526		
Between \$5 million and \$10 million							
CEO/Executive Director	82	\$137,223	\$54,356	\$99,122	\$124,001	\$152,644	\$222,756
Top Administrative Position	82	\$122,494	\$87,033	\$98,341	\$122,122	\$147,593	\$164,219
Top Business Position	7	\$92,865			\$96,192		
Top Finance Position	42	\$124,499	\$35,242	\$69,496	\$83,516	\$115,346	\$153,250

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Nursing Facilities							
Between \$10 million and \$25 million							
CEO/Executive Director	153	\$214,503	\$124,243	\$150,914	\$193,343	\$249,716	\$344,493
Top Administrative Position	136	\$151,317	\$107,886	\$120,595	\$142,427	\$173,809	\$204,048
Top Business Position	5	\$161,851			\$135,895		
Top Development Position	8	\$182,589			\$164,750		
Top Facilities Position	5	\$165,951			\$142,335		
Top Finance Position	103	\$147,115	\$89,504	\$105,162	\$131,774	\$171,055	\$213,896
Top Human Resources Position	14	\$155,832		\$115,954	\$138,063	\$168,514	
Top Operations Position	24	\$129,003	\$62,795	\$101,906	\$125,686	\$172,353	\$187,294
Between \$25 million and \$50 million							
CEO/Executive Director	45	\$267,418	\$140,919	\$202,960	\$240,374	\$304,599	\$369,620
Top Administrative Position	36	\$173,853	\$121,241	\$139,467	\$160,703	\$192,324	\$247,940
Top Development Position	5	\$135,249			\$131,798		
Top Facilities Position	5	\$146,477			\$127,959		
Top Finance Position	39	\$197,386	\$119,035	\$148,754	\$171,175	\$207,514	\$251,839
Top Human Resources Position	15	\$136,470		\$123,410	\$134,854	\$151,950	
Top Marketing Position	7	\$145,460			\$134,477		
Top Operations Position	13	\$189,017		\$159,900	\$164,381	\$197,219	
Top Technology Position	8	\$158,989			\$144,151		
Greater than \$50 million							
CEO/Executive Director	25	\$469,226	\$214,524	\$262,903	\$382,626	\$559,515	\$914,550
Top Administrative Position	17	\$210,772		\$149,932	\$181,631	\$240,686	
Top Finance Position	23	\$257,562	\$170,630	\$190,073	\$248,823	\$316,923	\$388,085
Top Human Resources Position	6	\$209,559			\$197,863		
Top Marketing Position	7	\$183,157			\$165,025		
Top Operations Position	15	\$270,184		\$198,722	\$222,838	\$302,148	
Top Program Position	6	\$193,935			\$173,297		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Organ & Tissue Banks							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$111,136			\$85,082		
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$191,574		\$129,938	\$178,000	\$256,030	
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$260,309		\$183,920	\$232,494	\$298,169	
Top Operations Position	5	\$149,702			\$146,599		
Between \$10 million and \$25 million							
CEO/Executive Director	15	\$301,414		\$265,693	\$297,424	\$312,642	
Top Finance Position	7	\$184,388			\$184,584		
Top Operations Position	9	\$179,569			\$174,262		
Between \$25 million and \$50 million							
CEO/Executive Director	13	\$485,610		\$436,877	\$487,512	\$579,221	
Top Finance Position	10	\$247,842		\$219,485	\$260,318	\$281,238	
Top Human Resources Position	6	\$217,773			\$194,986		
Top Operations Position	8	\$302,576			\$311,349		
Top Technology Position	6	\$193,525			\$176,782		
Greater than \$50 million							
CEO/Executive Director	10	\$594,003		\$474,526	\$539,738	\$680,344	
Top Business Position	5	\$237,306			\$221,119		
Top Finance Position	10	\$359,758		\$318,339	\$343,981	\$401,153	
Top Operations Position	5	\$312,790			\$338,585		
Top Technology Position	5	\$257,941			\$223,169		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Patient & Family Support							
\$250 thousand or less							
CEO/Executive Director	37	\$35,657	\$20,000	\$24,600	\$34,100	\$45,770	\$54,239
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	\$66,378	\$35,294	\$52,000	\$66,977	\$73,000	\$91,449
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$92,965	\$64,425	\$75,348	\$87,666	\$104,192	\$123,873
Between \$1 million and \$2.5 million							
CEO/Executive Director	28	\$112,579	\$84,223	\$90,728	\$113,735	\$126,617	\$146,876
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$182,642		\$150,658	\$181,515	\$229,225	
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$186,465			\$185,482		

Health—General and Rehabilitative: Professional Societies & Associations

\$250 thousand or less							
CEO/Executive Director	7	\$53,425			\$57,200		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$89,927			\$86,886		
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$134,417		\$102,121	\$123,936	\$157,154	
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	\$156,254		\$110,303	\$129,123	\$187,749	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Professional Societies & Associations							
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	\$194,936		\$124,780	\$160,811	\$240,353	
Top Finance Position	5	\$155,008			\$128,140		
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$239,212		\$206,744	\$246,572	\$298,372	
Top Development Position	5	\$132,094			\$125,187		
Top Finance Position	5	\$159,378			\$147,724		
Top Operations Position	5	\$153,089			\$143,924		
Between \$10 million and \$25 million							
CEO/Executive Director	13	\$440,361		\$340,756	\$485,531	\$537,805	
Top Education Position	6	\$189,345			\$189,366		
Top Finance Position	9	\$174,321			\$162,718		
Top Human Resources Position	7	\$183,549			\$194,880		
Top Marketing Position	8	\$203,590			\$194,621		
Top Operations Position	8	\$228,669			\$226,087		
Top PR/Communications Position	5	\$182,234			\$181,853		
Top Technology Position	6	\$188,235			\$177,144		
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$397,407			\$453,388		
Top Finance Position	6	\$270,059			\$267,961		
Top Technology Position	5	\$238,991			\$252,826		

Health—General and Rehabilitative: Public Health

\$250 thousand or less

CEO/Executive Director	84	\$46,738	\$20,443	\$30,000	\$43,642	\$60,706	\$74,454
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501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Public Health							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	68	\$78,596	\$39,789	\$54,259	\$72,361	\$89,262	\$127,095
Between \$500 thousand and \$1 million							
CEO/Executive Director	67	\$91,043	\$48,012	\$59,615	\$84,481	\$113,842	\$142,635
Top Operations Position	7	\$73,455			\$69,070		
Between \$1 million and \$2.5 million							
CEO/Executive Director	97	\$113,961	\$60,142	\$78,844	\$106,005	\$133,966	\$173,740
Top Finance Position	8	\$92,930			\$96,165		
Between \$2.5 million and \$5 million							
CEO/Executive Director	47	\$172,874	\$83,316	\$107,351	\$155,161	\$224,873	\$290,040
Top Finance Position	13	\$132,299		\$89,827	\$123,769	\$184,110	
Top Operations Position	16	\$148,076		\$108,302	\$143,262	\$173,158	
Top Program Position	6	\$150,948			\$131,381		
Between \$5 million and \$10 million							
CEO/Executive Director	37	\$176,740	\$95,980	\$127,128	\$172,741	\$197,675	\$284,330
Top Finance Position	17	\$119,118		\$72,884	\$116,502	\$140,585	
Top Operations Position	10	\$128,021		\$101,121	\$127,885	\$141,186	
Between \$10 million and \$25 million							
CEO/Executive Director	26	\$280,032	\$168,029	\$199,919	\$239,921	\$326,958	\$397,716
Top Business Position	6	\$205,396			\$182,578		
Top Development Position	6	\$176,649			\$134,218		
Top Finance Position	17	\$171,875		\$141,334	\$161,405	\$179,997	
Top Human Resources Position	5	\$162,094			\$128,419		
Top Operations Position	16	\$199,692		\$131,804	\$181,302	\$248,248	
Top Program Position	5	\$160,878			\$161,780		
Top Technology Position	6	\$216,480			\$154,446		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Public Health							
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$314,646			\$347,047		
Top Finance Position	6	\$162,018			\$168,754		
Greater than \$50 million							
CEO/Executive Director	12	\$486,989		\$198,598	\$376,897	\$527,068	
Top Finance Position	10	\$386,241		\$215,245	\$284,843	\$417,322	
Top Legal Position	5	\$456,717			\$398,065		
Top Operations Position	8	\$376,091			\$316,447		
Top Program Position	5	\$254,718			\$261,866		
Top Technology Position	5	\$319,906			\$295,785		
Health—General and Rehabilitative: Rehabilitative Care							
\$250 thousand or less							
CEO/Executive Director	34	\$45,770	\$22,491	\$29,977	\$41,283	\$58,662	\$71,322
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	\$55,750	\$33,454	\$44,200	\$54,586	\$63,580	\$84,173
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$86,082	\$44,260	\$60,883	\$79,285	\$107,570	\$138,215
Between \$1 million and \$2.5 million							
CEO/Executive Director	51	\$107,064	\$69,242	\$78,974	\$96,467	\$126,733	\$152,332
Top Finance Position	8	\$71,688			\$60,158		
Between \$2.5 million and \$5 million							
CEO/Executive Director	35	\$117,930	\$69,985	\$91,321	\$110,824	\$133,794	\$175,138
Top Finance Position	10	\$83,402		\$68,144	\$73,912	\$78,422	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Rehabilitative Care							
Between \$5 million and \$10 million							
CEO/Executive Director	26	\$140,911	\$68,563	\$87,849	\$129,872	\$169,165	\$191,092
Top Finance Position	14	\$130,874		\$82,459	\$107,316	\$150,377	
Between \$10 million and \$25 million							
CEO/Executive Director	23	\$190,314	\$98,062	\$120,666	\$166,726	\$201,259	\$315,527
Top Administrative Position	7	\$137,198			\$129,135		
Top Finance Position	10	\$129,985		\$102,837	\$128,252	\$150,333	
Top Operations Position	6	\$153,363			\$155,165		
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$336,159			\$323,076		
Top Finance Position	5	\$191,248			\$191,443		
Greater than \$50 million							
CEO/Executive Director	7	\$1,013,528			\$544,633		

Health—General and Rehabilitative: Reproductive Health Care

\$250 thousand or less

CEO/Executive Director	58	\$37,819	\$21,609	\$30,020	\$38,563	\$44,459	\$50,610
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	34	\$56,322	\$35,086	\$42,492	\$53,345	\$68,200	\$77,400
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Between \$500 thousand and \$1 million

CEO/Executive Director	35	\$69,593	\$39,379	\$51,790	\$67,291	\$77,607	\$104,474
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Between \$1 million and \$2.5 million

CEO/Executive Director	29	\$90,703	\$51,718	\$69,007	\$81,442	\$110,211	\$139,553
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Reproductive Health Care							
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	\$159,388		\$99,639	\$134,298	\$190,189	
Top Finance Position	6	\$92,211			\$93,035		
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$189,782			\$223,226		
Top Finance Position	6	\$113,884			\$105,890		
Between \$10 million and \$25 million							
CEO/Executive Director	11	\$227,554		\$156,496	\$196,769	\$299,690	
Top Finance Position	8	\$134,916			\$126,177		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$354,428			\$368,259		
Top Finance Position	6	\$219,099			\$212,169		
Top Operations Position	7	\$255,216			\$230,069		

Health—General and Rehabilitative: Research Institutes & Public Policy Analysis

\$250 thousand or less							
CEO/Executive Director	6	\$53,974			\$59,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$105,636			\$107,057		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$155,386			\$159,035		
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$207,867		\$161,970	\$197,713	\$256,844	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Research Institutes & Public Policy Analysis							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$330,939			\$286,183		
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$250,791			\$218,951		
Top Finance Position	5	\$143,916			\$129,146		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$440,240			\$339,162		
Greater than \$50 million							
CEO/Executive Director	6	\$1,267,774			\$1,030,015		
Top Finance Position	6	\$598,539			\$404,665		
Top Operations Position	5	\$443,953			\$517,416		

Health—General and Rehabilitative: Single Organization Support

\$250 thousand or less							
CEO/Executive Director	24	\$48,057	\$21,602	\$23,265	\$44,653	\$63,152	\$79,803
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	\$86,868		\$58,800	\$82,953	\$97,993	
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	\$133,464	\$48,550	\$84,290	\$107,290	\$124,749	\$213,849
Between \$1 million and \$2.5 million							
CEO/Executive Director	30	\$184,493	\$86,668	\$110,963	\$132,382	\$208,161	\$280,405
Top Development Position	9	\$112,458			\$124,988		
Top Finance Position	6	\$160,986			\$102,399		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Single Organization Support							
Between \$2.5 million and \$5 million							
CEO/Executive Director	28	\$242,944	\$120,793	\$158,438	\$207,767	\$278,151	\$380,445
Top Development Position	7	\$148,761			\$132,710		
Top Finance Position	6	\$199,770			\$105,770		
Top Operations Position	7	\$178,313			\$147,915		
Between \$5 million and \$10 million							
CEO/Executive Director	15	\$327,842		\$208,448	\$318,002	\$399,514	
Top Development Position	8	\$163,105			\$142,736		
Top Finance Position	5	\$247,601			\$195,230		
Between \$10 million and \$25 million							
CEO/Executive Director	12	\$353,073		\$235,043	\$267,553	\$376,064	
Top Finance Position	8	\$219,114			\$185,889		
Top Operations Position	5	\$251,185			\$202,302		
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$583,349			\$478,670		
Top Development Position	5	\$269,890			\$256,087		
Greater than \$50 million							
CEO/Executive Director	17	\$908,478		\$443,099	\$858,418	\$1,116,305	
Top Finance Position	10	\$555,186		\$228,610	\$482,377	\$853,613	
Top Operations Position	10	\$393,928		\$206,745	\$313,298	\$432,740	
Top Technology Position	6	\$406,761			\$333,433		

Health—General and Rehabilitative: Specialty Hospitals

Between \$10 million and \$25 million

CEO/Executive Director	7	\$337,706			\$194,093		
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Specialty Hospitals							
Between \$25 million and \$50 million							
CEO/Executive Director	9	\$396,195			\$438,474		
Top Finance Position	5	\$195,129			\$192,815		
Top Operations Position	6	\$215,993			\$222,742		
Greater than \$50 million							
CEO/Executive Director	56	\$1,107,903	\$396,209	\$593,060	\$832,605	\$1,400,287	\$2,346,351
Top Administrative Position	13	\$485,360		\$349,554	\$503,592	\$634,367	
Top Business Position	8	\$359,509			\$336,113		
Top Development Position	17	\$375,451		\$278,864	\$332,158	\$491,727	
Top Facilities Position	12	\$632,837		\$235,293	\$375,465	\$577,055	
Top Finance Position	44	\$560,457	\$242,336	\$318,419	\$456,387	\$776,081	\$1,048,438
Top Human Resources Position	30	\$411,720	\$195,920	\$231,630	\$328,609	\$501,253	\$708,821
Top Legal Position	21	\$554,634	\$227,276	\$389,036	\$543,432	\$754,432	\$878,285
Top Marketing Position	9	\$327,944			\$335,660		
Top Operations Position	37	\$581,288	\$168,952	\$243,973	\$423,181	\$723,874	\$1,266,229
Top PR/Communications Position	8	\$393,411			\$446,223		
Top Program Position	9	\$417,900			\$281,464		
Top Technology Position	32	\$444,679	\$229,451	\$331,564	\$426,878	\$543,856	\$672,679

Health—General and Rehabilitative: Support N.E.C.

\$250 thousand or less

CEO/Executive Director	5	\$45,064			\$54,890		
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	8	\$94,222			\$97,955		
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Support N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$106,001			\$105,540		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$147,838		\$79,702	\$146,721	\$200,483	
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$1,009,448			\$621,203		
Top Finance Position	5	\$422,372			\$300,139		
Greater than \$50 million							
CEO/Executive Director	6	\$1,111,203			\$1,205,400		
Top Finance Position	5	\$1,103,214			\$936,738		

Housing, Shelter: Alliances & Advocacy

\$250 thousand or less							
CEO/Executive Director	10	\$51,095		\$38,334	\$52,569	\$62,035	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	\$71,989		\$53,434	\$72,250	\$88,668	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$90,171		\$56,030	\$80,182	\$97,658	
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	\$106,762		\$83,193	\$107,015	\$132,004	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$113,630			\$88,393		
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$185,851			\$125,367		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Fund Raising & Fund Distribution							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$72,127			\$64,792		
Housing, Shelter: Home Improvement & Repairs							
\$250 thousand or less							
CEO/Executive Director	14	\$48,204		\$35,789	\$50,600	\$62,701	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$54,848		\$40,825	\$59,539	\$67,939	
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$68,942	\$46,473	\$54,256	\$62,931	\$80,747	\$95,759
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$103,052		\$92,031	\$98,872	\$108,878	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$126,171			\$134,425		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$140,982			\$129,250		
Housing, Shelter: Homeless Shelters							
\$250 thousand or less							
CEO/Executive Director	88	\$41,910	\$22,740	\$30,701	\$41,291	\$52,097	\$59,234

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Homeless Shelters							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	111	\$54,531	\$32,365	\$42,006	\$54,741	\$65,057	\$74,259
Top Finance Position	5	\$31,449			\$30,764		
Top Program Position	5	\$45,537			\$41,983		
Between \$500 thousand and \$1 million							
CEO/Executive Director	128	\$65,421	\$38,551	\$47,619	\$64,053	\$77,495	\$91,761
Top Finance Position	5	\$50,736			\$43,904		
Between \$1 million and \$2.5 million							
CEO/Executive Director	114	\$83,902	\$54,450	\$65,745	\$79,102	\$93,548	\$123,341
Top Finance Position	14	\$61,361		\$54,127	\$65,902	\$68,110	
Between \$2.5 million and \$5 million							
CEO/Executive Director	89	\$118,478	\$78,223	\$93,491	\$114,542	\$137,644	\$172,214
Top Development Position	5	\$113,819			\$111,745		
Top Finance Position	29	\$88,325	\$61,833	\$72,435	\$77,752	\$109,243	\$121,631
Top Operations Position	8	\$80,714			\$79,490		
Between \$5 million and \$10 million							
CEO/Executive Director	49	\$129,808	\$82,470	\$103,106	\$133,023	\$148,621	\$175,350
Top Development Position	6	\$117,518			\$114,875		
Top Finance Position	17	\$103,405		\$99,028	\$104,789	\$124,728	
Top Operations Position	8	\$119,319			\$119,070		
Between \$10 million and \$25 million							
CEO/Executive Director	27	\$184,994	\$125,749	\$140,270	\$170,297	\$243,081	\$266,289
Top Development Position	7	\$127,487			\$125,579		
Top Finance Position	12	\$122,675		\$85,122	\$120,033	\$155,077	
Top Operations Position	5	\$153,963			\$150,737		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Homeless Shelters							
Between \$25 million and \$50 million							
CEO/Executive Director	9	\$230,057			\$254,309		
Top Finance Position	8	\$151,064			\$151,220		
Top Program Position	6	\$141,757			\$141,583		
Housing, Shelter: Homeowners & Tenants Associations							
\$250 thousand or less							
CEO/Executive Director	18	\$54,296		\$31,625	\$43,225	\$61,630	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$73,949		\$53,279	\$74,571	\$83,943	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$91,220			\$89,548		
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$151,046		\$88,735	\$116,468	\$197,074	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$126,368			\$120,247		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$122,218			\$96,788		
Housing, Shelter: Housing & Shelter N.E.C.							
\$250 thousand or less							
CEO/Executive Director	21	\$41,227	\$17,500	\$22,846	\$40,000	\$50,824	\$57,775

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Housing & Shelter N.E.C.							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	27	\$62,654	\$40,322	\$50,090	\$60,365	\$72,766	\$88,996
Between \$500 thousand and \$1 million							
CEO/Executive Director	60	\$78,835	\$51,752	\$62,341	\$73,566	\$91,356	\$112,670
Between \$1 million and \$2.5 million							
CEO/Executive Director	53	\$89,483	\$42,301	\$67,000	\$84,800	\$105,994	\$145,064
Top Administrative Position	5	\$67,952			\$68,096		
Top Finance Position	7	\$77,097			\$68,096		
Between \$2.5 million and \$5 million							
CEO/Executive Director	33	\$148,061	\$86,314	\$101,213	\$137,368	\$149,736	\$237,953
Top Finance Position	9	\$101,837			\$75,084		
Top Operations Position	5	\$126,962			\$99,858		
Between \$5 million and \$10 million							
CEO/Executive Director	16	\$158,378		\$107,823	\$139,741	\$174,337	
Top Finance Position	8	\$126,370			\$104,112		
Top Operations Position	5	\$147,008			\$119,090		
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$221,240			\$207,430		

Housing, Shelter: Housing Development, Construction, & Management

\$250 thousand or less							
CEO/Executive Director	120	\$44,808	\$21,180	\$31,031	\$40,817	\$53,047	\$70,693
Top Finance Position	6	\$34,372			\$31,930		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Housing Development, Construction, & Management							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	129	\$65,820	\$30,887	\$44,800	\$59,272	\$77,145	\$106,340
Between \$500 thousand and \$1 million							
CEO/Executive Director	194	\$77,340	\$42,454	\$52,750	\$70,026	\$91,133	\$118,625
Top Finance Position	13	\$74,355		\$50,000	\$55,750	\$69,992	
Between \$1 million and \$2.5 million							
CEO/Executive Director	288	\$99,721	\$58,002	\$70,263	\$85,903	\$112,792	\$145,869
Top Administrative Position	5	\$76,897			\$65,273		
Top Development Position	5	\$132,688			\$120,633		
Top Finance Position	36	\$88,292	\$46,941	\$59,714	\$76,380	\$119,224	\$137,864
Top Operations Position	15	\$102,162		\$66,843	\$90,923	\$134,125	
Between \$2.5 million and \$5 million							
CEO/Executive Director	165	\$135,676	\$85,633	\$97,711	\$120,000	\$161,151	\$197,431
Top Administrative Position	7	\$107,692			\$117,921		
Top Development Position	11	\$140,272		\$118,960	\$131,899	\$138,068	
Top Facilities Position	7	\$139,392			\$139,819		
Top Finance Position	55	\$104,733	\$51,689	\$82,139	\$100,541	\$134,431	\$160,406
Top Operations Position	20	\$124,561	\$75,878	\$86,668	\$106,591	\$163,772	\$183,956
Between \$5 million and \$10 million							
CEO/Executive Director	110	\$189,982	\$99,544	\$123,084	\$155,599	\$194,145	\$263,573
Top Administrative Position	10	\$112,671		\$94,906	\$107,441	\$140,558	
Top Development Position	13	\$141,947		\$118,445	\$132,020	\$157,699	
Top Facilities Position	5	\$144,682			\$127,927		
Top Finance Position	52	\$130,870	\$77,594	\$93,552	\$113,522	\$158,611	\$178,323
Top Operations Position	18	\$161,532		\$111,991	\$120,596	\$184,172	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Housing Development, Construction, & Management							
Between \$10 million and \$25 million							
CEO/Executive Director	56	\$216,172	\$110,314	\$160,118	\$206,088	\$253,031	\$315,988
Top Administrative Position	6	\$113,404			\$114,286		
Top Development Position	21	\$172,535	\$124,291	\$138,925	\$172,324	\$190,337	\$203,172
Top Facilities Position	6	\$162,376			\$149,601		
Top Finance Position	36	\$152,289	\$80,435	\$118,080	\$159,271	\$178,626	\$204,333
Top Human Resources Position	7	\$165,697			\$158,449		
Top Operations Position	20	\$175,660	\$120,331	\$145,758	\$175,875	\$188,540	\$267,861
Between \$25 million and \$50 million							
CEO/Executive Director	11	\$371,927		\$172,801	\$272,825	\$551,190	
Top Finance Position	8	\$197,113			\$178,087		
Top Operations Position	7	\$250,466			\$176,511		
Greater than \$50 million							
CEO/Executive Director	7	\$343,545			\$284,687		
Top Operations Position	5	\$225,445			\$252,397		

Housing, Shelter: Housing Expense Reduction Support

\$250 thousand or less							
CEO/Executive Director	6	\$25,155			\$23,331		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$90,489			\$84,227		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$79,022			\$70,051		
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$97,102		\$77,883	\$85,000	\$111,176	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Housing Expense Reduction Support							
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$137,180			\$130,799		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$223,369			\$252,341		
Housing, Shelter: Housing Rehabilitation							
\$250 thousand or less							
CEO/Executive Director	10	\$48,255		\$35,222	\$39,798	\$56,625	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$67,780		\$52,352	\$60,000	\$79,638	
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$91,315	\$57,689	\$75,855	\$81,500	\$103,067	\$141,309
Between \$1 million and \$2.5 million							
CEO/Executive Director	32	\$88,183	\$63,608	\$72,945	\$90,592	\$101,130	\$119,504
Top Finance Position	5	\$89,641			\$74,868		
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$154,012		\$125,172	\$157,018	\$190,210	
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$167,283		\$145,069	\$152,362	\$194,521	
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$242,663			\$247,414		
Top Finance Position	5	\$161,505			\$140,073		
Top Operations Position	5	\$219,016			\$198,487		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Housing Search Assistance							
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$124,567			\$108,605		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$139,007			\$130,819		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$180,722			\$182,966		

Housing, Shelter: Housing Support

\$250 thousand or less							
CEO/Executive Director	35	\$44,997	\$21,640	\$30,351	\$40,000	\$54,104	\$70,070
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	42	\$66,716	\$39,082	\$46,253	\$63,030	\$74,760	\$95,144
Between \$500 thousand and \$1 million							
CEO/Executive Director	61	\$85,158	\$57,050	\$69,461	\$81,250	\$99,123	\$125,000
Between \$1 million and \$2.5 million							
CEO/Executive Director	65	\$115,725	\$63,841	\$79,990	\$100,256	\$134,560	\$171,302
Top Finance Position	9	\$86,704			\$77,669		
Between \$2.5 million and \$5 million							
CEO/Executive Director	36	\$150,955	\$87,940	\$103,388	\$135,424	\$182,296	\$212,509
Top Finance Position	15	\$131,276		\$84,217	\$110,729	\$180,334	
Top Operations Position	7	\$113,097			\$107,266		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Housing Support							
Between \$5 million and \$10 million							
CEO/Executive Director	23	\$174,443	\$133,687	\$137,325	\$156,231	\$182,165	\$241,201
Top Finance Position	11	\$124,795		\$86,726	\$91,840	\$165,184	
Top Operations Position	6	\$169,025			\$151,139		
Between \$10 million and \$25 million							
CEO/Executive Director	10	\$197,862		\$139,050	\$156,845	\$198,856	
Top Finance Position	9	\$135,372			\$120,413		
Housing, Shelter: Independent Housing for People with Disabilities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$83,313			\$88,301		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$82,260			\$83,924		
Housing, Shelter: Low Income & Subsidized Rental Housing							
\$250 thousand or less							
CEO/Executive Director	23	\$53,282	\$17,636	\$37,125	\$49,734	\$66,125	\$73,788
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$62,982		\$35,827	\$45,161	\$67,957	
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$97,044	\$43,016	\$56,957	\$71,970	\$91,652	\$132,726

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Low Income & Subsidized Rental Housing							
Between \$1 million and \$2.5 million							
CEO/Executive Director	36	\$127,208	\$47,599	\$65,760	\$96,694	\$141,152	\$237,190
Top Administrative Position	6	\$77,562			\$74,532		
Top Finance Position	8	\$96,634			\$87,137		
Between \$2.5 million and \$5 million							
CEO/Executive Director	20	\$144,611	\$57,352	\$96,612	\$129,883	\$156,056	\$233,228
Top Finance Position	5	\$109,914			\$97,211		
Between \$5 million and \$10 million							
CEO/Executive Director	21	\$158,102	\$90,407	\$112,990	\$136,758	\$199,334	\$229,549
Top Finance Position	9	\$171,891			\$155,851		
Between \$10 million and \$25 million							
CEO/Executive Director	12	\$169,717		\$111,841	\$157,650	\$188,936	
Top Finance Position	8	\$138,083			\$141,912		
Top Operations Position	7	\$155,240			\$157,188		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$373,628			\$258,478		
Greater than \$50 million							
CEO/Executive Director	7	\$543,428			\$449,771		
Top Finance Position	7	\$278,676			\$310,528		

Housing, Shelter: Management & Technical Assistance

\$250 thousand or less

CEO/Executive Director	6	\$67,945			\$65,475		
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Senior Citizens Housing & Retirement Communities							
\$250 thousand or less							
CEO/Executive Director	20	\$45,778	\$23,600	\$28,535	\$40,628	\$51,261	\$72,155
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	\$81,335	\$45,308	\$53,115	\$76,935	\$93,549	\$120,071
Top Administrative Position	11	\$58,326		\$46,076	\$50,271	\$56,262	
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$83,708	\$48,361	\$51,517	\$75,508	\$99,529	\$138,759
Top Administrative Position	15	\$61,654		\$53,659	\$59,877	\$67,660	
Between \$1 million and \$2.5 million							
CEO/Executive Director	77	\$110,614	\$58,137	\$76,181	\$95,884	\$126,860	\$173,585
Top Administrative Position	18	\$86,888		\$61,708	\$89,500	\$108,884	
Top Finance Position	13	\$104,899		\$56,320	\$95,049	\$121,776	
Between \$2.5 million and \$5 million							
CEO/Executive Director	45	\$159,377	\$78,848	\$92,802	\$137,395	\$177,787	\$262,921
Top Administrative Position	17	\$96,780		\$80,246	\$93,486	\$113,966	
Top Finance Position	13	\$164,133		\$105,634	\$144,924	\$176,032	
Top Operations Position	6	\$209,369			\$153,364		
Between \$5 million and \$10 million							
CEO/Executive Director	54	\$177,263	\$76,345	\$113,293	\$146,578	\$205,679	\$271,918
Top Administrative Position	13	\$125,753		\$112,185	\$126,791	\$141,925	
Top Finance Position	26	\$149,152	\$71,270	\$80,800	\$118,371	\$197,908	\$268,339
Top Operations Position	8	\$213,112			\$211,817		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Senior Citizens Housing & Retirement Communities							
Between \$10 million and \$25 million							
CEO/Executive Director	63	\$212,353	\$125,447	\$147,090	\$195,040	\$249,680	\$318,631
Top Administrative Position	29	\$134,544	\$107,330	\$115,427	\$128,705	\$149,378	\$164,262
Top Business Position	8	\$131,638			\$129,189		
Top Facilities Position	7	\$116,301			\$113,748		
Top Finance Position	36	\$150,084	\$84,522	\$106,937	\$145,203	\$186,919	\$227,942
Top Human Resources Position	8	\$132,898			\$125,514		
Top Marketing Position	16	\$147,824		\$114,537	\$146,392	\$153,392	
Top Operations Position	11	\$168,844		\$134,973	\$145,862	\$210,992	
Between \$25 million and \$50 million							
CEO/Executive Director	29	\$329,391	\$158,866	\$211,988	\$233,998	\$298,235	\$405,588
Top Administrative Position	6	\$138,121			\$136,597		
Top Business Position	10	\$132,705		\$125,113	\$130,293	\$137,082	
Top Facilities Position	5	\$136,121			\$136,514		
Top Finance Position	15	\$188,982		\$144,027	\$175,243	\$241,545	
Top Human Resources Position	7	\$127,975			\$125,803		
Top Marketing Position	9	\$147,553			\$133,702		
Top Operations Position	5	\$213,694			\$197,194		
Greater than \$50 million							
CEO/Executive Director	9	\$389,679			\$248,032		
Top Business Position	8	\$183,874			\$153,415		
Top Finance Position	8	\$229,530			\$166,730		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Single Organization Support							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$89,989			\$74,814		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$72,598		\$47,145	\$75,852	\$101,679	
Housing, Shelter: Temporary Housing							
\$250 thousand or less							
CEO/Executive Director	21	\$33,373	\$17,834	\$20,000	\$30,500	\$43,690	\$49,302
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	\$58,380		\$46,458	\$52,541	\$62,677	
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$61,944	\$32,615	\$34,160	\$58,000	\$79,089	\$101,774
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	\$91,924	\$52,784	\$71,040	\$96,184	\$114,993	\$132,763
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$149,988		\$112,152	\$133,341	\$172,744	
Human Services—Multipurpose and Other: Adoption							
\$250 thousand or less							
CEO/Executive Director	37	\$47,471	\$24,896	\$32,500	\$47,925	\$54,615	\$69,516
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	\$75,731	\$37,127	\$49,000	\$68,454	\$80,741	\$154,446

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Adoption							
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	\$84,340	\$37,259	\$61,199	\$81,383	\$104,080	\$129,184
Top Finance Position	6	\$92,843			\$77,994		
Between \$1 million and \$2.5 million							
CEO/Executive Director	45	\$107,306	\$63,974	\$83,511	\$111,081	\$131,782	\$148,176
Top Finance Position	6	\$87,576			\$82,022		
Top Operations Position	7	\$80,315			\$92,686		
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$117,416		\$98,542	\$111,481	\$133,011	
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$202,010		\$153,780	\$177,259	\$202,422	
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$218,410			\$213,818		
Top Finance Position	7	\$143,943			\$138,859		

Human Services—Multipurpose and Other: Adult Day Care

\$250 thousand or less							
CEO/Executive Director	8	\$43,114			\$41,340		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$43,763		\$27,300	\$48,745	\$56,636	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$77,456			\$73,926		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$93,543		\$62,942	\$79,928	\$120,755	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Adult Day Care							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$121,801			\$111,385		
Human Services—Multipurpose and Other: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	48	\$45,882	\$24,000	\$30,811	\$44,491	\$53,744	\$71,395
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	27	\$60,729	\$34,640	\$53,177	\$67,512	\$72,453	\$78,137
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	\$80,752	\$40,000	\$56,395	\$76,520	\$102,449	\$125,523
Between \$1 million and \$2.5 million							
CEO/Executive Director	50	\$116,150	\$74,781	\$87,527	\$104,998	\$139,334	\$180,972
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	\$147,272		\$101,560	\$133,778	\$167,789	
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$183,750			\$141,642		
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$220,142			\$159,557		
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$234,193			\$216,850		
Top Finance Position	5	\$140,313			\$118,810		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Blind & Visually Impaired Centers							
\$250 thousand or less							
CEO/Executive Director	9	\$34,040			\$32,359		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$60,430		\$45,269	\$58,684	\$69,193	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$78,740	\$56,401	\$68,419	\$79,618	\$94,385	\$111,813
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$107,125		\$82,951	\$98,575	\$116,899	
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	\$151,098		\$109,117	\$128,371	\$159,294	
Top Finance Position	7	\$114,617			\$118,735		
Between \$5 million and \$10 million							
CEO/Executive Director	15	\$217,406		\$167,520	\$218,387	\$244,619	
Top Finance Position	9	\$126,568			\$122,965		
Between \$10 million and \$25 million							
CEO/Executive Director	13	\$273,506		\$226,411	\$258,718	\$316,898	
Top Development Position	5	\$161,670			\$155,334		
Top Finance Position	11	\$173,475		\$124,935	\$158,318	\$224,835	
Top Operations Position	5	\$193,071			\$156,419		
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$396,415			\$393,308		
Top Finance Position	5	\$223,888			\$219,821		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
\$250 thousand or less							
CEO/Executive Director	165	\$45,628	\$20,613	\$30,115	\$43,690	\$55,700	\$71,852
Top Finance Position	7	\$33,220			\$26,228		
Top Program Position	8	\$31,299			\$27,907		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	118	\$62,841	\$34,463	\$45,392	\$62,304	\$77,615	\$93,778
Top Finance Position	6	\$33,539			\$27,099		
Between \$500 thousand and \$1 million							
CEO/Executive Director	136	\$81,751	\$55,608	\$64,097	\$72,374	\$89,458	\$118,605
Top Administrative Position	5	\$70,526			\$66,492		
Top Finance Position	10	\$73,483		\$57,923	\$70,424	\$90,786	
Top Program Position	5	\$81,742			\$52,620		
Between \$1 million and \$2.5 million							
CEO/Executive Director	184	\$97,999	\$59,573	\$72,760	\$88,916	\$112,082	\$138,199
Top Finance Position	29	\$70,556	\$32,367	\$48,177	\$69,707	\$77,049	\$104,945
Top Operations Position	9	\$80,650			\$85,668		
Between \$2.5 million and \$5 million							
CEO/Executive Director	112	\$110,876	\$67,961	\$82,714	\$102,569	\$124,354	\$156,313
Top Finance Position	21	\$92,037	\$62,458	\$67,385	\$77,795	\$102,621	\$113,404
Top Operations Position	9	\$116,696			\$106,886		
Between \$5 million and \$10 million							
CEO/Executive Director	75	\$137,339	\$80,755	\$104,593	\$126,123	\$147,688	\$207,591
Top Finance Position	33	\$104,693	\$64,259	\$75,522	\$98,079	\$116,980	\$165,693
Top Operations Position	9	\$94,798			\$90,913		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
Between \$10 million and \$25 million							
CEO/Executive Director	69	\$185,490	\$103,616	\$125,684	\$159,700	\$208,530	\$274,310
Top Administrative Position	5	\$138,271			\$133,936		
Top Development Position	5	\$151,207			\$141,471		
Top Finance Position	46	\$134,626	\$82,696	\$100,528	\$114,593	\$157,475	\$195,551
Top Human Resources Position	8	\$152,027			\$139,747		
Top Operations Position	9	\$122,303			\$122,585		
Top Program Position	8	\$155,366			\$127,300		
Between \$25 million and \$50 million							
CEO/Executive Director	14	\$291,664		\$206,303	\$315,598	\$333,601	
Top Finance Position	14	\$183,114		\$134,326	\$156,017	\$217,534	
Top Operations Position	11	\$167,045		\$145,953	\$156,840	\$179,932	
Greater than \$50 million							
CEO/Executive Director	18	\$318,873		\$185,707	\$320,360	\$409,703	
Top Finance Position	14	\$221,995		\$186,197	\$217,754	\$242,840	
Top Human Resources Position	6	\$172,343			\$178,130		
Top Operations Position	8	\$201,994			\$203,011		
Top Technology Position	8	\$175,940			\$162,443		

Human Services—Multipurpose and Other: Child Day Care

\$250 thousand or less

CEO/Executive Director	103	\$38,633	\$19,094	\$25,970	\$35,098	\$47,458	\$67,028
Top Finance Position	20	\$33,088	\$17,174	\$20,099	\$31,375	\$39,968	\$44,069
Top Program Position	14	\$38,511		\$25,289	\$29,381	\$45,296	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Child Day Care							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	188	\$50,234	\$25,824	\$37,005	\$46,761	\$59,989	\$74,467
Top Administrative Position	15	\$40,793		\$32,503	\$39,000	\$50,894	
Top Finance Position	16	\$39,687		\$36,331	\$40,613	\$45,245	
Top Program Position	15	\$56,077		\$38,096	\$54,110	\$66,872	
Between \$500 thousand and \$1 million							
CEO/Executive Director	255	\$63,255	\$35,782	\$44,736	\$56,057	\$73,838	\$96,709
Top Administrative Position	14	\$47,555		\$34,085	\$47,328	\$61,592	
Top Finance Position	14	\$51,527		\$32,392	\$51,799	\$59,588	
Top Program Position	8	\$52,589			\$53,088		
Between \$1 million and \$2.5 million							
CEO/Executive Director	286	\$82,437	\$46,779	\$60,000	\$73,806	\$96,349	\$125,060
Top Administrative Position	11	\$66,376		\$56,212	\$60,453	\$66,465	
Top Education Position	6	\$82,425			\$79,814		
Top Finance Position	27	\$75,489	\$32,858	\$43,698	\$53,931	\$86,640	\$145,451
Top Operations Position	8	\$64,806			\$63,382		
Between \$2.5 million and \$5 million							
CEO/Executive Director	110	\$112,037	\$68,230	\$86,243	\$104,641	\$131,429	\$153,338
Top Finance Position	20	\$75,950	\$46,003	\$53,143	\$70,057	\$94,318	\$114,031
Top Operations Position	7	\$92,931			\$96,275		
Between \$5 million and \$10 million							
CEO/Executive Director	62	\$134,882	\$78,823	\$98,883	\$123,533	\$159,735	\$200,434
Top Finance Position	26	\$107,145	\$60,612	\$68,903	\$94,911	\$115,416	\$136,045
Top Operations Position	5	\$109,771			\$79,521		
Top Program Position	7	\$117,045			\$98,527		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Child Day Care							
Between \$10 million and \$25 million							
CEO/Executive Director	37	\$148,973	\$101,274	\$116,343	\$136,250	\$171,442	\$207,253
Top Finance Position	24	\$115,801	\$81,378	\$87,970	\$107,971	\$128,970	\$157,771
Top Program Position	7	\$109,772			\$124,441		
Between \$25 million and \$50 million							
CEO/Executive Director	8	\$168,835			\$172,222		
Top Finance Position	5	\$119,215			\$116,109		
Human Services—Multipurpose and Other: Children & Youth Services							
\$250 thousand or less							
CEO/Executive Director	181	\$44,632	\$24,000	\$31,963	\$41,337	\$54,000	\$65,500
Top Finance Position	6	\$39,824			\$38,482		
Top Program Position	10	\$28,040		\$18,617	\$27,677	\$31,613	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	166	\$60,828	\$33,893	\$47,563	\$58,143	\$70,433	\$90,000
Top Finance Position	7	\$55,315			\$45,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	203	\$79,791	\$49,157	\$59,556	\$72,940	\$91,562	\$115,596
Top Finance Position	10	\$87,327		\$46,138	\$51,962	\$59,521	
Top Operations Position	6	\$69,062			\$76,505		
Top Program Position	8	\$59,655			\$51,491		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Children & Youth Services							
Between \$1 million and \$2.5 million							
CEO/Executive Director	254	\$101,356	\$63,180	\$75,346	\$95,303	\$120,931	\$142,689
Top Development Position	5	\$97,207			\$100,163		
Top Finance Position	27	\$68,583	\$44,330	\$54,683	\$63,537	\$83,179	\$101,823
Top Operations Position	16	\$82,306		\$66,244	\$84,046	\$102,494	
Top Program Position	7	\$84,849			\$69,505		
Between \$2.5 million and \$5 million							
CEO/Executive Director	170	\$134,607	\$82,784	\$99,014	\$128,364	\$160,803	\$206,835
Top Administrative Position	5	\$95,537			\$92,032		
Top Business Position	6	\$101,577			\$105,599		
Top Development Position	13	\$121,393		\$109,440	\$127,160	\$136,226	
Top Finance Position	45	\$90,062	\$57,143	\$73,157	\$91,310	\$104,126	\$129,885
Top Operations Position	17	\$105,138		\$85,666	\$91,522	\$129,329	
Top Program Position	8	\$99,038			\$104,805		
Between \$5 million and \$10 million							
CEO/Executive Director	132	\$169,947	\$101,528	\$125,621	\$159,599	\$196,420	\$248,765
Top Administrative Position	6	\$112,910			\$109,649		
Top Development Position	23	\$123,611	\$83,259	\$101,456	\$126,163	\$140,522	\$171,221
Top Finance Position	73	\$111,211	\$66,953	\$87,100	\$107,925	\$127,431	\$155,995
Top Human Resources Position	5	\$101,352			\$100,996		
Top Operations Position	33	\$144,262	\$98,502	\$110,000	\$129,832	\$141,755	\$179,039
Top Program Position	20	\$116,818	\$101,258	\$108,663	\$120,237	\$126,660	\$137,669

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Children & Youth Services							
Between \$10 million and \$25 million							
CEO/Executive Director	131	\$215,382	\$128,341	\$155,459	\$191,247	\$251,722	\$328,639
Top Administrative Position	9	\$159,706			\$151,541		
Top Business Position	5	\$146,673			\$159,563		
Top Development Position	30	\$149,087	\$105,532	\$116,775	\$140,232	\$159,326	\$200,254
Top Education Position	5	\$132,833			\$125,767		
Top Finance Position	95	\$132,539	\$88,734	\$101,078	\$128,840	\$150,614	\$195,116
Top Human Resources Position	14	\$129,177		\$109,251	\$125,695	\$137,855	
Top Marketing Position	10	\$146,496		\$124,189	\$148,893	\$157,261	
Top Operations Position	43	\$165,139	\$106,131	\$115,164	\$147,239	\$193,051	\$236,578
Top PR/Communications Position	6	\$140,407			\$124,587		
Top Program Position	40	\$131,230	\$89,357	\$111,693	\$123,589	\$140,328	\$182,736
Top Technology Position	9	\$118,959			\$117,942		
Between \$25 million and \$50 million							
CEO/Executive Director	52	\$252,140	\$142,338	\$174,122	\$230,579	\$302,484	\$379,562
Top Administrative Position	7	\$142,578			\$118,634		
Top Development Position	10	\$165,846		\$148,686	\$172,325	\$178,384	
Top Finance Position	37	\$166,233	\$102,067	\$126,334	\$158,948	\$200,494	\$234,479
Top Human Resources Position	15	\$144,181		\$123,140	\$139,098	\$177,419	
Top Operations Position	24	\$160,139	\$118,298	\$135,760	\$147,580	\$182,676	\$223,987
Top Program Position	11	\$146,243		\$114,554	\$144,844	\$170,617	
Top Technology Position	12	\$139,424		\$114,197	\$133,979	\$137,340	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Children & Youth Services							
Greater than \$50 million							
CEO/Executive Director	38	\$429,273	\$183,902	\$219,384	\$352,446	\$446,314	\$542,495
Top Development Position	10	\$189,726		\$169,414	\$179,810	\$192,078	
Top Finance Position	35	\$261,380	\$131,738	\$160,699	\$207,110	\$241,539	\$265,230
Top Human Resources Position	16	\$165,621		\$149,459	\$171,524	\$182,992	
Top Legal Position	7	\$268,454			\$197,753		
Top Operations Position	24	\$249,091	\$120,262	\$168,353	\$223,379	\$253,317	\$274,023
Top PR/Communications Position	5	\$164,620			\$149,384		
Top Program Position	13	\$209,190		\$164,794	\$199,074	\$250,000	
Top Technology Position	19	\$158,488		\$127,231	\$149,885	\$189,636	

Human Services—Multipurpose and Other: Deaf & Hearing Impaired Centers

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$59,954			\$61,515		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$87,456			\$77,146		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$93,180		\$81,008	\$91,042	\$97,890	

Human Services—Multipurpose and Other: Developmentally Disabled Centers

\$250 thousand or less							
CEO/Executive Director	82	\$41,978	\$19,280	\$25,302	\$40,580	\$52,581	\$64,445
Top Finance Position	7	\$37,419			\$28,150		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Developmentally Disabled Centers							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	80	\$53,964	\$29,102	\$40,461	\$57,008	\$66,273	\$76,854
Between \$500 thousand and \$1 million							
CEO/Executive Director	131	\$71,698	\$45,000	\$55,477	\$67,569	\$82,798	\$100,000
Top Finance Position	8	\$54,605			\$54,202		
Between \$1 million and \$2.5 million							
CEO/Executive Director	222	\$90,720	\$50,011	\$62,573	\$83,546	\$109,899	\$134,395
Top Administrative Position	9	\$70,360			\$60,962		
Top Finance Position	25	\$71,685	\$45,924	\$52,634	\$61,167	\$86,218	\$115,101
Top Operations Position	13	\$83,585		\$60,408	\$74,654	\$108,680	
Top Program Position	6	\$53,330			\$55,410		
Between \$2.5 million and \$5 million							
CEO/Executive Director	182	\$114,846	\$70,355	\$86,381	\$107,506	\$129,968	\$170,098
Top Finance Position	52	\$94,792	\$49,381	\$61,155	\$77,048	\$104,148	\$124,151
Top Operations Position	14	\$93,482		\$70,566	\$87,380	\$110,127	
Between \$5 million and \$10 million							
CEO/Executive Director	243	\$133,213	\$82,293	\$102,235	\$125,336	\$155,266	\$190,856
Top Administrative Position	8	\$114,806			\$114,926		
Top Business Position	5	\$78,487			\$76,238		
Top Development Position	7	\$99,065			\$113,246		
Top Finance Position	100	\$92,586	\$59,825	\$73,486	\$86,973	\$107,445	\$126,504
Top Human Resources Position	7	\$102,428			\$114,968		
Top Operations Position	23	\$111,329	\$70,429	\$84,157	\$106,523	\$128,604	\$148,964
Top Program Position	12	\$108,621		\$100,650	\$112,941	\$123,016	

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Developmentally Disabled Centers							
Between \$10 million and \$25 million							
CEO/Executive Director	245	\$171,760	\$103,022	\$129,268	\$160,676	\$197,738	\$262,356
Top Administrative Position	10	\$129,847		\$119,322	\$122,536	\$137,727	
Top Development Position	11	\$129,362		\$114,119	\$123,573	\$142,630	
Top Finance Position	153	\$120,674	\$78,831	\$94,485	\$115,196	\$133,855	\$164,998
Top Human Resources Position	15	\$117,160		\$102,414	\$114,110	\$134,561	
Top Operations Position	54	\$133,234	\$87,992	\$104,211	\$130,685	\$150,477	\$179,709
Top Program Position	12	\$130,587		\$113,140	\$127,417	\$158,296	
Top Technology Position	5	\$108,177			\$114,417		
Between \$25 million and \$50 million							
CEO/Executive Director	81	\$218,818	\$139,889	\$183,044	\$210,808	\$251,541	\$309,347
Top Administrative Position	9	\$153,760			\$134,833		
Top Business Position	5	\$170,872			\$161,993		
Top Development Position	11	\$138,464		\$118,468	\$148,487	\$155,570	
Top Finance Position	63	\$142,645	\$96,427	\$114,413	\$140,911	\$170,086	\$190,455
Top Human Resources Position	20	\$131,314	\$112,269	\$122,029	\$128,835	\$142,277	\$148,324
Top Operations Position	30	\$148,309	\$114,660	\$117,726	\$151,295	\$164,439	\$180,667
Top Program Position	15	\$139,194		\$117,812	\$127,373	\$157,492	
Top Technology Position	11	\$131,025		\$114,366	\$131,562	\$146,261	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Developmentally Disabled Centers							
Greater than \$50 million							
CEO/Executive Director	66	\$347,556	\$184,777	\$247,045	\$299,284	\$440,543	\$569,897
Top Administrative Position	8	\$181,883			\$157,425		
Top Business Position	7	\$149,095			\$154,233		
Top Development Position	15	\$179,511		\$147,172	\$169,483	\$197,235	
Top Facilities Position	5	\$173,834			\$163,830		
Top Finance Position	62	\$202,590	\$129,146	\$147,752	\$174,235	\$235,488	\$303,355
Top Human Resources Position	36	\$179,318	\$127,178	\$137,582	\$161,702	\$205,418	\$267,884
Top Legal Position	7	\$275,113			\$266,595		
Top Operations Position	33	\$233,267	\$124,020	\$158,718	\$204,907	\$298,928	\$371,314
Top PR/Communications Position	6	\$169,339			\$160,511		
Top Program Position	15	\$173,639		\$139,840	\$156,833	\$202,680	
Top Technology Position	20	\$178,841	\$134,651	\$144,219	\$162,809	\$198,230	\$252,290

Human Services—Multipurpose and Other: Emergency Assistance

\$250 thousand or less

CEO/Executive Director	71	\$34,906	\$17,400	\$23,117	\$34,005	\$44,719	\$54,720
Top Finance Position	5	\$31,494			\$30,000		

Between \$250 thousand and \$500 thousand

CEO/Executive Director	64	\$45,834	\$27,521	\$35,308	\$42,425	\$53,516	\$69,936
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Between \$500 thousand and \$1 million

CEO/Executive Director	86	\$58,204	\$32,267	\$42,510	\$57,683	\$68,774	\$84,602
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501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Emergency Assistance							
Between \$1 million and \$2.5 million							
CEO/Executive Director	107	\$76,239	\$43,233	\$58,415	\$74,666	\$95,406	\$108,942
Top Finance Position	10	\$60,948		\$40,941	\$58,804	\$74,084	
Top Operations Position	7	\$58,849			\$56,259		
Between \$2.5 million and \$5 million							
CEO/Executive Director	61	\$96,663	\$62,136	\$76,084	\$94,119	\$111,882	\$130,525
Top Finance Position	14	\$74,009		\$51,797	\$72,309	\$89,178	
Top Operations Position	8	\$76,126			\$71,776		
Between \$5 million and \$10 million							
CEO/Executive Director	30	\$115,006	\$68,015	\$78,330	\$118,206	\$137,284	\$161,880
Top Finance Position	13	\$81,981		\$71,020	\$85,224	\$98,231	
Top Operations Position	7	\$90,753			\$95,248		
Between \$10 million and \$25 million							
CEO/Executive Director	26	\$133,241	\$78,709	\$98,337	\$125,040	\$153,365	\$214,322
Top Finance Position	15	\$99,445		\$80,460	\$101,815	\$121,302	
Between \$25 million and \$50 million							
CEO/Executive Director	10	\$177,307		\$98,203	\$179,073	\$222,290	
Top Finance Position	9	\$145,275			\$133,460		
Greater than \$50 million							
CEO/Executive Director	6	\$198,776			\$209,617		
Top Finance Position	6	\$170,521			\$174,350		
Top Operations Position	6	\$146,221			\$141,426		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Ethnic & Immigrant Centers							
\$250 thousand or less							
CEO/Executive Director	62	\$41,062	\$22,532	\$27,848	\$37,150	\$49,979	\$63,668
Top Finance Position	6	\$32,634			\$25,590		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	64	\$57,497	\$32,100	\$40,898	\$54,237	\$69,755	\$85,398
Between \$500 thousand and \$1 million							
CEO/Executive Director	64	\$74,393	\$43,948	\$58,625	\$69,881	\$86,666	\$107,979
Between \$1 million and \$2.5 million							
CEO/Executive Director	66	\$97,405	\$61,480	\$75,103	\$88,861	\$109,200	\$153,241
Top Finance Position	8	\$70,245			\$69,552		
Between \$2.5 million and \$5 million							
CEO/Executive Director	37	\$125,356	\$87,369	\$98,202	\$114,528	\$138,110	\$174,660
Top Finance Position	8	\$97,399			\$76,764		
Between \$5 million and \$10 million							
CEO/Executive Director	22	\$141,248	\$91,582	\$109,137	\$142,501	\$168,164	\$208,057
Top Finance Position	8	\$113,927			\$114,045		
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$191,051			\$180,337		
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$287,528			\$258,276		
Top Finance Position	5	\$199,756			\$221,757		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Family Counseling							
\$250 thousand or less							
CEO/Executive Director	72	\$50,483	\$22,626	\$28,763	\$48,544	\$64,575	\$85,017
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	51	\$70,612	\$39,587	\$52,094	\$64,686	\$90,544	\$101,913
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	\$84,409	\$50,211	\$61,336	\$79,523	\$95,802	\$127,382
Between \$1 million and \$2.5 million							
CEO/Executive Director	34	\$97,397	\$67,520	\$74,954	\$92,626	\$110,879	\$135,799
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	\$123,449		\$104,732	\$119,146	\$152,159	
Top Finance Position	6	\$72,983			\$76,715		
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$121,491			\$125,145		
Top Finance Position	5	\$87,073			\$77,722		

Human Services—Multipurpose and Other: Family Services

\$250 thousand or less							
CEO/Executive Director	171	\$40,625	\$19,096	\$26,675	\$38,420	\$50,097	\$61,430
Top Finance Position	9	\$48,679			\$45,760		
Top Program Position	6	\$29,397			\$26,476		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	101	\$57,154	\$32,500	\$45,500	\$55,690	\$68,536	\$79,460
Top Finance Position	6	\$37,881			\$40,211		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Family Services							
Between \$500 thousand and \$1 million							
CEO/Executive Director	130	\$77,996	\$47,619	\$57,260	\$73,017	\$93,130	\$115,351
Top Finance Position	6	\$60,652			\$63,281		
Between \$1 million and \$2.5 million							
CEO/Executive Director	168	\$97,340	\$58,323	\$72,495	\$91,473	\$113,507	\$140,596
Top Finance Position	21	\$66,797	\$27,332	\$46,879	\$73,200	\$88,509	\$102,186
Top Operations Position	9	\$69,578			\$66,060		
Top Program Position	6	\$74,358			\$71,407		
Between \$2.5 million and \$5 million							
CEO/Executive Director	94	\$120,892	\$82,166	\$97,258	\$111,857	\$138,139	\$166,436
Top Finance Position	27	\$91,219	\$59,178	\$72,299	\$85,678	\$104,401	\$128,530
Top Operations Position	8	\$85,171			\$81,013		
Top Program Position	5	\$112,370			\$103,625		
Between \$5 million and \$10 million							
CEO/Executive Director	67	\$157,006	\$80,181	\$114,390	\$139,755	\$183,217	\$233,997
Top Administrative Position	6	\$118,321			\$113,753		
Top Development Position	6	\$131,782			\$132,007		
Top Finance Position	32	\$101,316	\$69,189	\$84,947	\$104,916	\$121,015	\$134,865
Top Operations Position	11	\$128,117		\$85,693	\$123,346	\$153,369	
Top Program Position	7	\$129,522			\$123,067		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Family Services							
Between \$10 million and \$25 million							
CEO/Executive Director	59	\$187,959	\$117,330	\$146,754	\$173,664	\$216,349	\$274,524
Top Administrative Position	7	\$122,863			\$120,954		
Top Development Position	11	\$131,405		\$118,117	\$123,023	\$154,826	
Top Finance Position	45	\$123,850	\$78,259	\$100,917	\$118,369	\$154,539	\$165,043
Top Human Resources Position	5	\$116,763			\$133,489		
Top Operations Position	19	\$130,625		\$109,352	\$132,242	\$170,603	
Top Program Position	7	\$143,149			\$120,807		
Between \$25 million and \$50 million							
CEO/Executive Director	21	\$247,736	\$152,752	\$184,372	\$219,173	\$299,793	\$347,367
Top Development Position	6	\$140,748			\$142,111		
Top Finance Position	18	\$150,447		\$118,482	\$144,157	\$178,353	
Top Human Resources Position	6	\$135,650			\$137,056		
Top Operations Position	9	\$172,511			\$170,842		
Top Program Position	5	\$139,086			\$144,992		
Top Technology Position	5	\$143,452			\$149,265		
Greater than \$50 million							
CEO/Executive Director	13	\$303,250		\$236,070	\$298,406	\$322,173	
Top Finance Position	12	\$212,662		\$165,131	\$202,438	\$223,509	
Top Operations Position	7	\$193,894			\$187,659		
Top Technology Position	5	\$184,765			\$173,036		

Human Services—Multipurpose and Other: Family Services for Adolescent Parents

\$250 thousand or less

CEO/Executive Director	22	\$36,524	\$22,542	\$26,264	\$32,964	\$44,507	\$56,500
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Family Services for Adolescent Parents							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	\$52,878		\$41,173	\$52,463	\$62,415	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$83,058			\$81,061		
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	\$90,227		\$80,195	\$85,604	\$105,577	

Human Services—Multipurpose and Other: Family Violence Shelters

\$250 thousand or less

CEO/Executive Director	27	\$48,332	\$31,522	\$39,750	\$49,725	\$56,677	\$66,859
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	56	\$56,298	\$42,263	\$48,013	\$54,728	\$62,061	\$76,976
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Between \$500 thousand and \$1 million

CEO/Executive Director	132	\$63,195	\$44,223	\$52,855	\$62,273	\$71,060	\$85,858
Top Finance Position	7	\$53,592			\$46,725		

Between \$1 million and \$2.5 million

CEO/Executive Director	201	\$88,063	\$60,490	\$71,756	\$84,430	\$102,197	\$120,586
Top Finance Position	29	\$64,618	\$42,947	\$54,379	\$62,258	\$74,618	\$84,136

Between \$2.5 million and \$5 million

CEO/Executive Director	73	\$112,612	\$78,089	\$94,153	\$111,004	\$127,284	\$142,659
Top Finance Position	35	\$83,100	\$53,561	\$70,755	\$82,459	\$103,067	\$111,377
Top Operations Position	7	\$102,265			\$105,827		
Top Program Position	5	\$90,991			\$93,757		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Family Violence Shelters							
Between \$5 million and \$10 million							
CEO/Executive Director	28	\$142,247	\$99,387	\$114,474	\$131,999	\$164,704	\$194,528
Top Development Position	7	\$105,342			\$110,164		
Top Finance Position	13	\$91,384		\$89,843	\$102,791	\$113,527	
Top Operations Position	9	\$112,381			\$117,443		
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$192,793			\$166,384		
Top Finance Position	5	\$124,315			\$133,621		

Human Services—Multipurpose and Other: Financial Counseling

\$250 thousand or less

CEO/Executive Director	37	\$52,398	\$23,750	\$30,000	\$43,912	\$72,000	\$95,955
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	23	\$79,132	\$46,268	\$57,542	\$70,000	\$103,296	\$115,046
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Between \$500 thousand and \$1 million

CEO/Executive Director	23	\$96,336	\$34,187	\$56,812	\$75,166	\$107,530	\$161,480
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Between \$1 million and \$2.5 million

CEO/Executive Director	25	\$131,569	\$77,485	\$96,094	\$108,370	\$182,768	\$202,001
Top Finance Position	5	\$83,311			\$60,015		

Between \$2.5 million and \$5 million

CEO/Executive Director	14	\$209,321		\$138,060	\$163,491	\$302,192	
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Between \$5 million and \$10 million

CEO/Executive Director	8	\$225,376			\$210,593		
Top Finance Position	7	\$158,621			\$168,320		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Financial Counseling							
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$306,187			\$329,521		
Human Services—Multipurpose and Other: Foster Care							
\$250 thousand or less							
CEO/Executive Director	28	\$35,413	\$17,108	\$21,647	\$30,574	\$46,113	\$62,112
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	26	\$57,979	\$29,857	\$44,397	\$54,228	\$74,840	\$87,711
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	\$91,935	\$49,280	\$65,187	\$87,190	\$110,937	\$125,646
Between \$1 million and \$2.5 million							
CEO/Executive Director	73	\$106,680	\$54,605	\$80,731	\$100,086	\$130,833	\$146,813
Top Administrative Position	9	\$95,152			\$99,080		
Top Finance Position	9	\$63,113			\$57,692		
Between \$2.5 million and \$5 million							
CEO/Executive Director	49	\$136,100	\$85,841	\$100,680	\$128,864	\$162,514	\$194,469
Top Finance Position	14	\$92,729		\$72,417	\$88,301	\$117,707	
Between \$5 million and \$10 million							
CEO/Executive Director	24	\$155,118	\$104,407	\$125,649	\$138,332	\$177,276	\$212,445
Top Finance Position	10	\$110,547		\$87,911	\$103,251	\$127,984	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Foster Care							
Between \$10 million and \$25 million							
CEO/Executive Director	32	\$230,391	\$128,112	\$177,994	\$217,158	\$270,471	\$311,506
Top Development Position	5	\$109,943			\$124,544		
Top Finance Position	22	\$146,094	\$94,588	\$107,778	\$133,526	\$169,765	\$186,047
Top Operations Position	10	\$163,218		\$129,181	\$146,399	\$162,369	
Top Program Position	5	\$132,312			\$133,834		
Between \$25 million and \$50 million							
CEO/Executive Director	10	\$217,700		\$172,128	\$177,680	\$246,742	
Top Finance Position	9	\$142,843			\$134,981		
Top Operations Position	5	\$163,617			\$151,871		
Greater than \$50 million							
CEO/Executive Director	6	\$282,266			\$290,918		

Human Services—Multipurpose and Other: Fund Raising & Fund Distribution

\$250 thousand or less

CEO/Executive Director	18	\$36,932		\$24,592	\$35,200	\$45,598	
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	18	\$68,395		\$49,070	\$58,527	\$83,341	
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Between \$500 thousand and \$1 million

CEO/Executive Director	25	\$68,741	\$44,298	\$53,600	\$64,500	\$80,000	\$101,674
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Between \$1 million and \$2.5 million

CEO/Executive Director	27	\$104,627	\$55,187	\$68,417	\$95,062	\$127,921	\$188,565
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Fund Raising & Fund Distribution							
Between \$2.5 million and \$5 million							
CEO/Executive Director	17	\$140,679		\$110,555	\$131,037	\$154,759	
Top Finance Position	9	\$95,511			\$87,532		
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$147,968			\$147,993		
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$251,545			\$237,842		

Human Services—Multipurpose and Other: Gift Distribution

\$250 thousand or less							
CEO/Executive Director	12	\$53,931		\$40,963	\$50,278	\$66,236	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$65,840			\$58,000		

Human Services—Multipurpose and Other: Group Homes

\$250 thousand or less							
CEO/Executive Director	16	\$37,172		\$25,634	\$34,425	\$41,921	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	31	\$57,321	\$26,600	\$36,720	\$52,000	\$67,175	\$84,373
Top Finance Position	5	\$61,143			\$47,668		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Group Homes							
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	\$67,144	\$39,959	\$50,821	\$62,801	\$76,700	\$89,876
Top Administrative Position	5	\$57,656			\$63,433		
Top Finance Position	5	\$54,064			\$64,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	102	\$95,136	\$59,051	\$71,246	\$87,580	\$111,926	\$145,647
Top Administrative Position	13	\$79,994		\$65,752	\$73,639	\$101,700	
Top Finance Position	14	\$79,517		\$59,240	\$74,799	\$83,180	
Between \$2.5 million and \$5 million							
CEO/Executive Director	73	\$109,245	\$66,831	\$80,767	\$98,814	\$130,838	\$168,452
Top Administrative Position	5	\$96,158			\$98,474		
Top Finance Position	17	\$75,711		\$59,501	\$70,682	\$92,151	
Top Program Position	5	\$106,116			\$100,008		
Between \$5 million and \$10 million							
CEO/Executive Director	60	\$148,647	\$94,963	\$106,756	\$148,701	\$178,948	\$219,070
Top Finance Position	23	\$94,607	\$58,522	\$75,126	\$94,422	\$109,914	\$130,101
Top Operations Position	7	\$119,485			\$113,657		
Top Program Position	5	\$122,135			\$115,582		
Between \$10 million and \$25 million							
CEO/Executive Director	50	\$185,096	\$119,565	\$144,522	\$172,632	\$220,033	\$256,411
Top Finance Position	30	\$128,926	\$80,459	\$109,856	\$119,251	\$147,339	\$182,603
Top Operations Position	10	\$141,467		\$120,144	\$146,359	\$156,870	
Between \$25 million and \$50 million							
CEO/Executive Director	9	\$235,605			\$203,287		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Group Homes							
Greater than \$50 million							
CEO/Executive Director	6	\$297,579			\$282,927		
Top Finance Position	6	\$169,550			\$166,642		
Human Services—Multipurpose and Other: Half-Way House (Short-Term Residential Care)							
\$250 thousand or less							
CEO/Executive Director	7	\$36,679			\$31,600		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$93,635			\$82,425		
Human Services—Multipurpose and Other: Homeless Centers							
\$250 thousand or less							
CEO/Executive Director	50	\$45,527	\$25,920	\$35,000	\$43,448	\$56,778	\$69,761
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	47	\$54,764	\$28,471	\$46,058	\$56,012	\$68,000	\$77,792
Between \$500 thousand and \$1 million							
CEO/Executive Director	66	\$68,438	\$41,296	\$55,558	\$67,747	\$83,363	\$93,694
Between \$1 million and \$2.5 million							
CEO/Executive Director	92	\$91,969	\$55,234	\$66,400	\$90,791	\$108,613	\$127,607
Top Operations Position	8	\$67,885			\$68,752		
Between \$2.5 million and \$5 million							
CEO/Executive Director	56	\$116,050	\$80,610	\$96,259	\$108,537	\$138,972	\$151,095
Top Finance Position	15	\$70,320		\$49,186	\$81,172	\$89,635	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Homeless Centers							
Between \$5 million and \$10 million							
CEO/Executive Director	55	\$150,482	\$78,699	\$110,230	\$144,380	\$171,108	\$226,197
Top Development Position	12	\$144,079		\$107,436	\$118,440	\$137,124	
Top Finance Position	21	\$108,719	\$66,301	\$84,219	\$101,973	\$118,484	\$173,873
Top Operations Position	8	\$128,546			\$128,405		
Between \$10 million and \$25 million							
CEO/Executive Director	46	\$192,523	\$120,897	\$138,043	\$188,833	\$215,817	\$292,784
Top Development Position	14	\$140,058		\$116,968	\$135,504	\$159,247	
Top Finance Position	31	\$138,466	\$96,480	\$114,244	\$132,553	\$166,801	\$192,481
Top Human Resources Position	5	\$136,835			\$135,627		
Top Operations Position	22	\$135,674	\$98,735	\$109,369	\$129,770	\$160,130	\$175,337
Top Program Position	9	\$121,418			\$117,600		
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$189,213			\$175,359		
Top Finance Position	5	\$162,886			\$144,526		

Human Services—Multipurpose and Other: Hospices

\$250 thousand or less							
CEO/Executive Director	15	\$56,525		\$42,523	\$56,974	\$68,550	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	\$69,467		\$45,313	\$67,753	\$79,496	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$81,774		\$65,332	\$84,631	\$102,049	

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Hospices							
Between \$1 million and \$2.5 million							
CEO/Executive Director	43	\$111,442	\$73,445	\$84,533	\$95,230	\$120,146	\$148,165
Top Finance Position	6	\$119,178			\$78,046		
Between \$2.5 million and \$5 million							
CEO/Executive Director	39	\$127,271	\$85,704	\$95,838	\$119,076	\$142,669	\$151,892
Top Finance Position	10	\$109,101		\$69,871	\$89,471	\$106,027	
Between \$5 million and \$10 million							
CEO/Executive Director	43	\$149,316	\$94,454	\$123,050	\$140,293	\$174,313	\$203,411
Top Finance Position	17	\$99,571		\$83,938	\$100,658	\$116,728	
Between \$10 million and \$25 million							
CEO/Executive Director	54	\$211,213	\$148,094	\$165,820	\$190,968	\$236,882	\$281,810
Top Administrative Position	8	\$123,847			\$132,506		
Top Development Position	8	\$125,125			\$122,529		
Top Finance Position	37	\$146,175	\$105,536	\$120,289	\$131,779	\$163,912	\$197,341
Top Human Resources Position	9	\$139,942			\$122,709		
Top Operations Position	19	\$166,176		\$123,184	\$136,944	\$166,626	
Between \$25 million and \$50 million							
CEO/Executive Director	21	\$299,117	\$205,737	\$216,737	\$250,432	\$368,373	\$378,685
Top Finance Position	12	\$213,910		\$161,103	\$206,016	\$240,618	
Top Operations Position	8	\$179,855			\$198,609		
Greater than \$50 million							
CEO/Executive Director	11	\$512,598		\$438,114	\$502,897	\$583,449	
Top Finance Position	10	\$330,513		\$205,016	\$278,046	\$356,178	
Top Human Resources Position	8	\$197,270			\$189,222		
Top Operations Position	8	\$293,537			\$263,315		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Human Service Organizations							
\$250 thousand or less							
CEO/Executive Director	503	\$42,914	\$20,036	\$28,054	\$38,673	\$52,272	\$71,994
Top Administrative Position	10	\$35,256		\$17,941	\$28,876	\$48,658	
Top Finance Position	8	\$24,783			\$22,118		
Top Operations Position	8	\$34,194			\$31,500		
Top Program Position	15	\$32,178		\$25,180	\$30,000	\$37,584	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	309	\$58,345	\$31,200	\$42,396	\$54,147	\$69,865	\$85,910
Top Administrative Position	7	\$56,239			\$50,000		
Top Finance Position	11	\$40,757		\$27,950	\$41,000	\$50,550	
Top Operations Position	5	\$49,789			\$50,000		
Top Program Position	12	\$42,756		\$34,913	\$41,013	\$50,173	
Between \$500 thousand and \$1 million							
CEO/Executive Director	323	\$77,343	\$40,038	\$52,882	\$73,131	\$90,894	\$119,285
Top Finance Position	19	\$58,696		\$41,330	\$48,762	\$64,273	
Top Operations Position	7	\$67,055			\$52,024		
Between \$1 million and \$2.5 million							
CEO/Executive Director	409	\$96,615	\$53,688	\$70,443	\$88,674	\$110,361	\$146,606
Top Administrative Position	8	\$51,783			\$38,082		
Top Development Position	6	\$73,287			\$61,884		
Top Finance Position	52	\$77,854	\$34,988	\$50,783	\$63,589	\$92,446	\$134,428
Top Operations Position	20	\$119,922	\$54,939	\$65,201	\$85,939	\$106,978	\$128,714
Top Program Position	10	\$81,708		\$59,413	\$79,267	\$118,744	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Human Service Organizations							
Between \$2.5 million and \$5 million							
CEO/Executive Director	290	\$120,740	\$66,240	\$88,311	\$112,685	\$139,818	\$182,521
Top Development Position	15	\$117,995		\$104,661	\$126,417	\$141,051	
Top Finance Position	93	\$87,770	\$50,387	\$61,824	\$84,855	\$101,537	\$128,847
Top Operations Position	27	\$100,326	\$61,676	\$72,279	\$98,288	\$116,758	\$138,997
Top Program Position	10	\$115,160		\$86,114	\$107,188	\$119,756	
Between \$5 million and \$10 million							
CEO/Executive Director	272	\$138,959	\$76,036	\$95,089	\$124,265	\$159,251	\$212,474
Top Administrative Position	10	\$134,985		\$109,189	\$122,550	\$160,201	
Top Business Position	5	\$148,408			\$131,998		
Top Development Position	18	\$144,968		\$126,368	\$132,381	\$182,109	
Top Finance Position	155	\$99,771	\$61,478	\$76,047	\$93,340	\$114,151	\$139,281
Top Human Resources Position	10	\$98,162		\$71,246	\$95,384	\$126,558	
Top Marketing Position	7	\$131,454			\$125,992		
Top Operations Position	34	\$128,100	\$76,102	\$86,893	\$123,405	\$162,281	\$173,190
Top PR/Communications Position	6	\$156,226			\$147,258		
Top Program Position	22	\$109,719	\$68,746	\$78,794	\$113,248	\$131,716	\$152,969

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Human Service Organizations							
Between \$10 million and \$25 million							
CEO/Executive Director	277	\$171,743	\$105,248	\$124,599	\$155,322	\$201,267	\$258,598
Top Administrative Position	10	\$145,166		\$96,490	\$124,432	\$175,223	
Top Business Position	8	\$122,848			\$117,048		
Top Development Position	24	\$137,028	\$97,575	\$114,298	\$125,233	\$148,022	\$220,052
Top Education Position	5	\$110,844			\$114,007		
Top Finance Position	189	\$112,555	\$70,600	\$87,224	\$105,422	\$132,263	\$164,473
Top Human Resources Position	19	\$109,259		\$89,672	\$108,661	\$121,148	
Top Operations Position	75	\$154,895	\$84,713	\$109,844	\$132,775	\$160,803	\$197,699
Top PR/Communications Position	7	\$139,014			\$122,616		
Top Program Position	20	\$134,626	\$81,558	\$116,201	\$130,276	\$159,337	\$193,952
Top Technology Position	7	\$156,418			\$139,852		
Between \$25 million and \$50 million							
CEO/Executive Director	117	\$231,202	\$130,985	\$168,996	\$217,613	\$277,899	\$364,288
Top Administrative Position	10	\$145,007		\$132,608	\$137,865	\$155,919	
Top Business Position	7	\$153,827			\$144,246		
Top Development Position	22	\$145,642	\$117,620	\$122,789	\$141,138	\$161,504	\$197,298
Top Finance Position	96	\$151,381	\$103,808	\$119,351	\$143,270	\$172,937	\$218,284
Top Human Resources Position	29	\$145,618	\$109,850	\$120,317	\$144,011	\$161,400	\$177,731
Top Marketing Position	10	\$142,773		\$125,811	\$132,058	\$148,777	
Top Operations Position	48	\$162,606	\$106,366	\$118,871	\$158,967	\$190,827	\$241,464
Top PR/Communications Position	5	\$130,494			\$130,544		
Top Program Position	16	\$155,236		\$125,569	\$156,194	\$178,796	
Top Technology Position	12	\$131,163		\$115,421	\$123,649	\$143,281	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Human Service Organizations							
Greater than \$50 million							
CEO/Executive Director	42	\$353,328	\$171,939	\$203,134	\$332,116	\$439,430	\$607,096
Top Business Position	5	\$202,946			\$207,124		
Top Development Position	14	\$203,883		\$135,886	\$172,483	\$198,077	
Top Finance Position	34	\$195,382	\$114,153	\$130,160	\$190,470	\$248,172	\$293,293
Top Human Resources Position	18	\$173,600		\$134,413	\$166,177	\$194,637	
Top Legal Position	8	\$221,123			\$209,572		
Top Marketing Position	7	\$258,139			\$202,680		
Top Operations Position	20	\$249,246	\$152,349	\$163,767	\$228,803	\$282,739	\$402,123
Top PR/Communications Position	5	\$183,059			\$175,720		
Top Program Position	8	\$215,449			\$223,153		
Top Technology Position	15	\$177,503		\$146,595	\$162,078	\$197,660	

Human Services—Multipurpose and Other: Human Services N.E.C.

\$250 thousand or less

CEO/Executive Director	136	\$40,736	\$18,000	\$27,305	\$40,000	\$50,064	\$63,633
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	102	\$59,573	\$33,263	\$45,931	\$57,258	\$70,473	\$86,082
Top Finance Position	5	\$61,300			\$48,000		

Between \$500 thousand and \$1 million

CEO/Executive Director	98	\$74,670	\$35,910	\$54,185	\$72,463	\$96,684	\$109,231
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Between \$1 million and \$2.5 million

CEO/Executive Director	132	\$109,224	\$60,893	\$77,188	\$95,797	\$119,306	\$161,043
Top Finance Position	16	\$73,752		\$49,366	\$67,691	\$81,040	
Top Operations Position	7	\$90,797			\$82,915		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Human Services N.E.C.							
Between \$2.5 million and \$5 million							
CEO/Executive Director	92	\$118,237	\$70,010	\$92,108	\$111,931	\$137,869	\$159,837
Top Finance Position	29	\$92,763	\$57,751	\$70,251	\$84,073	\$103,428	\$122,915
Top Operations Position	11	\$117,353		\$89,309	\$114,659	\$136,673	
Between \$5 million and \$10 million							
CEO/Executive Director	59	\$147,904	\$88,339	\$106,362	\$139,790	\$178,316	\$213,337
Top Development Position	5	\$114,147			\$114,922		
Top Finance Position	33	\$86,126	\$55,675	\$67,266	\$86,332	\$103,425	\$116,181
Top Operations Position	11	\$94,727		\$74,502	\$106,417	\$114,664	
Between \$10 million and \$25 million							
CEO/Executive Director	71	\$179,417	\$113,956	\$133,523	\$168,856	\$210,641	\$258,869
Top Development Position	12	\$125,472		\$106,967	\$137,992	\$142,995	
Top Finance Position	52	\$129,461	\$79,464	\$99,721	\$128,377	\$147,288	\$183,971
Top Human Resources Position	6	\$126,976			\$126,457		
Top Operations Position	23	\$157,623	\$97,970	\$122,100	\$133,916	\$198,458	\$216,083
Top Program Position	9	\$140,199			\$124,636		
Between \$25 million and \$50 million							
CEO/Executive Director	30	\$257,822	\$127,241	\$153,986	\$246,998	\$325,241	\$398,036
Top Development Position	8	\$144,420			\$148,150		
Top Finance Position	25	\$158,274	\$109,381	\$122,411	\$168,839	\$203,179	\$213,366
Top Human Resources Position	8	\$129,399			\$132,997		
Top Operations Position	15	\$209,479		\$129,512	\$179,114	\$243,448	
Top Program Position	9	\$171,571			\$170,528		
Top Technology Position	7	\$140,913			\$132,111		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Human Services N.E.C.							
Greater than \$50 million							
CEO/Executive Director	28	\$389,052	\$194,700	\$231,403	\$431,224	\$485,290	\$579,510
Top Development Position	9	\$228,273			\$199,085		
Top Finance Position	23	\$230,026	\$152,435	\$203,530	\$221,457	\$265,675	\$288,672
Top Human Resources Position	8	\$187,007			\$184,982		
Top Legal Position	6	\$188,056			\$194,183		
Top Marketing Position	5	\$239,445			\$209,920		
Top Operations Position	14	\$272,436		\$229,733	\$262,787	\$319,317	
Top PR/Communications Position	6	\$185,447			\$179,966		
Top Program Position	8	\$191,735			\$183,219		
Top Technology Position	11	\$198,646		\$163,975	\$190,639	\$204,549	

Human Services—Multipurpose and Other: In-Home Assistance

\$250 thousand or less							
CEO/Executive Director	5	\$43,695			\$45,881		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$80,034		\$66,318	\$80,803	\$90,426	
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$109,805		\$86,089	\$109,977	\$125,524	
Top Finance Position	5	\$70,863			\$67,380		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$94,959			\$98,755		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$188,952			\$169,916		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: In-Home Assistance							
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$149,331			\$157,207		
Top Finance Position	6	\$113,131			\$109,325		
Human Services—Multipurpose and Other: Management & Technical Assistance							
\$250 thousand or less							
CEO/Executive Director	8	\$42,888			\$48,577		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$102,077		\$81,731	\$100,369	\$114,251	
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$113,908			\$107,283		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$164,818			\$150,593		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$249,346			\$204,194		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$286,981			\$227,577		
Human Services—Multipurpose and Other: Neighborhood Centers							
\$250 thousand or less							
CEO/Executive Director	58	\$40,755	\$22,243	\$30,090	\$38,913	\$50,861	\$63,245
Top Finance Position	5	\$32,042			\$26,750		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Neighborhood Centers							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	54	\$57,240	\$30,091	\$43,003	\$54,693	\$63,303	\$78,009
Between \$500 thousand and \$1 million							
CEO/Executive Director	61	\$72,580	\$47,800	\$53,802	\$67,262	\$88,867	\$101,110
Between \$1 million and \$2.5 million							
CEO/Executive Director	63	\$87,681	\$54,442	\$69,001	\$79,602	\$102,094	\$126,235
Top Finance Position	9	\$78,789			\$75,737		
Between \$2.5 million and \$5 million							
CEO/Executive Director	33	\$121,509	\$75,799	\$94,794	\$114,522	\$144,231	\$165,864
Top Finance Position	10	\$96,251		\$82,882	\$84,656	\$112,193	
Between \$5 million and \$10 million							
CEO/Executive Director	31	\$160,319	\$85,652	\$114,205	\$167,368	\$204,192	\$225,289
Top Finance Position	14	\$98,125		\$71,327	\$105,865	\$119,238	
Top Operations Position	5	\$108,146			\$101,500		
Between \$10 million and \$25 million							
CEO/Executive Director	17	\$237,738		\$171,975	\$233,072	\$334,773	
Top Development Position	5	\$148,209			\$146,716		
Top Finance Position	11	\$145,893		\$105,458	\$152,236	\$166,593	
Top Operations Position	7	\$159,269			\$150,508		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$270,090			\$250,983		
Top Finance Position	5	\$190,814			\$204,789		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Personal Social Services							
\$250 thousand or less							
CEO/Executive Director	53	\$46,037	\$22,138	\$28,970	\$40,104	\$58,750	\$82,253
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	40	\$64,797	\$34,298	\$43,990	\$58,622	\$74,703	\$104,282
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	\$71,855	\$45,771	\$57,120	\$69,447	\$86,230	\$103,601
Between \$1 million and \$2.5 million							
CEO/Executive Director	40	\$101,411	\$61,406	\$82,369	\$97,037	\$112,674	\$150,698
Top Finance Position	8	\$58,956			\$60,340		
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	\$126,822		\$82,233	\$106,133	\$181,668	
Top Finance Position	8	\$92,740			\$78,708		
Between \$5 million and \$10 million							
CEO/Executive Director	13	\$190,778		\$121,350	\$176,830	\$218,671	
Top Finance Position	5	\$119,152			\$118,839		
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$252,295			\$158,488		
Top Finance Position	6	\$86,298			\$89,535		

Human Services—Multipurpose and Other: Pregnancy Centers

\$250 thousand or less							
CEO/Executive Director	119	\$34,304	\$20,989	\$25,193	\$32,858	\$42,521	\$49,189
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	68	\$52,403	\$35,039	\$43,297	\$50,655	\$62,686	\$73,106

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Pregnancy Centers							
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$69,152	\$48,953	\$53,322	\$67,226	\$82,995	\$95,284
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$90,715			\$79,644		
Human Services—Multipurpose and Other: Professional Societies & Associations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$98,428			\$103,794		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$129,707			\$91,614		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$182,711			\$183,640		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
\$250 thousand or less							
CEO/Executive Director	26	\$35,823	\$16,701	\$20,458	\$28,790	\$47,865	\$57,821
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	32	\$57,655	\$26,430	\$37,751	\$55,739	\$66,273	\$98,210
Between \$500 thousand and \$1 million							
CEO/Executive Director	43	\$73,253	\$37,817	\$47,931	\$70,149	\$92,125	\$113,356
Top Administrative Position	5	\$57,226			\$33,500		
Top Finance Position	6	\$65,024			\$65,320		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
Between \$1 million and \$2.5 million							
CEO/Executive Director	81	\$95,274	\$64,170	\$69,225	\$85,901	\$114,264	\$140,522
Top Administrative Position	5	\$89,133			\$100,910		
Top Finance Position	6	\$64,945			\$62,174		
Between \$2.5 million and \$5 million							
CEO/Executive Director	51	\$107,571	\$68,051	\$78,916	\$89,577	\$131,585	\$163,890
Top Administrative Position	5	\$100,509			\$107,689		
Top Finance Position	10	\$92,166		\$50,850	\$61,610	\$125,761	
Between \$5 million and \$10 million							
CEO/Executive Director	46	\$141,491	\$77,379	\$105,212	\$124,929	\$161,946	\$206,981
Top Finance Position	20	\$74,453	\$38,187	\$47,753	\$82,847	\$87,954	\$106,729
Between \$10 million and \$25 million							
CEO/Executive Director	49	\$187,301	\$117,721	\$147,834	\$168,072	\$199,000	\$267,223
Top Administrative Position	5	\$139,942			\$142,454		
Top Finance Position	32	\$122,529	\$83,651	\$105,785	\$114,789	\$144,197	\$152,792
Top Human Resources Position	7	\$127,919			\$111,257		
Top Operations Position	8	\$144,581			\$140,198		
Between \$25 million and \$50 million							
CEO/Executive Director	16	\$240,922		\$181,905	\$239,760	\$276,093	
Top Finance Position	14	\$163,159		\$116,943	\$134,767	\$197,142	
Top Operations Position	6	\$158,513			\$160,839		
Greater than \$50 million							
CEO/Executive Director	7	\$287,453			\$315,740		
Top Finance Position	6	\$184,366			\$201,739		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Senior Centers							
\$250 thousand or less							
CEO/Executive Director	143	\$38,120	\$21,340	\$28,020	\$36,258	\$46,391	\$56,561
Top Administrative Position	8	\$29,041			\$32,488		
Top Program Position	5	\$25,467			\$25,187		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	146	\$53,337	\$33,354	\$39,057	\$50,088	\$64,997	\$78,139
Top Administrative Position	9	\$29,482			\$29,564		
Top Finance Position	11	\$37,727		\$27,759	\$32,340	\$47,292	
Between \$500 thousand and \$1 million							
CEO/Executive Director	183	\$66,153	\$37,901	\$49,506	\$62,764	\$79,046	\$98,746
Top Finance Position	8	\$40,973			\$37,918		
Between \$1 million and \$2.5 million							
CEO/Executive Director	189	\$81,334	\$45,370	\$58,997	\$75,089	\$93,693	\$118,646
Top Finance Position	27	\$59,483	\$37,257	\$43,881	\$55,935	\$68,001	\$86,920
Top Operations Position	5	\$66,169			\$63,933		
Between \$2.5 million and \$5 million							
CEO/Executive Director	90	\$109,319	\$71,685	\$81,110	\$99,751	\$122,787	\$148,010
Top Finance Position	36	\$80,455	\$48,353	\$56,338	\$72,980	\$91,570	\$105,878
Top Operations Position	5	\$102,059			\$97,773		
Between \$5 million and \$10 million							
CEO/Executive Director	62	\$132,108	\$85,979	\$97,572	\$117,891	\$146,426	\$185,181
Top Administrative Position	5	\$87,661			\$69,009		
Top Finance Position	37	\$96,795	\$40,827	\$79,878	\$92,626	\$112,965	\$136,648
Top Operations Position	11	\$120,716		\$89,031	\$106,180	\$123,801	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Senior Centers							
Between \$10 million and \$25 million							
CEO/Executive Director	64	\$155,290	\$96,987	\$123,012	\$141,544	\$167,996	\$208,928
Top Finance Position	39	\$103,224	\$59,895	\$79,889	\$102,668	\$119,922	\$141,643
Top Human Resources Position	5	\$94,789			\$111,098		
Top Operations Position	13	\$111,335		\$80,788	\$110,500	\$141,617	
Top Program Position	6	\$148,708			\$142,833		
Between \$25 million and \$50 million							
CEO/Executive Director	24	\$180,177	\$104,097	\$124,863	\$166,150	\$212,487	\$281,258
Top Finance Position	21	\$134,860	\$103,017	\$113,802	\$133,294	\$155,606	\$166,315
Top Human Resources Position	6	\$126,859			\$119,923		
Top Technology Position	5	\$157,002			\$151,864		
Greater than \$50 million							
CEO/Executive Director	12	\$311,040		\$209,875	\$276,989	\$366,654	
Top Finance Position	11	\$201,638		\$146,838	\$194,423	\$260,498	
Top Human Resources Position	5	\$155,896			\$153,017		
Top Operations Position	5	\$210,970			\$188,407		
Top Technology Position	6	\$227,599			\$238,856		

Human Services—Multipurpose and Other: Single Organization Support

\$250 thousand or less

CEO/Executive Director	12	\$49,276		\$37,607	\$43,864	\$52,531	
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	5	\$76,316			\$90,000		
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Between \$500 thousand and \$1 million

CEO/Executive Director	8	\$63,977			\$62,731		
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Single Organization Support							
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$126,172		\$82,470	\$112,472	\$148,204	
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$270,386			\$171,049		
Human Services—Multipurpose and Other: Single Parent Agencies							
\$250 thousand or less							
CEO/Executive Director	12	\$40,772		\$32,982	\$38,739	\$46,915	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$63,852		\$50,292	\$59,552	\$79,917	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$78,383			\$75,463		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$112,547		\$94,925	\$117,175	\$133,091	
Human Services—Multipurpose and Other: Support N.E.C.							
\$250 thousand or less							
CEO/Executive Director	5	\$46,687			\$47,056		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$54,313			\$45,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$84,646		\$61,322	\$72,575	\$100,103	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Support N.E.C.							
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$107,663		\$82,600	\$104,095	\$125,398	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$134,942			\$93,750		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$262,505			\$211,771		

Human Services—Multipurpose and Other: Supportive Housing for Older Adults

\$250 thousand or less							
CEO/Executive Director	14	\$47,635		\$29,292	\$40,262	\$53,116	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	\$64,824		\$37,968	\$47,416	\$60,948	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$72,065		\$38,286	\$66,172	\$86,951	
Top Administrative Position	6	\$48,477			\$45,875		
Between \$1 million and \$2.5 million							
CEO/Executive Director	38	\$121,485	\$63,017	\$72,170	\$93,298	\$132,469	\$229,506
Top Administrative Position	10	\$90,037		\$70,894	\$85,001	\$99,977	
Top Finance Position	8	\$92,321			\$70,615		
Between \$2.5 million and \$5 million							
CEO/Executive Director	24	\$158,474	\$82,431	\$100,240	\$125,598	\$147,503	\$278,806
Top Administrative Position	19	\$104,505		\$83,755	\$102,793	\$126,951	
Top Finance Position	11	\$120,768		\$80,079	\$100,528	\$121,567	

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Supportive Housing for Older Adults							
Between \$5 million and \$10 million							
CEO/Executive Director	65	\$146,558	\$74,399	\$103,353	\$139,478	\$172,547	\$219,484
Top Administrative Position	31	\$122,943	\$76,377	\$96,445	\$111,724	\$134,911	\$174,866
Top Business Position	5	\$101,607			\$108,283		
Top Finance Position	30	\$109,446	\$56,615	\$67,614	\$96,577	\$134,093	\$194,714
Top Operations Position	9	\$150,782			\$138,425		
Between \$10 million and \$25 million							
CEO/Executive Director	185	\$209,860	\$134,982	\$161,351	\$197,165	\$240,103	\$294,845
Top Administrative Position	62	\$139,175	\$105,760	\$119,453	\$130,275	\$151,575	\$182,170
Top Business Position	19	\$134,600		\$124,878	\$129,925	\$142,679	
Top Development Position	8	\$130,174			\$135,622		
Top Facilities Position	8	\$127,536			\$118,003		
Top Finance Position	132	\$140,515	\$94,847	\$110,082	\$132,249	\$163,888	\$198,767
Top Human Resources Position	11	\$134,076		\$118,223	\$132,410	\$139,117	
Top Marketing Position	31	\$138,748	\$116,084	\$124,579	\$135,902	\$149,700	\$168,931
Top Operations Position	37	\$154,396	\$112,357	\$129,041	\$146,754	\$167,046	\$205,055

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Supportive Housing for Older Adults							
Between \$25 million and \$50 million							
CEO/Executive Director	119	\$317,734	\$165,182	\$214,959	\$287,157	\$358,636	\$470,967
Top Administrative Position	35	\$163,185	\$111,223	\$126,162	\$142,027	\$175,765	\$247,551
Top Business Position	26	\$172,060	\$121,668	\$132,522	\$141,923	\$175,138	\$190,656
Top Development Position	10	\$152,492		\$125,807	\$147,930	\$162,458	
Top Facilities Position	25	\$149,084	\$121,913	\$131,903	\$148,175	\$163,404	\$183,416
Top Finance Position	97	\$199,949	\$133,823	\$165,613	\$187,954	\$222,316	\$265,080
Top Human Resources Position	55	\$152,035	\$110,310	\$125,030	\$138,330	\$160,692	\$189,973
Top Marketing Position	51	\$161,507	\$121,474	\$132,895	\$154,138	\$176,457	\$196,365
Top Operations Position	40	\$199,148	\$130,299	\$153,811	\$177,987	\$236,887	\$288,965
Top PR/Communications Position	5	\$156,660			\$149,259		
Top Technology Position	20	\$150,233	\$108,803	\$118,614	\$132,869	\$160,656	\$209,955
Greater than \$50 million							
CEO/Executive Director	43	\$380,366	\$203,317	\$246,878	\$316,974	\$487,839	\$622,978
Top Administrative Position	17	\$181,255		\$137,263	\$155,427	\$199,947	
Top Business Position	18	\$176,923		\$136,256	\$145,824	\$152,896	
Top Development Position	6	\$199,420			\$171,600		
Top Facilities Position	10	\$162,593		\$149,124	\$155,559	\$173,743	
Top Finance Position	31	\$238,466	\$144,173	\$168,498	\$233,564	\$300,664	\$339,079
Top Human Resources Position	19	\$206,672		\$169,334	\$211,151	\$240,906	
Top Marketing Position	15	\$191,129		\$139,983	\$165,646	\$203,866	
Top Operations Position	17	\$255,232		\$177,716	\$231,603	\$345,306	
Top Technology Position	9	\$201,129			\$215,734		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Thrift Shops							
\$250 thousand or less							
CEO/Executive Director	30	\$31,820	\$16,758	\$23,210	\$27,278	\$35,981	\$49,658
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$41,662		\$33,850	\$37,830	\$51,187	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$57,718			\$52,996		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$75,828		\$47,004	\$79,857	\$86,698	
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$173,030			\$176,784		

Human Services—Multipurpose and Other: Transportation Assistance

\$250 thousand or less							
CEO/Executive Director	16	\$37,396		\$27,093	\$36,278	\$42,731	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$64,739		\$53,795	\$66,782	\$77,505	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$74,243			\$69,203		
Between \$1 million and \$2.5 million							
CEO/Executive Director	28	\$105,220	\$66,011	\$74,062	\$90,536	\$116,449	\$145,939
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$110,221		\$83,125	\$112,452	\$126,713	
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$149,167		\$119,332	\$138,397	\$161,146	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Transportation Assistance							
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$193,101			\$158,910		
Top Finance Position	6	\$127,489			\$123,132		
Human Services—Multipurpose and Other: Urban League							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$74,221			\$73,976		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$95,227			\$85,500		
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$115,972		\$100,821	\$110,460	\$138,023	
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$143,146		\$119,418	\$143,281	\$161,929	
Between \$5 million and \$10 million							
CEO/Executive Director	11	\$194,746		\$156,898	\$186,087	\$215,383	
Top Finance Position	5	\$105,510			\$110,538		
Human Services—Multipurpose and Other: Victims Services							
\$250 thousand or less							
CEO/Executive Director	27	\$50,438	\$28,702	\$39,712	\$49,800	\$62,043	\$77,331
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	48	\$62,817	\$45,301	\$49,846	\$60,579	\$73,483	\$89,233

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Victims Services							
Between \$500 thousand and \$1 million							
CEO/Executive Director	53	\$75,656	\$48,060	\$56,292	\$67,500	\$84,000	\$109,369
Top Finance Position	5	\$48,058			\$41,998		
Between \$1 million and \$2.5 million							
CEO/Executive Director	57	\$88,983	\$63,824	\$72,365	\$85,324	\$103,719	\$117,816
Top Finance Position	7	\$59,651			\$61,477		
Between \$2.5 million and \$5 million							
CEO/Executive Director	24	\$132,840	\$92,786	\$109,246	\$130,511	\$150,482	\$170,860
Top Finance Position	6	\$90,783			\$80,549		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$161,861			\$175,388		

Human Services—Multipurpose and Other: Volunteers of America

Between \$10 million and \$25 million							
CEO/Executive Director	5	\$155,167			\$168,635		

Human Services—Multipurpose and Other: Women's Centers

\$250 thousand or less							
CEO/Executive Director	7	\$37,043			\$39,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$72,751			\$78,467		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Young Men’s or Women’s Associations							
\$250 thousand or less							
CEO/Executive Director	9	\$45,387			\$41,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	\$46,583	\$28,645	\$37,173	\$48,000	\$55,348	\$58,980
Between \$500 thousand and \$1 million							
CEO/Executive Director	64	\$62,152	\$38,784	\$44,797	\$60,050	\$72,607	\$87,619
Between \$1 million and \$2.5 million							
CEO/Executive Director	190	\$87,486	\$55,504	\$68,544	\$84,867	\$104,975	\$124,336
Top Business Position	6	\$48,541			\$47,788		
Top Finance Position	20	\$62,689	\$41,823	\$52,558	\$61,420	\$73,861	\$81,739
Top Operations Position	7	\$81,418			\$82,782		
Between \$2.5 million and \$5 million							
CEO/Executive Director	175	\$119,795	\$80,956	\$100,000	\$118,629	\$136,820	\$162,899
Top Finance Position	51	\$72,607	\$43,906	\$58,141	\$74,011	\$84,153	\$98,873
Top Operations Position	15	\$86,192		\$70,863	\$90,834	\$97,104	
Top Program Position	5	\$68,126			\$72,470		
Between \$5 million and \$10 million							
CEO/Executive Director	124	\$167,981	\$113,715	\$136,992	\$168,655	\$197,204	\$220,084
Top Finance Position	67	\$94,455	\$51,244	\$73,724	\$94,239	\$109,678	\$138,647
Top Operations Position	26	\$130,806	\$100,405	\$102,720	\$122,026	\$140,399	\$175,805

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Young Men’s or Women’s Associations							
Between \$10 million and \$25 million							
CEO/Executive Director	78	\$234,777	\$174,029	\$192,607	\$225,555	\$272,930	\$317,078
Top Development Position	8	\$141,890			\$148,760		
Top Facilities Position	5	\$140,292			\$139,578		
Top Finance Position	66	\$132,495	\$98,176	\$106,654	\$129,436	\$150,723	\$181,127
Top Human Resources Position	8	\$127,697			\$130,096		
Top Marketing Position	7	\$137,984			\$129,814		
Top Operations Position	41	\$149,722	\$113,964	\$130,449	\$139,443	\$173,970	\$191,805
Between \$25 million and \$50 million							
CEO/Executive Director	37	\$316,802	\$240,801	\$273,028	\$311,059	\$367,954	\$412,087
Top Development Position	15	\$152,516		\$141,919	\$144,495	\$162,560	
Top Finance Position	35	\$180,158	\$120,502	\$145,720	\$168,746	\$209,020	\$251,994
Top Human Resources Position	19	\$152,892		\$126,511	\$155,993	\$173,051	
Top Marketing Position	7	\$141,398			\$145,417		
Top Operations Position	32	\$190,475	\$135,972	\$158,047	\$182,144	\$216,105	\$265,636
Top Technology Position	7	\$151,209			\$150,646		
Greater than \$50 million							
CEO/Executive Director	25	\$475,089	\$334,132	\$372,948	\$443,170	\$500,297	\$685,551
Top Business Position	5	\$186,100			\$193,636		
Top Development Position	14	\$225,339		\$187,756	\$231,896	\$258,385	
Top Facilities Position	9	\$194,125			\$168,017		
Top Finance Position	26	\$241,529	\$141,424	\$177,947	\$215,358	\$318,207	\$359,223
Top Human Resources Position	20	\$212,672	\$149,189	\$183,609	\$201,250	\$248,178	\$285,224
Top Marketing Position	10	\$198,847		\$165,078	\$171,875	\$231,973	
Top Operations Position	22	\$285,041	\$208,910	\$219,100	\$262,858	\$283,277	\$371,439
Top Technology Position	13	\$173,921		\$147,990	\$158,169	\$179,994	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	5	\$47,744			\$43,050		
International, Foreign Affairs, and National Security: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	5	\$41,357			\$24,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$121,591			\$121,811		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$93,276			\$96,824		
International, Foreign Affairs, and National Security: International Academic Exchange							
\$250 thousand or less							
CEO/Executive Director	6	\$43,038			\$43,948		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$85,280			\$81,564		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$136,567			\$115,250		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$245,880			\$205,995		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$165,906			\$171,251		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security: International Academic Exchange							
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$296,081			\$284,809		
International, Foreign Affairs, and National Security: International Agricultural Development							
\$250 thousand or less							
CEO/Executive Director	6	\$38,221			\$37,830		
International, Foreign Affairs, and National Security: International Cultural Exchange							
\$250 thousand or less							
CEO/Executive Director	14	\$49,182		\$23,850	\$45,275	\$75,272	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$98,415		\$71,500	\$107,820	\$126,516	
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$149,397		\$105,909	\$144,056	\$184,212	
International, Foreign Affairs, and National Security: International Democracy & Civil Society Development							
\$250 thousand or less							
CEO/Executive Director	6	\$60,107			\$63,710		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security: International Development							
\$250 thousand or less							
CEO/Executive Director	82	\$42,596	\$19,615	\$24,913	\$40,227	\$57,131	\$71,792
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	45	\$61,709	\$31,410	\$44,000	\$62,400	\$75,000	\$82,522
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	\$73,995	\$28,130	\$46,795	\$70,523	\$94,102	\$122,296
Between \$1 million and \$2.5 million							
CEO/Executive Director	49	\$106,032	\$47,289	\$73,956	\$99,481	\$138,359	\$174,564
Top Finance Position	5	\$66,899			\$58,380		
Between \$2.5 million and \$5 million							
CEO/Executive Director	27	\$140,498	\$73,623	\$94,259	\$129,000	\$188,215	\$238,923
Top Finance Position	13	\$116,144		\$86,000	\$103,645	\$144,000	
Between \$5 million and \$10 million							
CEO/Executive Director	15	\$188,459		\$129,044	\$171,244	\$257,141	
Top Finance Position	8	\$115,138			\$117,506		
Between \$10 million and \$25 million							
CEO/Executive Director	18	\$238,495		\$162,002	\$219,154	\$287,980	
Top Finance Position	13	\$167,553		\$111,640	\$152,292	\$232,562	
Top Program Position	5	\$176,085			\$169,600		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$208,906			\$177,897		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security: International Development							
Greater than \$50 million							
CEO/Executive Director	19	\$518,533		\$333,805	\$415,652	\$555,014	
Top Administrative Position	6	\$173,606			\$179,492		
Top Development Position	9	\$247,495			\$237,576		
Top Finance Position	17	\$269,390		\$196,608	\$246,945	\$277,216	
Top Human Resources Position	8	\$210,225			\$211,060		
Top Marketing Position	5	\$321,695			\$231,477		
Top Operations Position	12	\$247,165		\$175,012	\$240,301	\$299,369	
Top PR/Communications Position	6	\$164,277			\$169,893		
Top Program Position	11	\$238,621		\$194,887	\$213,098	\$259,145	
Top Technology Position	11	\$315,169		\$189,140	\$205,248	\$238,233	

International, Foreign Affairs, and National Security: International Economic Development

\$250 thousand or less							
CEO/Executive Director	16	\$50,027		\$34,342	\$44,555	\$63,750	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$55,000		\$39,345	\$53,798	\$64,459	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$100,242		\$66,622	\$98,910	\$131,000	
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$148,344		\$105,326	\$163,751	\$173,928	
Top Operations Position	5	\$111,044			\$124,000		
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$185,283			\$162,992		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security: International Economic Development							
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$308,143			\$252,847		
Top Finance Position	8	\$171,610			\$150,716		
Between \$10 million and \$25 million							
CEO/Executive Director	12	\$319,440		\$280,126	\$332,025	\$382,482	
Top Finance Position	11	\$184,815		\$165,514	\$185,930	\$204,287	
Top Marketing Position	6	\$158,470			\$136,926		
Top Operations Position	7	\$204,728			\$198,451		
Greater than \$50 million							
CEO/Executive Director	6	\$408,910			\$421,744		
Top Finance Position	5	\$206,298			\$201,353		
Top Operations Position	5	\$330,523			\$336,009		

International, Foreign Affairs, and National Security: International Exchange N.E.C.

\$250 thousand or less							
CEO/Executive Director	8	\$60,881			\$54,507		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	\$60,447		\$37,808	\$57,642	\$79,624	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$78,341			\$76,116		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$255,261			\$180,406		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security: International Human Rights							
\$250 thousand or less							
CEO/Executive Director	13	\$39,996		\$24,012	\$28,662	\$54,581	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$74,667			\$68,067		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$126,388		\$99,612	\$123,000	\$155,693	
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	\$135,658		\$98,714	\$129,391	\$165,354	
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$140,915		\$103,550	\$155,836	\$183,831	
Top Finance Position	5	\$94,961			\$100,817		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$253,512			\$211,189		

International, Foreign Affairs, and National Security: International Migration & Refugee Issues

\$250 thousand or less							
CEO/Executive Director	8	\$38,871			\$38,441		

International, Foreign Affairs, and National Security: International Peace & Security

\$250 thousand or less							
CEO/Executive Director	6	\$44,815			\$37,371		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$107,680			\$81,721		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security: International Peace & Security							
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$127,173		\$113,476	\$136,482	\$144,959	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$188,580			\$169,252		
International, Foreign Affairs, and National Security: International Relief							
\$250 thousand or less							
CEO/Executive Director	85	\$39,476	\$19,644	\$25,782	\$35,004	\$46,800	\$67,171
Top Finance Position	6	\$55,957			\$33,958		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	64	\$53,406	\$22,650	\$34,777	\$48,951	\$69,100	\$80,746
Between \$500 thousand and \$1 million							
CEO/Executive Director	52	\$74,890	\$36,000	\$48,867	\$58,562	\$91,672	\$134,354
Top Finance Position	7	\$39,315			\$29,167		
Between \$1 million and \$2.5 million							
CEO/Executive Director	39	\$103,891	\$35,002	\$59,831	\$85,460	\$127,672	\$197,666
Top Finance Position	8	\$64,027			\$55,929		
Top Operations Position	5	\$91,620			\$94,800		
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	\$139,434		\$66,865	\$151,437	\$176,936	
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$152,649		\$93,695	\$145,604	\$229,385	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security: International Relief							
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$141,587			\$136,751		
Top Finance Position	5	\$157,009			\$126,387		
Greater than \$50 million							
CEO/Executive Director	16	\$432,614		\$258,172	\$415,988	\$485,570	
Top Finance Position	9	\$266,893			\$250,473		
Top Human Resources Position	6	\$254,275			\$245,067		
Top Legal Position	7	\$236,250			\$274,544		
Top Operations Position	12	\$258,989		\$181,658	\$251,749	\$317,146	
Top PR/Communications Position	5	\$263,270			\$281,420		
Top Program Position	7	\$262,010			\$260,108		

International, Foreign Affairs, and National Security: International, Foreign Affairs, & National Security N.E.C.

\$250 thousand or less							
CEO/Executive Director	7	\$37,363			\$39,750		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$58,246			\$50,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$130,131			\$133,027		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security: Promotion of International Understanding							
\$250 thousand or less							
CEO/Executive Director	28	\$58,284	\$27,700	\$35,423	\$49,560	\$63,253	\$113,643
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$83,063		\$68,898	\$82,402	\$97,193	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$118,621		\$89,000	\$113,100	\$151,687	
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	\$172,667		\$100,000	\$140,418	\$207,010	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$198,539		\$125,858	\$185,032	\$245,185	
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$221,799		\$203,929	\$234,600	\$268,938	

International, Foreign Affairs, and National Security: Research Institutes & Public Policy Analysis

\$250 thousand or less							
CEO/Executive Director	5	\$39,943			\$38,787		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$90,818			\$84,156		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$222,406		\$162,622	\$185,154	\$234,129	
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$354,745		\$238,775	\$357,428	\$496,480	
Top Finance Position	5	\$192,152			\$170,595		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security: Single Organization Support							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$146,998			\$156,672		
Medical Research: Biomedicine & Bioengineering Research							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$170,139			\$140,000		
Medical Research: Birth Defects & Genetic Diseases Research							
\$250 thousand or less							
CEO/Executive Director	5	\$32,899			\$30,000		
Medical Research: Cancer Research							
\$250 thousand or less							
CEO/Executive Director	6	\$49,943			\$55,514		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$67,337			\$80,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$106,658		\$80,475	\$111,079	\$128,732	
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	\$164,926		\$111,312	\$156,410	\$207,979	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$212,076			\$188,358		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical Research: Cancer Research							
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$257,635			\$246,391		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$320,002			\$296,554		
Top Finance Position	5	\$210,835			\$198,706		
Top Operations Position	5	\$220,033			\$211,960		
Greater than \$50 million							
CEO/Executive Director	10	\$907,544		\$632,987	\$750,460	\$1,182,549	
Top Development Position	6	\$457,116			\$485,245		
Top Finance Position	9	\$364,285			\$401,050		
Top Operations Position	6	\$550,920			\$551,681		

Medical Research: Fund Raising & Fund Distribution

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$66,028			\$66,425		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$114,087			\$117,493		

Medical Research: Medical Disciplines Research

Between \$5 million and \$10 million							
CEO/Executive Director	5	\$259,530			\$216,139		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$283,330			\$284,557		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical Research: Medical Research N.E.C.							
\$250 thousand or less							
CEO/Executive Director	5	\$55,613			\$52,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$80,599		\$65,475	\$83,071	\$96,323	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$114,098		\$78,170	\$102,042	\$142,470	
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$145,828			\$137,087		
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$138,116		\$97,517	\$109,380	\$154,436	
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$268,577			\$231,247		
Top Finance Position	6	\$194,819			\$180,219		
Between \$10 million and \$25 million							
Top Finance Position	6	\$199,076			\$195,437		
Greater than \$50 million							
CEO/Executive Director	5	\$838,075			\$1,052,563		

Medical Research: Professional Societies & Associations

Between \$5 million and \$10 million							
CEO/Executive Director	5	\$303,637			\$334,384		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical Research: Research Institutes & Public Policy Analysis							
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$389,988			\$319,523		
Top Finance Position	7	\$167,827			\$154,777		
Medical Research: Specifically Named Diseases Research							
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$147,064			\$127,500		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$176,167			\$168,512		
Mental Health, Crisis Intervention: Addictive Disorders N.E.C.							
\$250 thousand or less							
CEO/Executive Director	11	\$41,864		\$24,027	\$39,570	\$59,718	
Mental Health, Crisis Intervention: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	39	\$47,138	\$24,000	\$35,978	\$46,447	\$56,033	\$62,420
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	\$66,381		\$55,000	\$64,057	\$83,641	
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$85,310	\$53,964	\$65,001	\$75,480	\$109,302	\$127,794

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Alliances & Advocacy							
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	\$120,517		\$91,743	\$110,865	\$142,150	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$169,667			\$120,466		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$134,134			\$134,770		

Mental Health, Crisis Intervention: Community Mental Health Centers

\$250 thousand or less

CEO/Executive Director	34	\$46,594	\$22,611	\$28,673	\$44,310	\$61,045	\$74,130
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	33	\$57,825	\$36,092	\$45,824	\$55,873	\$71,048	\$76,222
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Between \$500 thousand and \$1 million

CEO/Executive Director	49	\$84,567	\$51,194	\$60,500	\$80,000	\$104,500	\$121,161
Top Finance Position	5	\$66,654			\$58,865		

Between \$1 million and \$2.5 million

CEO/Executive Director	71	\$111,960	\$65,000	\$78,353	\$90,484	\$125,678	\$156,568
Top Administrative Position	7	\$88,847			\$65,816		
Top Finance Position	8	\$104,808			\$89,089		
Top Operations Position	6	\$157,535			\$129,807		

Between \$2.5 million and \$5 million

CEO/Executive Director	66	\$130,166	\$82,321	\$102,033	\$125,894	\$153,955	\$174,952
Top Finance Position	26	\$85,646	\$51,111	\$68,198	\$87,547	\$98,574	\$115,979
Top Operations Position	7	\$95,686			\$92,466		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Community Mental Health Centers							
Between \$5 million and \$10 million							
CEO/Executive Director	94	\$156,281	\$101,500	\$120,870	\$144,729	\$180,932	\$209,051
Top Administrative Position	5	\$130,515			\$123,703		
Top Finance Position	46	\$104,317	\$55,485	\$75,682	\$93,593	\$121,259	\$141,938
Top Operations Position	14	\$121,714		\$106,537	\$123,821	\$130,780	
Top Program Position	5	\$133,628			\$122,650		
Between \$10 million and \$25 million							
CEO/Executive Director	100	\$181,308	\$117,081	\$138,411	\$176,004	\$209,843	\$265,091
Top Administrative Position	10	\$147,690		\$122,227	\$142,503	\$165,978	
Top Development Position	8	\$163,835			\$165,251		
Top Finance Position	74	\$116,771	\$75,337	\$90,088	\$115,632	\$141,127	\$160,841
Top Human Resources Position	7	\$152,552			\$125,000		
Top Operations Position	35	\$140,803	\$105,370	\$110,755	\$127,608	\$157,268	\$173,941
Top Program Position	6	\$119,075			\$116,018		
Top Technology Position	8	\$143,159			\$118,578		
Between \$25 million and \$50 million							
CEO/Executive Director	43	\$258,248	\$143,255	\$191,095	\$239,021	\$300,063	\$358,506
Top Administrative Position	5	\$181,728			\$164,845		
Top Finance Position	34	\$166,772	\$106,953	\$129,763	\$167,794	\$177,593	\$213,705
Top Human Resources Position	6	\$129,159			\$122,814		
Top Operations Position	25	\$165,057	\$108,872	\$129,073	\$168,051	\$184,707	\$233,275
Top Technology Position	8	\$135,345			\$143,036		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Community Mental Health Centers							
Greater than \$50 million							
CEO/Executive Director	18	\$338,981		\$229,932	\$324,061	\$374,620	
Top Finance Position	18	\$228,148		\$168,739	\$195,997	\$229,034	
Top Operations Position	9	\$209,875			\$204,591		
Top Technology Position	6	\$174,950			\$147,717		
Mental Health, Crisis Intervention: Counseling							
\$250 thousand or less							
CEO/Executive Director	93	\$50,485	\$20,656	\$29,637	\$48,000	\$69,189	\$82,448
Top Finance Position	7	\$35,354			\$36,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	50	\$63,291	\$38,269	\$49,099	\$57,918	\$72,090	\$110,462
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	\$75,579	\$51,252	\$58,224	\$69,257	\$85,183	\$111,162
Between \$1 million and \$2.5 million							
CEO/Executive Director	33	\$106,273	\$61,028	\$81,588	\$97,337	\$124,089	\$161,690
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$129,584		\$117,287	\$124,523	\$138,085	
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$191,466		\$111,120	\$147,461	\$175,716	
Top Finance Position	6	\$101,569			\$105,453		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$195,344			\$220,135		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Eating Disorders & Addictions							
\$250 thousand or less							
CEO/Executive Director	6	\$58,454			\$57,379		

Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention

\$250 thousand or less							
CEO/Executive Director	27	\$42,479	\$27,341	\$30,300	\$39,793	\$55,061	\$61,168
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	\$57,385		\$46,188	\$55,508	\$59,786	
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$75,325	\$51,406	\$59,127	\$73,548	\$86,507	\$103,140
Between \$1 million and \$2.5 million							
CEO/Executive Director	26	\$98,360	\$69,609	\$84,845	\$94,156	\$106,742	\$138,716
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$109,405			\$116,603		
Top Finance Position	6	\$88,917			\$78,613		
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$255,161			\$160,100		

Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.

\$250 thousand or less							
CEO/Executive Director	35	\$47,337	\$20,878	\$32,426	\$42,700	\$58,931	\$79,920
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	\$65,608	\$36,361	\$45,000	\$64,150	\$79,861	\$96,003

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$80,899	\$56,822	\$64,493	\$81,582	\$90,525	\$103,325
Between \$1 million and \$2.5 million							
CEO/Executive Director	32	\$101,916	\$67,649	\$78,737	\$98,711	\$118,323	\$138,955
Top Finance Position	6	\$73,832			\$75,822		
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	\$155,249		\$103,432	\$125,581	\$154,760	
Top Finance Position	8	\$92,473			\$92,643		
Between \$5 million and \$10 million							
CEO/Executive Director	12	\$159,824		\$126,091	\$141,389	\$187,191	
Top Finance Position	6	\$92,257			\$99,881		
Between \$10 million and \$25 million							
CEO/Executive Director	15	\$267,305		\$136,816	\$165,221	\$266,291	
Top Finance Position	9	\$134,779			\$111,319		
Top Operations Position	6	\$138,180			\$146,547		
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$337,161			\$250,089		
Top Finance Position	5	\$207,346			\$198,354		

Mental Health, Crisis Intervention: Mental Health Associations

\$250 thousand or less							
CEO/Executive Director	40	\$41,892	\$20,775	\$28,679	\$38,948	\$52,656	\$65,487
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	30	\$70,659	\$42,723	\$50,662	\$66,622	\$85,132	\$102,176

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Mental Health Associations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	\$73,592	\$49,204	\$59,809	\$73,025	\$87,320	\$93,015
Between \$1 million and \$2.5 million							
CEO/Executive Director	39	\$112,250	\$59,380	\$78,375	\$100,295	\$145,877	\$176,011
Top Finance Position	6	\$105,201			\$89,582		
Top Operations Position	5	\$121,853			\$136,107		
Between \$2.5 million and \$5 million							
CEO/Executive Director	17	\$135,794		\$107,238	\$126,498	\$156,520	
Top Finance Position	6	\$86,989			\$86,733		
Between \$5 million and \$10 million							
CEO/Executive Director	19	\$133,778		\$101,499	\$118,388	\$143,715	
Top Finance Position	6	\$87,243			\$90,123		
Top Operations Position	5	\$102,027			\$105,000		
Between \$10 million and \$25 million							
CEO/Executive Director	17	\$191,493		\$153,069	\$181,420	\$222,842	
Top Finance Position	16	\$128,781		\$93,276	\$122,237	\$162,751	
Top Operations Position	5	\$138,587			\$132,872		
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$217,084			\$186,551		
Top Finance Position	5	\$132,577			\$115,998		

Mental Health, Crisis Intervention: Mental Health Disorders

\$250 thousand or less

CEO/Executive Director	11	\$43,731		\$35,671	\$48,552	\$54,000	
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501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Mental Health Disorders							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$65,908		\$47,769	\$62,412	\$81,250	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$90,792			\$92,949		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$100,238		\$82,500	\$94,426	\$110,953	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$171,791		\$115,342	\$130,788	\$188,220	
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$191,075			\$185,580		
Top Finance Position	5	\$107,350			\$125,343		

Mental Health, Crisis Intervention: Mental Health Treatment

\$250 thousand or less							
CEO/Executive Director	39	\$48,017	\$29,500	\$34,040	\$43,680	\$51,925	\$72,303
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	36	\$65,422	\$34,237	\$48,039	\$61,751	\$69,380	\$97,150
Between \$500 thousand and \$1 million							
CEO/Executive Director	58	\$83,437	\$51,295	\$62,912	\$74,009	\$96,497	\$117,289
Top Finance Position	8	\$74,831			\$51,751		
Between \$1 million and \$2.5 million							
CEO/Executive Director	84	\$106,172	\$63,003	\$81,276	\$98,073	\$125,182	\$165,571
Top Finance Position	17	\$80,325		\$36,000	\$64,800	\$81,360	
Top Operations Position	5	\$69,554			\$73,698		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Mental Health Treatment							
Between \$2.5 million and \$5 million							
CEO/Executive Director	66	\$145,206	\$85,598	\$101,235	\$121,456	\$146,217	\$232,173
Top Finance Position	20	\$110,726	\$56,871	\$69,402	\$103,031	\$122,722	\$184,462
Top Operations Position	7	\$114,949			\$99,637		
Between \$5 million and \$10 million							
CEO/Executive Director	70	\$154,544	\$104,305	\$118,452	\$139,371	\$162,594	\$193,140
Top Finance Position	41	\$114,334	\$69,978	\$77,630	\$100,388	\$125,523	\$145,653
Top Operations Position	7	\$125,739			\$136,784		
Between \$10 million and \$25 million							
CEO/Executive Director	98	\$218,778	\$139,607	\$161,648	\$193,982	\$247,946	\$312,785
Top Development Position	5	\$134,650			\$130,103		
Top Finance Position	63	\$129,494	\$72,876	\$101,352	\$128,091	\$153,588	\$187,208
Top Human Resources Position	13	\$133,223		\$121,893	\$139,282	\$141,903	
Top Operations Position	40	\$149,213	\$107,352	\$119,999	\$138,866	\$153,644	\$214,350
Top Program Position	15	\$129,305		\$110,231	\$124,876	\$143,999	
Top Technology Position	5	\$147,821			\$138,223		
Between \$25 million and \$50 million							
CEO/Executive Director	52	\$260,117	\$175,240	\$205,475	\$251,434	\$281,072	\$401,302
Top Administrative Position	5	\$121,534			\$121,476		
Top Finance Position	41	\$171,773	\$125,646	\$139,113	\$165,194	\$204,015	\$230,448
Top Human Resources Position	9	\$147,087			\$169,878		
Top Operations Position	18	\$158,819		\$123,819	\$144,828	\$162,837	
Top Technology Position	13	\$149,570		\$129,568	\$140,777	\$168,747	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Mental Health Treatment							
Greater than \$50 million							
CEO/Executive Director	33	\$448,666	\$205,576	\$272,907	\$341,242	\$452,117	\$670,911
Top Administrative Position	5	\$182,169			\$182,595		
Top Finance Position	30	\$243,970	\$161,316	\$181,730	\$232,157	\$274,458	\$383,050
Top Operations Position	18	\$255,256		\$176,565	\$215,931	\$271,452	
Top Program Position	5	\$191,229			\$193,268		
Top Technology Position	9	\$191,539			\$179,560		

Mental Health, Crisis Intervention: Professional Societies & Associations

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$70,593			\$66,624		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$147,112		\$104,490	\$127,313	\$178,497	

Mental Health, Crisis Intervention: Psychiatric Hospitals

Between \$10 million and \$25 million							
CEO/Executive Director	15	\$203,847		\$163,125	\$199,135	\$242,396	
Top Finance Position	14	\$150,955		\$122,562	\$154,590	\$183,043	
Top Operations Position	6	\$196,679			\$189,905		
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$270,420			\$249,400		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Psychiatric Hospitals							
Greater than \$50 million							
CEO/Executive Director	9	\$423,979			\$382,960		
Top Operations Position	5	\$235,502			\$241,147		
Mental Health, Crisis Intervention: Residential Mental Health Treatment							
\$250 thousand or less							
CEO/Executive Director	15	\$40,334		\$28,585	\$36,208	\$48,981	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$52,136		\$39,622	\$49,797	\$57,327	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$82,481		\$60,062	\$74,816	\$100,665	
Between \$1 million and \$2.5 million							
CEO/Executive Director	34	\$100,204	\$61,211	\$74,341	\$89,558	\$98,239	\$132,366
Between \$2.5 million and \$5 million							
CEO/Executive Director	38	\$119,619	\$84,482	\$93,016	\$110,596	\$133,891	\$172,033
Top Finance Position	12	\$99,453		\$85,881	\$100,387	\$110,645	
Between \$5 million and \$10 million							
CEO/Executive Director	55	\$144,141	\$98,481	\$115,477	\$143,370	\$160,883	\$201,766
Top Finance Position	17	\$91,221		\$81,896	\$88,824	\$97,378	
Top Operations Position	6	\$101,460			\$106,275		
Top Program Position	5	\$108,630			\$110,748		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Residential Mental Health Treatment							
Between \$10 million and \$25 million							
CEO/Executive Director	40	\$196,087	\$132,090	\$157,603	\$183,559	\$236,600	\$262,319
Top Development Position	6	\$132,462			\$136,606		
Top Finance Position	26	\$127,378	\$93,432	\$100,720	\$119,254	\$151,918	\$180,329
Top Human Resources Position	7	\$137,525			\$124,582		
Top Operations Position	16	\$141,893		\$112,470	\$129,995	\$177,814	
Top Program Position	9	\$148,638			\$140,436		
Between \$25 million and \$50 million							
CEO/Executive Director	17	\$293,811		\$234,000	\$263,027	\$352,753	
Top Finance Position	15	\$165,177		\$146,351	\$155,262	\$177,211	
Top Human Resources Position	5	\$165,232			\$173,483		
Top Operations Position	11	\$186,125		\$148,761	\$166,968	\$230,493	
Top Program Position	5	\$134,643			\$135,115		
Greater than \$50 million							
CEO/Executive Director	13	\$326,991		\$233,989	\$311,266	\$432,635	
Top Finance Position	8	\$205,556			\$188,049		
Top Human Resources Position	5	\$185,470			\$169,369		
Top Operations Position	7	\$270,102			\$228,787		

Mental Health, Crisis Intervention: Sexual Assault Services

\$250 thousand or less

CEO/Executive Director	8	\$47,280			\$43,948		
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	13	\$56,188		\$51,902	\$60,560	\$65,092	
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Sexual Assault Services							
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$67,116	\$52,904	\$57,375	\$67,776	\$77,447	\$83,535
Between \$1 million and \$2.5 million							
CEO/Executive Director	38	\$87,855	\$61,999	\$74,149	\$87,599	\$100,174	\$114,028
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$129,735			\$129,515		

Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment

\$250 thousand or less

CEO/Executive Director	67	\$38,269	\$19,132	\$24,500	\$36,000	\$46,777	\$57,501
Top Administrative Position	5	\$46,417			\$47,534		
Top Finance Position	10	\$34,279		\$19,746	\$29,500	\$37,934	

Between \$250 thousand and \$500 thousand

CEO/Executive Director	53	\$67,912	\$40,450	\$47,385	\$68,637	\$80,000	\$89,762
Top Finance Position	6	\$34,876			\$39,912		
Top Program Position	7	\$65,720			\$50,242		

Between \$500 thousand and \$1 million

CEO/Executive Director	67	\$73,008	\$40,158	\$54,882	\$69,933	\$86,459	\$102,151
Top Finance Position	8	\$52,027			\$45,980		

Between \$1 million and \$2.5 million

CEO/Executive Director	104	\$99,940	\$54,330	\$67,714	\$91,131	\$106,519	\$142,425
Top Finance Position	19	\$71,629		\$55,194	\$68,956	\$78,587	
Top Operations Position	7	\$73,108			\$54,000		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
Between \$2.5 million and \$5 million							
CEO/Executive Director	101	\$128,159	\$79,560	\$93,765	\$123,373	\$143,646	\$189,659
Top Administrative Position	6	\$102,315			\$104,112		
Top Finance Position	33	\$84,587	\$52,747	\$58,724	\$81,845	\$102,789	\$130,004
Top Operations Position	8	\$101,951			\$98,099		
Between \$5 million and \$10 million							
CEO/Executive Director	63	\$162,849	\$99,452	\$118,958	\$145,743	\$176,062	\$252,341
Top Finance Position	34	\$99,023	\$64,870	\$89,524	\$95,339	\$109,309	\$137,218
Top Operations Position	12	\$132,211		\$105,062	\$111,547	\$138,422	
Between \$10 million and \$25 million							
CEO/Executive Director	39	\$191,904	\$132,125	\$148,376	\$179,607	\$209,964	\$242,638
Top Finance Position	27	\$129,649	\$60,512	\$87,694	\$129,662	\$156,371	\$207,804
Top Operations Position	13	\$155,956		\$117,479	\$126,254	\$160,519	
Top Technology Position	5	\$133,238			\$127,710		
Between \$25 million and \$50 million							
CEO/Executive Director	12	\$313,237		\$269,579	\$317,219	\$353,852	
Top Finance Position	10	\$179,502		\$135,536	\$167,498	\$182,446	
Top Operations Position	8	\$204,701			\$182,636		
Greater than \$50 million							
CEO/Executive Director	7	\$355,573			\$280,093		
Top Finance Position	7	\$208,925			\$196,243		
Top Operations Position	7	\$178,979			\$194,975		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Substance Abuse Prevention							
\$250 thousand or less							
CEO/Executive Director	34	\$55,858	\$25,453	\$37,517	\$51,258	\$66,861	\$88,588
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	26	\$74,469	\$44,842	\$55,577	\$62,067	\$79,057	\$114,359
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$91,338	\$57,600	\$64,386	\$81,102	\$93,540	\$121,206
Between \$1 million and \$2.5 million							
CEO/Executive Director	28	\$108,239	\$68,259	\$83,032	\$97,396	\$111,577	\$155,470
Top Finance Position	5	\$71,090			\$73,740		
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$153,528		\$92,508	\$119,766	\$190,228	
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$139,853			\$133,082		
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$193,114			\$187,776		
Top Finance Position	5	\$113,888			\$123,049		

Mental Health, Crisis Intervention: Substance Abuse Treatment

\$250 thousand or less							
CEO/Executive Director	50	\$43,861	\$23,631	\$30,500	\$43,116	\$51,797	\$68,638
Top Administrative Position	10	\$39,248		\$35,197	\$40,520	\$43,946	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	37	\$58,953	\$24,360	\$45,625	\$57,000	\$70,000	\$94,619

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Substance Abuse Treatment							
Between \$500 thousand and \$1 million							
CEO/Executive Director	61	\$84,300	\$44,812	\$60,937	\$78,584	\$107,030	\$129,058
Between \$1 million and \$2.5 million							
CEO/Executive Director	82	\$99,832	\$50,167	\$75,698	\$99,676	\$117,258	\$144,716
Top Finance Position	13	\$71,018		\$51,242	\$64,223	\$99,330	
Between \$2.5 million and \$5 million							
CEO/Executive Director	76	\$126,595	\$87,018	\$100,248	\$120,248	\$149,661	\$175,944
Top Administrative Position	5	\$100,420			\$100,054		
Top Finance Position	27	\$88,453	\$36,346	\$67,712	\$91,241	\$107,664	\$127,024
Top Operations Position	9	\$92,790			\$83,708		
Between \$5 million and \$10 million							
CEO/Executive Director	55	\$167,266	\$107,165	\$124,736	\$152,606	\$194,879	\$239,638
Top Finance Position	23	\$117,623	\$78,524	\$86,627	\$100,205	\$140,235	\$166,791
Top Operations Position	8	\$142,856			\$101,999		
Between \$10 million and \$25 million							
CEO/Executive Director	49	\$226,893	\$122,821	\$150,490	\$176,156	\$226,675	\$289,267
Top Finance Position	35	\$165,156	\$97,624	\$117,228	\$137,305	\$174,556	\$270,457
Top Human Resources Position	5	\$138,725			\$131,023		
Top Operations Position	18	\$156,069		\$106,561	\$129,103	\$173,985	
Between \$25 million and \$50 million							
CEO/Executive Director	10	\$368,416		\$301,657	\$347,797	\$381,109	
Top Finance Position	8	\$207,186			\$196,576		
Top Operations Position	6	\$219,120			\$160,273		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mutual/Membership Benefit Organizations, Other: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	5	\$42,536			\$49,313		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$117,720			\$95,496		
Mutual/Membership Benefit Organizations, Other: Domestic Fraternal Societies							
\$250 thousand or less							
CEO/Executive Director	6	\$36,503			\$36,644		
Mutual/Membership Benefit Organizations, Other: Mutual & Membership Benefit N.E.C.							
\$250 thousand or less							
CEO/Executive Director	9	\$45,803			\$43,690		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$79,933		\$71,294	\$82,083	\$101,361	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$103,843			\$102,497		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$140,049			\$123,153		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$211,238			\$240,916		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mutual/Membership Benefit Organizations, Other: Professional Societies & Associations							
\$250 thousand or less							
CEO/Executive Director	8	\$52,376			\$56,825		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$75,332			\$72,807		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$164,283		\$128,548	\$145,098	\$168,334	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$250,178			\$224,260		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$221,751			\$188,525		
Philanthropy, Voluntarism, and Grantmaking Foundations: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	5	\$67,640			\$50,562		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$70,016			\$72,700		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$144,541			\$155,320		
Philanthropy, Voluntarism, and Grantmaking Foundations: Community Foundations							
\$250 thousand or less							
CEO/Executive Director	22	\$44,545	\$20,200	\$28,411	\$42,571	\$54,844	\$71,441

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations: Community Foundations							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	42	\$65,816	\$25,944	\$42,452	\$57,793	\$71,438	\$102,494
Between \$500 thousand and \$1 million							
CEO/Executive Director	63	\$81,474	\$33,400	\$59,025	\$75,817	\$91,878	\$124,462
Between \$1 million and \$2.5 million							
CEO/Executive Director	161	\$101,318	\$63,600	\$78,583	\$93,900	\$116,430	\$149,924
Top Finance Position	12	\$62,955		\$50,964	\$62,198	\$71,769	
Between \$2.5 million and \$5 million							
CEO/Executive Director	90	\$125,650	\$68,364	\$96,722	\$123,771	\$146,164	\$178,584
Top Finance Position	21	\$87,914	\$60,000	\$77,505	\$87,039	\$100,843	\$122,582
Between \$5 million and \$10 million							
CEO/Executive Director	93	\$177,464	\$119,976	\$142,800	\$172,173	\$207,236	\$237,199
Top Administrative Position	6	\$109,566			\$104,473		
Top Development Position	8	\$142,599			\$134,445		
Top Finance Position	42	\$118,105	\$82,868	\$94,275	\$110,126	\$141,908	\$152,625
Top Operations Position	13	\$118,291		\$91,451	\$120,954	\$134,374	
Top Program Position	7	\$137,013			\$127,919		
Between \$10 million and \$25 million							
CEO/Executive Director	74	\$214,767	\$147,508	\$172,206	\$208,966	\$252,744	\$295,112
Top Administrative Position	8	\$146,881			\$149,854		
Top Development Position	27	\$136,545	\$108,604	\$120,037	\$135,580	\$152,740	\$160,681
Top Finance Position	51	\$133,417	\$91,624	\$113,984	\$132,103	\$154,289	\$176,995
Top Operations Position	7	\$112,864			\$113,009		
Top Program Position	9	\$151,187			\$150,882		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations: Community Foundations							
Between \$25 million and \$50 million							
CEO/Executive Director	22	\$319,720	\$223,368	\$250,077	\$290,739	\$379,685	\$462,111
Top Development Position	15	\$171,237		\$131,712	\$146,458	\$207,023	
Top Finance Position	22	\$183,683	\$134,007	\$153,256	\$158,923	\$201,710	\$261,167
Top Operations Position	6	\$154,177			\$141,453		
Greater than \$50 million							
CEO/Executive Director	39	\$492,278	\$294,969	\$354,801	\$444,921	\$541,950	\$758,290
Top Administrative Position	8	\$226,588			\$219,119		
Top Development Position	23	\$210,982	\$144,846	\$158,527	\$196,024	\$262,015	\$311,255
Top Finance Position	38	\$274,079	\$169,441	\$210,618	\$255,229	\$306,607	\$387,423
Top Human Resources Position	5	\$235,211			\$183,360		
Top Legal Position	7	\$227,403			\$198,076		
Top Marketing Position	11	\$197,781		\$181,001	\$206,456	\$212,622	
Top Operations Position	14	\$248,538		\$202,120	\$255,218	\$304,770	
Top PR/Communications Position	16	\$198,767		\$186,810	\$202,140	\$208,864	
Top Program Position	12	\$214,957		\$152,954	\$221,314	\$241,615	
Top Technology Position	7	\$221,842			\$195,821		

Philanthropy, Voluntarism, and Grantmaking Foundations: Corporate Foundations

Between \$1 million and \$2.5 million

CEO/Executive Director	5	\$146,574			\$152,953		
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501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
\$250 thousand or less							
CEO/Executive Director	81	\$38,099	\$23,208	\$27,660	\$36,000	\$48,000	\$55,000
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	96	\$53,760	\$33,230	\$41,750	\$49,452	\$60,265	\$75,247
Between \$500 thousand and \$1 million							
CEO/Executive Director	115	\$70,050	\$44,738	\$55,320	\$66,006	\$83,500	\$97,938
Between \$1 million and \$2.5 million							
CEO/Executive Director	124	\$108,480	\$67,595	\$76,949	\$96,256	\$114,143	\$138,986
Top Finance Position	27	\$66,190	\$44,312	\$58,257	\$66,314	\$76,446	\$86,088
Top Operations Position	7	\$94,706			\$75,315		
Between \$2.5 million and \$5 million							
CEO/Executive Director	75	\$139,031	\$86,479	\$109,795	\$126,702	\$155,142	\$218,614
Top Administrative Position	5	\$91,148			\$81,454		
Top Development Position	6	\$103,420			\$112,284		
Top Finance Position	29	\$78,441	\$53,645	\$69,493	\$78,119	\$89,712	\$102,418
Top Operations Position	7	\$82,656			\$76,456		
Between \$5 million and \$10 million							
CEO/Executive Director	39	\$189,228	\$107,628	\$152,087	\$171,495	\$243,404	\$285,732
Top Development Position	5	\$112,884			\$116,713		
Top Finance Position	25	\$114,181	\$82,275	\$91,359	\$103,016	\$135,091	\$163,830
Top Operations Position	5	\$116,935			\$106,659		
Between \$10 million and \$25 million							
CEO/Executive Director	36	\$235,663	\$153,930	\$180,800	\$228,005	\$275,361	\$325,358
Top Development Position	13	\$138,774		\$106,990	\$126,821	\$146,850	
Top Finance Position	25	\$129,445	\$88,248	\$101,654	\$115,081	\$150,032	\$168,545
Top Operations Position	10	\$158,939		\$128,999	\$148,730	\$185,338	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
Between \$25 million and \$50 million							
CEO/Executive Director	15	\$324,732		\$206,522	\$319,988	\$379,681	
Top Development Position	13	\$192,125		\$153,794	\$185,276	\$231,713	
Top Finance Position	13	\$172,791		\$150,224	\$173,432	\$181,349	
Top Marketing Position	8	\$141,031			\$133,687		
Top Operations Position	9	\$193,945			\$188,173		
Greater than \$50 million							
CEO/Executive Director	15	\$497,285		\$328,197	\$436,702	\$568,790	
Top Development Position	14	\$195,661		\$173,922	\$184,378	\$196,538	
Top Finance Position	12	\$275,020		\$223,064	\$237,778	\$303,697	
Top Human Resources Position	7	\$220,529			\$185,628		
Top Marketing Position	8	\$213,876			\$185,683		
Top Operations Position	6	\$252,146			\$239,586		
Top Technology Position	9	\$176,998			\$183,889		

Philanthropy, Voluntarism, and Grantmaking Foundations: Fund Raising & Fund Distribution

\$250 thousand or less

CEO/Executive Director	36	\$47,611	\$20,938	\$27,831	\$43,495	\$60,179	\$77,494
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	26	\$64,722	\$35,250	\$49,143	\$58,101	\$74,796	\$107,033
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Between \$500 thousand and \$1 million

CEO/Executive Director	40	\$77,376	\$39,984	\$58,467	\$75,080	\$96,654	\$104,854
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Between \$1 million and \$2.5 million

CEO/Executive Director	42	\$125,974	\$76,841	\$91,102	\$114,202	\$153,244	\$192,679
Top Finance Position	5	\$54,704			\$41,815		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations: Fund Raising & Fund Distribution							
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	\$143,111		\$107,438	\$134,023	\$170,021	
Top Finance Position	10	\$91,461		\$73,267	\$92,375	\$109,977	
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$154,773			\$181,027		
Between \$10 million and \$25 million							
CEO/Executive Director	12	\$240,806		\$203,623	\$233,830	\$259,327	
Top Finance Position	6	\$206,418			\$182,239		
Top Operations Position	6	\$159,409			\$155,955		
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$407,977			\$399,999		
Top Development Position	5	\$253,738			\$286,084		
Greater than \$50 million							
CEO/Executive Director	5	\$575,707			\$510,654		
Top Development Position	6	\$238,355			\$227,208		
Top Finance Position	5	\$238,119			\$239,535		

Philanthropy, Voluntarism, and Grantmaking Foundations: Management & Technical Assistance

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$75,323			\$79,066		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$131,590			\$133,095		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations: Named Trusts N.E.C.							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$94,396			\$100,679		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$199,420			\$185,452		

Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion

\$250 thousand or less							
CEO/Executive Director	39	\$50,830	\$22,368	\$24,998	\$45,164	\$71,000	\$86,825
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	27	\$72,908	\$31,740	\$47,229	\$57,839	\$91,108	\$118,672
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	\$106,776	\$53,040	\$58,000	\$92,052	\$142,082	\$194,367
Between \$1 million and \$2.5 million							
CEO/Executive Director	34	\$124,977	\$53,650	\$77,139	\$104,501	\$167,747	\$208,940
Between \$2.5 million and \$5 million							
CEO/Executive Director	28	\$193,779	\$112,390	\$154,620	\$178,616	\$225,243	\$281,103
Top Development Position	7	\$166,211			\$165,585		
Top Finance Position	7	\$109,604			\$97,128		
Top Operations Position	5	\$141,927			\$157,802		
Top Program Position	5	\$158,459			\$169,377		
Between \$5 million and \$10 million							
CEO/Executive Director	16	\$230,083		\$163,455	\$177,636	\$265,202	
Top Finance Position	10	\$137,147		\$109,869	\$135,888	\$164,303	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$241,325			\$213,479		
Top Development Position	6	\$179,230			\$170,510		
Top Finance Position	7	\$165,281			\$163,813		
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$497,486			\$635,806		

Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.

\$250 thousand or less							
CEO/Executive Director	19	\$48,915		\$34,617	\$41,212	\$59,191	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	\$69,340		\$46,999	\$53,556	\$95,117	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$99,570		\$70,625	\$92,889	\$127,626	
Between \$1 million and \$2.5 million							
CEO/Executive Director	34	\$148,667	\$74,750	\$94,150	\$131,190	\$176,319	\$218,706
Top Finance Position	6	\$94,179			\$76,745		
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$216,177		\$144,548	\$221,150	\$263,423	
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$245,598		\$137,281	\$228,157	\$291,996	
Top Finance Position	5	\$171,229			\$143,213		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.							
Greater than \$50 million							
CEO/Executive Director	9	\$478,050			\$497,788		
Top Finance Position	9	\$288,254			\$289,087		
Top Operations Position	6	\$259,270			\$236,671		

Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations

\$250 thousand or less

CEO/Executive Director	33	\$44,914	\$24,022	\$30,000	\$40,000	\$46,000	\$77,400
Top Finance Position	7	\$32,410			\$26,535		

Between \$250 thousand and \$500 thousand

CEO/Executive Director	20	\$76,933	\$34,998	\$44,725	\$64,411	\$96,224	\$138,050
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Between \$500 thousand and \$1 million

CEO/Executive Director	26	\$97,278	\$40,934	\$60,881	\$90,201	\$119,310	\$151,732
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Between \$1 million and \$2.5 million

CEO/Executive Director	17	\$130,371		\$96,223	\$126,264	\$155,214	
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Between \$2.5 million and \$5 million

CEO/Executive Director	9	\$166,565			\$155,186		
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Between \$5 million and \$10 million

CEO/Executive Director	5	\$206,637			\$168,475		
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Between \$10 million and \$25 million

CEO/Executive Director	7	\$289,589			\$276,220		
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Independent Foundations							
\$250 thousand or less							
CEO/Executive Director	10	\$62,880		\$45,050	\$53,000	\$84,893	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$68,325		\$51,967	\$65,802	\$80,811	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$83,625		\$60,268	\$72,000	\$95,053	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$102,138		\$73,752	\$90,000	\$116,339	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$154,580			\$136,558		
Philanthropy, Voluntarism, and Grantmaking Foundations: Professional Societies & Associations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$120,279			\$111,245		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$180,821			\$165,796		
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$275,891		\$227,608	\$269,967	\$303,355	
Top Finance Position	5	\$146,051			\$142,676		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
\$250 thousand or less							
CEO/Executive Director	60	\$48,134	\$17,900	\$29,202	\$42,096	\$62,363	\$89,034

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	48	\$69,971	\$38,636	\$52,375	\$66,809	\$87,444	\$105,069
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	\$97,078	\$48,148	\$64,849	\$90,080	\$123,304	\$163,420
Top Finance Position	5	\$61,329			\$53,990		
Between \$1 million and \$2.5 million							
CEO/Executive Director	51	\$136,630	\$63,646	\$96,271	\$123,963	\$166,008	\$240,992
Top Finance Position	5	\$106,097			\$105,596		
Top Operations Position	6	\$82,285			\$66,692		
Between \$2.5 million and \$5 million							
CEO/Executive Director	30	\$170,109	\$77,290	\$102,775	\$142,827	\$192,383	\$275,762
Top Finance Position	5	\$87,916			\$71,875		
Top Operations Position	5	\$160,480			\$158,564		
Between \$5 million and \$10 million							
CEO/Executive Director	25	\$204,223	\$71,881	\$141,161	\$180,204	\$231,228	\$367,563
Top Finance Position	10	\$140,725		\$113,930	\$121,028	\$136,057	
Top Operations Position	8	\$222,372			\$184,195		
Between \$10 million and \$25 million							
CEO/Executive Director	13	\$300,994		\$185,480	\$292,993	\$346,141	
Top Finance Position	6	\$234,952			\$228,584		
Top Operations Position	5	\$201,820			\$205,630		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$285,801			\$247,304		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
Greater than \$50 million							
CEO/Executive Director	9	\$398,902			\$287,690		
Top Development Position	5	\$356,312			\$326,961		
Top Finance Position	10	\$192,719		\$125,927	\$158,775	\$234,290	
Top Operations Position	5	\$238,059			\$155,821		

Philanthropy, Voluntarism, and Grantmaking Foundations: Single Organization Support

Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$99,535			\$96,702		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$158,425			\$120,640		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$218,882			\$170,371		

Philanthropy, Voluntarism, and Grantmaking Foundations: Voluntarism Promotion

\$250 thousand or less							
CEO/Executive Director	30	\$47,347	\$25,080	\$40,510	\$46,450	\$53,482	\$65,475
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	\$76,041		\$51,200	\$65,000	\$71,500	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$85,031	\$54,178	\$64,902	\$85,981	\$99,902	\$121,292
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$117,779			\$108,000		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations: Voluntarism Promotion							
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	\$148,500		\$118,222	\$161,689	\$171,330	
Top Finance Position	5	\$101,728			\$101,429		
Public Safety, Disaster Preparedness, and Relief: Automotive Safety							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$63,573			\$58,989		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$117,384			\$113,999		
Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services							
\$250 thousand or less							
CEO/Executive Director	10	\$45,385		\$26,854	\$37,400	\$48,806	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$63,974		\$47,800	\$57,957	\$83,023	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$69,614		\$50,248	\$62,102	\$85,207	
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$104,630		\$74,615	\$90,467	\$109,114	
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$126,666		\$88,900	\$123,964	\$165,553	
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$138,499			\$103,846		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services							
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$215,478			\$194,180		
Greater than \$50 million							
CEO/Executive Director	5	\$358,653			\$321,843		
Top Development Position	5	\$222,925			\$181,522		

Public Safety, Disaster Preparedness, and Relief: Fire Prevention

\$250 thousand or less							
CEO/Executive Director	7	\$36,166			\$35,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$63,195		\$43,434	\$56,250	\$80,694	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$49,753		\$21,982	\$46,863	\$61,269	
Top Finance Position	8	\$50,569			\$46,229		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$86,326			\$59,442		
Top Finance Position	8	\$58,065			\$56,516		
Top Operations Position	5	\$80,142			\$73,039		
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$121,910			\$103,967		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public Safety, Disaster Preparedness, and Relief: Public Safety, Disaster Preparedness, & Relief N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$113,062			\$104,125		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$146,492			\$120,300		

Public Safety, Disaster Preparedness, and Relief: Safety Education

\$250 thousand or less							
CEO/Executive Director	19	\$49,531		\$37,218	\$41,969	\$53,050	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	\$84,885		\$66,251	\$78,198	\$95,493	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$109,837		\$76,974	\$97,260	\$130,352	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$107,750			\$97,788		
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$187,339			\$168,384		

Public Safety, Disaster Preparedness, and Relief: Search & Rescue Squads

Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$84,334			\$84,583		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	22	\$49,162	\$22,636	\$32,090	\$42,583	\$64,029	\$79,800
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	\$75,465		\$59,401	\$69,934	\$94,111	
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$98,837	\$53,659	\$67,155	\$93,900	\$114,583	\$143,060
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$145,984		\$90,000	\$137,500	\$177,797	
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$161,435		\$97,250	\$142,332	\$183,707	
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$503,701			\$345,024		

Public, Society Benefit—Multipurpose and Other: Citizen Participation

\$250 thousand or less							
CEO/Executive Director	15	\$45,855		\$30,604	\$53,000	\$60,019	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$73,503		\$59,833	\$65,000	\$85,938	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$94,524		\$79,329	\$94,643	\$117,888	
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$119,352		\$100,046	\$118,295	\$129,375	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$172,401			\$147,050		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other: Consumer Protection							
\$250 thousand or less							
CEO/Executive Director	9	\$62,621			\$62,466		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$93,127			\$85,689		
Public, Society Benefit—Multipurpose and Other: Financial Institutions							
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$147,436		\$87,764	\$129,409	\$189,908	
Greater than \$50 million							
CEO/Executive Director	5	\$613,720			\$586,569		
Top Finance Position	7	\$239,077			\$228,325		
Public, Society Benefit—Multipurpose and Other: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	8	\$42,307			\$44,565		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$94,989			\$73,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$94,147			\$80,418		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$113,587		\$75,833	\$112,463	\$135,248	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$145,221			\$133,987		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
\$250 thousand or less							
CEO/Executive Director	10	\$56,966		\$33,625	\$41,509	\$72,189	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$100,453		\$76,848	\$91,797	\$124,763	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$110,540		\$67,755	\$95,459	\$138,683	
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$213,641		\$158,587	\$194,495	\$270,034	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$288,050			\$268,925		
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$210,521			\$207,855		
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$274,833			\$222,440		
Top Finance Position	5	\$121,600			\$116,804		

Public, Society Benefit—Multipurpose and Other: Leadership Development

\$250 thousand or less							
CEO/Executive Director	61	\$57,261	\$22,617	\$34,150	\$56,150	\$78,000	\$93,326
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	43	\$92,832	\$64,961	\$74,200	\$86,126	\$112,233	\$131,158
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	\$114,954	\$66,295	\$91,500	\$110,704	\$130,726	\$184,397

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other: Leadership Development							
Between \$1 million and \$2.5 million							
CEO/Executive Director	50	\$148,440	\$69,576	\$93,211	\$132,447	\$197,906	\$242,732
Between \$2.5 million and \$5 million							
CEO/Executive Director	20	\$151,157	\$74,093	\$91,153	\$129,512	\$181,157	\$232,353
Top Finance Position	9	\$97,831			\$104,600		
Top Operations Position	5	\$133,168			\$145,613		
Between \$5 million and \$10 million							
CEO/Executive Director	12	\$158,024		\$121,567	\$153,383	\$180,953	
Public, Society Benefit—Multipurpose and Other: Management & Technical Assistance							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$124,706			\$126,550		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$247,077			\$265,562		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$222,678			\$199,567		
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
\$250 thousand or less							
CEO/Executive Director	47	\$43,492	\$21,695	\$26,566	\$43,956	\$51,688	\$75,650
Top Administrative Position	5	\$31,704			\$23,814		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	32	\$64,518	\$37,518	\$50,000	\$62,620	\$78,480	\$90,286

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	\$82,117	\$43,817	\$58,551	\$74,046	\$95,712	\$127,452
Between \$1 million and \$2.5 million							
CEO/Executive Director	34	\$111,861	\$71,813	\$83,985	\$101,466	\$120,673	\$177,662
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	\$187,995		\$108,453	\$140,308	\$214,295	
Top Finance Position	6	\$158,408			\$169,441		
Between \$5 million and \$10 million							
CEO/Executive Director	13	\$134,002		\$98,910	\$130,152	\$181,957	
Top Finance Position	7	\$134,776			\$125,352		
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$220,431			\$253,964		
Top Finance Position	6	\$143,736			\$153,547		
Between \$25 million and \$50 million							
CEO/Executive Director	8	\$282,369			\$241,610		
Top Operations Position	5	\$201,459			\$206,936		

Public, Society Benefit—Multipurpose and Other: Professional Societies & Associations

\$250 thousand or less							
CEO/Executive Director	8	\$57,600			\$59,353		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$103,519		\$86,985	\$107,000	\$115,345	
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$135,009		\$108,706	\$130,716	\$162,320	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other: Professional Societies & Associations							
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$197,906			\$174,976		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$486,981			\$322,711		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
\$250 thousand or less							
CEO/Executive Director	61	\$48,825	\$24,000	\$30,591	\$47,099	\$60,000	\$80,000
Top Program Position	5	\$47,700			\$32,768		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	\$63,610	\$26,967	\$41,498	\$53,254	\$72,885	\$103,136
Between \$500 thousand and \$1 million							
CEO/Executive Director	48	\$91,005	\$31,671	\$56,283	\$85,795	\$106,749	\$147,085
Between \$1 million and \$2.5 million							
CEO/Executive Director	41	\$142,463	\$59,688	\$76,814	\$115,642	\$158,524	\$207,389
Between \$2.5 million and \$5 million							
CEO/Executive Director	46	\$167,455	\$78,064	\$99,342	\$156,374	\$226,066	\$268,824
Top Administrative Position	5	\$125,609			\$124,180		
Top Development Position	5	\$131,582			\$127,443		
Top Finance Position	12	\$110,369		\$74,382	\$111,250	\$132,190	
Top Operations Position	6	\$122,519			\$114,811		
Top PR/Communications Position	5	\$125,866			\$115,488		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
Between \$5 million and \$10 million							
CEO/Executive Director	22	\$212,566	\$124,937	\$145,385	\$214,041	\$244,211	\$300,525
Top Finance Position	11	\$142,259		\$107,235	\$146,204	\$182,935	
Top Operations Position	6	\$154,391			\$144,536		
Between \$10 million and \$25 million							
CEO/Executive Director	23	\$250,820	\$105,990	\$146,160	\$196,968	\$291,902	\$490,486
Top Business Position	5	\$166,656			\$181,980		
Top Development Position	6	\$194,697			\$213,770		
Top Finance Position	16	\$193,877		\$134,217	\$162,319	\$244,538	
Top Marketing Position	6	\$151,934			\$157,762		
Top Operations Position	12	\$159,956		\$101,884	\$145,803	\$164,815	
Top Program Position	5	\$152,119			\$121,104		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$543,420			\$380,486		
Top Finance Position	6	\$222,890			\$197,818		
Top Operations Position	5	\$272,945			\$248,300		
Greater than \$50 million							
CEO/Executive Director	8	\$992,670			\$1,085,661		
Top Finance Position	6	\$440,881			\$478,601		
Top Legal Position	5	\$489,857			\$449,095		
Top Technology Position	5	\$407,330			\$348,990		

Public, Society Benefit—Multipurpose and Other: Public Transportation Systems

\$250 thousand or less

CEO/Executive Director	8	\$39,165			\$42,105		
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other: Public Transportation Systems							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$92,352			\$92,976		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$164,024			\$120,635		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$100,067			\$96,403		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$100,606			\$112,966		
Public, Society Benefit—Multipurpose and Other: Public Utilities							
\$250 thousand or less							
CEO/Executive Director	8	\$49,675			\$41,784		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$97,473		\$63,239	\$91,645	\$118,089	
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$117,900			\$121,174		
Public, Society Benefit—Multipurpose and Other: Research Institutes & Public Policy Analysis							
\$250 thousand or less							
CEO/Executive Director	5	\$59,585			\$54,812		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$127,232			\$97,750		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other: Research Institutes & Public Policy Analysis							
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$111,833		\$85,482	\$116,468	\$134,009	
Between \$1 million and \$2.5 million							
CEO/Executive Director	23	\$154,005	\$104,428	\$121,228	\$159,612	\$172,935	\$204,535
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$242,063		\$182,528	\$235,898	\$272,111	
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$341,256		\$242,475	\$314,258	\$385,348	
Top Finance Position	6	\$193,201			\$179,938		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$384,593			\$426,438		

Public, Society Benefit—Multipurpose and Other: Single Organization Support

\$250 thousand or less							
CEO/Executive Director	5	\$37,446			\$35,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$60,488			\$61,448		

Public, Society Benefit—Multipurpose and Other: Support N.E.C.

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$75,618			\$61,760		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$163,881			\$90,640		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	10	\$44,215		\$32,532	\$43,071	\$56,152	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$109,641		\$79,804	\$105,818	\$136,923	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
\$250 thousand or less							
CEO/Executive Director	82	\$40,888	\$19,307	\$28,202	\$39,817	\$49,876	\$59,414
Top Program Position	5	\$42,072			\$47,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	63	\$50,708	\$23,015	\$30,438	\$45,000	\$63,693	\$90,840
Top Finance Position	9	\$48,296			\$38,640		
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	\$84,247	\$46,949	\$59,423	\$78,259	\$103,678	\$122,754
Between \$1 million and \$2.5 million							
CEO/Executive Director	63	\$93,557	\$44,110	\$65,514	\$90,562	\$113,977	\$138,818
Top Finance Position	12	\$56,221		\$30,920	\$60,504	\$73,235	
Between \$2.5 million and \$5 million							
CEO/Executive Director	24	\$165,208	\$71,317	\$87,502	\$112,691	\$179,504	\$348,588
Top Finance Position	6	\$81,212			\$87,116		
Between \$5 million and \$10 million							
CEO/Executive Director	11	\$189,339		\$115,655	\$156,521	\$242,451	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Amateur Sports							
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$305,851			\$276,770		
Top Finance Position	6	\$137,495			\$129,915		

Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions

\$250 thousand or less							
CEO/Executive Director	20	\$35,091	\$17,007	\$18,574	\$31,004	\$45,872	\$62,005
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$51,497		\$44,396	\$52,019	\$61,260	
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$82,984		\$66,463	\$87,052	\$103,471	
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	\$166,033	\$92,828	\$111,381	\$146,760	\$219,717	\$256,317
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$174,677		\$117,267	\$136,761	\$236,983	
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$316,379			\$327,175		

Recreation, Sports, Leisure, Athletics: Baseball & Softball

\$250 thousand or less							
CEO/Executive Director	20	\$33,102	\$18,317	\$20,325	\$25,500	\$32,660	\$71,306
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	22	\$51,837	\$16,513	\$30,975	\$52,040	\$68,456	\$77,996

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Baseball & Softball							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$59,128			\$60,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$138,673			\$107,072		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$134,166			\$104,802		
Recreation, Sports, Leisure, Athletics: Basketball							
\$250 thousand or less							
CEO/Executive Director	15	\$33,352		\$21,663	\$36,000	\$39,599	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$52,714		\$41,014	\$47,137	\$57,500	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$131,662			\$128,690		
Recreation, Sports, Leisure, Athletics: Camps							
\$250 thousand or less							
CEO/Executive Director	49	\$38,921	\$19,600	\$24,100	\$37,964	\$50,578	\$60,193
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	38	\$54,174	\$33,409	\$39,239	\$50,304	\$60,990	\$73,490
Between \$500 thousand and \$1 million							
CEO/Executive Director	62	\$69,770	\$40,563	\$55,013	\$64,830	\$80,974	\$94,174

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Camps							
Between \$1 million and \$2.5 million							
CEO/Executive Director	72	\$96,117	\$51,741	\$66,850	\$87,482	\$110,965	\$138,201
Top Finance Position	7	\$46,137			\$45,867		
Between \$2.5 million and \$5 million							
CEO/Executive Director	28	\$163,513	\$93,555	\$101,481	\$133,249	\$216,459	\$269,534
Top Finance Position	7	\$74,797			\$63,655		
Between \$5 million and \$10 million							
CEO/Executive Director	16	\$215,971		\$154,284	\$200,865	\$249,702	
Top Finance Position	5	\$107,931			\$105,833		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$307,525			\$300,629		

Recreation, Sports, Leisure, Athletics: Community Recreational Centers

\$250 thousand or less

CEO/Executive Director	12	\$39,147		\$25,750	\$30,561	\$46,713
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	15	\$57,600		\$47,383	\$57,605	\$66,893
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Between \$500 thousand and \$1 million

CEO/Executive Director	18	\$66,888		\$55,811	\$64,370	\$76,894
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Between \$1 million and \$2.5 million

CEO/Executive Director	13	\$103,328		\$72,501	\$90,625	\$109,476
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Between \$2.5 million and \$5 million

CEO/Executive Director	14	\$136,616		\$100,381	\$126,798	\$158,542
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Community Recreational Centers							
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$218,877			\$225,836		
Top Finance Position	5	\$109,595			\$105,194		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$256,944			\$241,465		
Top Finance Position	6	\$129,100			\$124,121		
Recreation, Sports, Leisure, Athletics: Equestrian							
\$250 thousand or less							
CEO/Executive Director	16	\$41,896		\$32,994	\$44,370	\$52,097	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$53,923			\$60,848		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$72,157			\$66,609		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$90,216			\$73,805		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$171,853			\$159,745		
Recreation, Sports, Leisure, Athletics: Fairs							
\$250 thousand or less							
CEO/Executive Director	7	\$41,218			\$39,573		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Fairs							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$76,684		\$63,942	\$72,846	\$96,600	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$61,601		\$51,191	\$64,379	\$75,364	
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	\$94,566	\$44,322	\$59,938	\$86,334	\$114,500	\$142,204
Top Administrative Position	7	\$84,263			\$70,000		
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$118,137			\$94,735		
Between \$5 million and \$10 million							
CEO/Executive Director	14	\$212,525		\$170,907	\$201,462	\$252,782	
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$299,213			\$271,834		

Recreation, Sports, Leisure, Athletics: Football

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$54,449			\$50,942		

Recreation, Sports, Leisure, Athletics: Fund Raising & Fund Distribution

\$250 thousand or less							
CEO/Executive Director	9	\$42,763			\$39,883		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$48,596			\$31,825		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Fund Raising & Fund Distribution							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$78,208			\$72,833		
Recreation, Sports, Leisure, Athletics: Golf							
\$250 thousand or less							
CEO/Executive Director	12	\$52,493		\$34,271	\$44,394	\$68,150	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	\$69,592		\$60,000	\$67,633	\$75,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$103,776		\$82,859	\$96,455	\$117,940	
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$136,114		\$74,480	\$112,429	\$122,816	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$181,565			\$195,330		
Recreation, Sports, Leisure, Athletics: Olympics							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$242,252			\$210,000		
Recreation, Sports, Leisure, Athletics: Parks & Playgrounds							
\$250 thousand or less							
CEO/Executive Director	18	\$49,011		\$38,543	\$47,798	\$53,576	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Parks & Playgrounds							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$65,343		\$45,962	\$66,629	\$76,388	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$74,790		\$60,897	\$75,442	\$88,347	
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$114,867		\$106,019	\$114,415	\$119,224	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$163,241			\$148,400		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$192,382			\$197,555		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$357,571			\$285,553		
Top Finance Position	5	\$193,305			\$161,568		

Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities

\$250 thousand or less							
CEO/Executive Director	15	\$39,682		\$22,355	\$40,000	\$50,791	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	\$54,762		\$41,696	\$52,150	\$72,136	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$82,977		\$66,207	\$75,000	\$103,136	
Between \$1 million and \$2.5 million							
CEO/Executive Director	25	\$100,395	\$69,585	\$79,727	\$90,675	\$106,929	\$128,894

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$135,081		\$95,863	\$113,353	\$149,848	
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$216,068		\$185,000	\$217,878	\$238,022	
Top Finance Position	6	\$96,855			\$68,703		
Recreation, Sports, Leisure, Athletics: Professional Societies & Associations							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$148,868			\$163,653		
Recreation, Sports, Leisure, Athletics: Racquet Sports							
\$250 thousand or less							
CEO/Executive Director	17	\$47,175		\$28,000	\$37,500	\$68,750	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$76,425			\$76,412		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$75,794			\$80,152		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$124,016			\$100,000		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
\$250 thousand or less							
CEO/Executive Director	28	\$52,568	\$32,484	\$37,515	\$49,200	\$61,818	\$80,121
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	\$54,908		\$43,727	\$55,185	\$69,191	
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$91,137	\$52,390	\$58,939	\$76,569	\$103,616	\$153,400
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	\$121,731	\$73,208	\$89,373	\$104,854	\$155,293	\$197,470
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$143,887			\$137,592		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$249,705			\$277,920		

Recreation, Sports, Leisure, Athletics: Recreational Clubs

\$250 thousand or less							
CEO/Executive Director	16	\$46,450		\$39,302	\$46,497	\$55,886	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$52,148		\$39,046	\$54,109	\$63,689	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$67,512		\$38,000	\$60,000	\$97,365	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$93,913			\$84,182		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Single Organization Support							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$97,514			\$97,576		
Recreation, Sports, Leisure, Athletics: Soccer							
\$250 thousand or less							
CEO/Executive Director	41	\$37,813	\$16,250	\$24,169	\$33,500	\$48,054	\$60,000
Top Finance Position	5	\$26,836			\$27,150		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	42	\$52,774	\$26,325	\$33,625	\$45,976	\$64,945	\$90,000
Top Administrative Position	6	\$35,542			\$40,593		
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	\$78,272	\$39,900	\$58,548	\$70,000	\$93,842	\$121,322
Top Administrative Position	10	\$47,825		\$39,133	\$47,494	\$49,345	
Top Finance Position	5	\$28,326			\$26,400		
Between \$1 million and \$2.5 million							
CEO/Executive Director	76	\$94,205	\$57,795	\$71,859	\$88,939	\$110,763	\$144,663
Top Administrative Position	5	\$63,405			\$53,500		
Top Finance Position	13	\$47,400		\$30,000	\$45,000	\$60,000	
Top Operations Position	10	\$70,401		\$51,042	\$69,675	\$79,641	
Top Technology Position	6	\$84,094			\$92,881		
Between \$2.5 million and \$5 million							
CEO/Executive Director	44	\$139,517	\$75,695	\$102,644	\$127,400	\$164,454	\$207,908
Top Technology Position	6	\$120,661			\$120,481		
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$173,103			\$142,461		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Special Olympics							
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$115,678		\$112,493	\$120,958	\$133,916	
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$179,097		\$158,639	\$173,943	\$198,850	
Top Finance Position	6	\$120,395			\$122,081		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$202,453			\$214,969		

Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities

\$250 thousand or less							
CEO/Executive Director	18	\$42,357		\$24,565	\$34,250	\$58,500	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	\$78,470	\$40,420	\$46,232	\$67,938	\$110,030	\$130,116
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$87,988	\$32,706	\$58,624	\$83,249	\$120,795	\$146,767
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	\$160,429	\$61,760	\$77,917	\$138,784	\$198,585	\$235,642
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$224,180			\$215,262		
Between \$5 million and \$10 million							
CEO/Executive Director	14	\$269,589		\$198,388	\$246,687	\$289,253	
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$182,020			\$172,428		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Swimming & Other Water Recreation							
\$250 thousand or less							
CEO/Executive Director	34	\$46,985	\$20,584	\$30,317	\$49,332	\$58,338	\$73,634
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	34	\$59,685	\$34,133	\$50,415	\$58,936	\$68,967	\$83,604
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	\$85,502	\$41,236	\$59,067	\$84,796	\$101,250	\$146,909
Top Finance Position	7	\$85,859			\$82,500		
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	\$97,601		\$77,751	\$97,345	\$124,071	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$204,491			\$242,433		

Recreation, Sports, Leisure, Athletics: Winter Sports

\$250 thousand or less							
CEO/Executive Director	7	\$36,516			\$31,997		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$54,750		\$49,001	\$57,750	\$67,042	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$88,848		\$61,911	\$81,652	\$98,983	
Between \$1 million and \$2.5 million							
CEO/Executive Director	26	\$107,937	\$50,875	\$68,758	\$96,761	\$137,144	\$180,858
Top Finance Position	6	\$73,375			\$60,487		
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$138,871		\$87,823	\$141,542	\$196,553	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	14	\$42,219		\$30,035	\$36,844	\$58,875	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$78,660			\$82,244		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$56,751			\$51,800		
Religion-Related, Spiritual Development: Buddhism							
\$250 thousand or less							
CEO/Executive Director	13	\$28,813		\$19,848	\$26,000	\$37,300	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$77,765			\$60,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$93,781			\$100,543		
Religion-Related, Spiritual Development: Christianity							
\$250 thousand or less							
CEO/Executive Director	1,492	\$47,577	\$19,868	\$27,361	\$41,790	\$61,403	\$83,457
Top Administrative Position	21	\$31,816	\$17,550	\$22,050	\$29,174	\$34,256	\$51,176
Top Finance Position	96	\$35,028	\$17,500	\$21,610	\$28,909	\$44,786	\$59,092
Top Operations Position	12	\$39,652		\$30,421	\$37,216	\$45,576	
Top Program Position	10	\$34,693		\$27,068	\$33,223	\$42,034	

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Christianity							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	482	\$71,225	\$28,041	\$42,958	\$64,070	\$91,501	\$123,573
Top Administrative Position	17	\$32,894		\$23,877	\$27,708	\$43,542	
Top Finance Position	31	\$35,415	\$15,900	\$19,489	\$29,015	\$42,748	\$66,000
Top Operations Position	12	\$56,971		\$48,559	\$50,631	\$68,672	
Between \$500 thousand and \$1 million							
CEO/Executive Director	349	\$77,412	\$32,232	\$47,500	\$70,340	\$96,860	\$128,910
Top Administrative Position	19	\$40,715		\$26,821	\$36,237	\$55,027	
Top Business Position	7	\$47,979			\$57,163		
Top Finance Position	40	\$48,796	\$24,957	\$29,901	\$37,256	\$57,410	\$78,500
Top Operations Position	11	\$54,927		\$42,950	\$58,333	\$66,931	
Between \$1 million and \$2.5 million							
CEO/Executive Director	291	\$97,401	\$47,810	\$65,847	\$89,200	\$122,605	\$153,090
Top Administrative Position	7	\$56,048			\$41,284		
Top Development Position	10	\$84,046		\$56,788	\$76,686	\$110,731	
Top Finance Position	49	\$71,343	\$24,520	\$45,892	\$60,000	\$91,344	\$126,867
Top Operations Position	23	\$81,014	\$46,151	\$54,455	\$76,398	\$107,760	\$112,208
Between \$2.5 million and \$5 million							
CEO/Executive Director	90	\$129,813	\$61,233	\$80,021	\$119,900	\$156,167	\$189,555
Top Administrative Position	6	\$73,521			\$63,525		
Top Development Position	7	\$112,076			\$94,632		
Top Finance Position	30	\$84,458	\$20,785	\$49,807	\$77,116	\$102,311	\$137,972
Top Operations Position	12	\$93,914		\$76,572	\$87,042	\$114,129	
Between \$5 million and \$10 million							
CEO/Executive Director	42	\$155,840	\$85,929	\$117,276	\$134,871	\$174,923	\$226,456
Top Finance Position	19	\$96,306		\$78,094	\$87,704	\$111,921	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Christianity							
Between \$10 million and \$25 million							
CEO/Executive Director	38	\$189,605	\$86,708	\$106,675	\$161,969	\$276,397	\$301,000
Top Administrative Position	5	\$153,572			\$157,009		
Top Development Position	12	\$154,411		\$134,814	\$157,540	\$170,478	
Top Finance Position	30	\$126,443	\$65,885	\$86,400	\$102,807	\$173,363	\$184,643
Top Operations Position	14	\$143,922		\$129,037	\$146,786	\$164,042	
Top PR/Communications Position	6	\$136,036			\$146,052		
Between \$25 million and \$50 million							
CEO/Executive Director	9	\$268,386			\$272,948		
Top Finance Position	6	\$156,230			\$155,778		
Top Operations Position	6	\$177,354			\$169,831		
Greater than \$50 million							
CEO/Executive Director	8	\$390,848			\$368,926		
Top Finance Position	6	\$280,309			\$257,219		

Religion-Related, Spiritual Development: Fund Raising & Fund Distribution

\$250 thousand or less

CEO/Executive Director	9	\$35,100			\$28,475		
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	9	\$57,104			\$57,814		
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Between \$500 thousand and \$1 million

CEO/Executive Director	7	\$94,895			\$74,024		
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Between \$1 million and \$2.5 million

CEO/Executive Director	10	\$117,675		\$100,641	\$119,875	\$142,188	
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Fund Raising & Fund Distribution							
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$188,877			\$148,532		
Religion-Related, Spiritual Development: Hinduism							
\$250 thousand or less							
CEO/Executive Director	6	\$33,332			\$31,502		
Religion-Related, Spiritual Development: Interfaith Coalitions							
\$250 thousand or less							
CEO/Executive Director	61	\$47,748	\$22,000	\$29,260	\$41,750	\$55,625	\$88,245
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	\$76,442		\$45,829	\$65,642	\$86,802	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$70,362		\$55,852	\$71,586	\$79,975	
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$113,822		\$69,375	\$105,311	\$135,040	
Religion-Related, Spiritual Development: Islam							
\$250 thousand or less							
CEO/Executive Director	6	\$38,173			\$38,951		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$48,611			\$49,000		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Judaism							
\$250 thousand or less							
CEO/Executive Director	52	\$45,248	\$18,958	\$27,780	\$43,821	\$59,016	\$73,267
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	\$82,083	\$32,000	\$58,376	\$77,838	\$120,000	\$138,072
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	\$106,709	\$35,014	\$70,422	\$100,681	\$130,886	\$169,432
Between \$1 million and \$2.5 million							
CEO/Executive Director	41	\$135,102	\$40,000	\$74,693	\$125,000	\$170,241	\$209,160
Between \$2.5 million and \$5 million							
CEO/Executive Director	20	\$160,305	\$77,392	\$90,190	\$161,697	\$213,086	\$245,207
Top Administrative Position	5	\$174,210			\$112,292		
Top Finance Position	8	\$88,795			\$101,104		
Between \$5 million and \$10 million							
CEO/Executive Director	15	\$244,492		\$170,851	\$221,884	\$281,580	
Top Finance Position	8	\$133,724			\$131,859		
Between \$10 million and \$25 million							
CEO/Executive Director	14	\$280,629		\$239,448	\$268,604	\$294,491	
Top Finance Position	6	\$171,692			\$180,368		
Top Operations Position	6	\$164,380			\$163,718		

Religion-Related, Spiritual Development: Management & Technical Assistance

\$250 thousand or less							
CEO/Executive Director	18	\$60,868		\$40,757	\$49,918	\$76,537	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Management & Technical Assistance							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$63,478			\$65,416		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$129,604			\$132,133		
Religion-Related, Spiritual Development: Professional Societies & Associations							
\$250 thousand or less							
CEO/Executive Director	9	\$54,779			\$48,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$74,028			\$75,523		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$158,485			\$138,540		
Religion-Related, Spiritual Development: Protestant							
\$250 thousand or less							
CEO/Executive Director	539	\$43,934	\$19,146	\$24,775	\$36,937	\$56,725	\$77,223
Top Administrative Position	8	\$28,701			\$23,469		
Top Finance Position	31	\$34,283	\$18,000	\$21,787	\$29,688	\$39,950	\$60,000
Top Program Position	5	\$26,120			\$24,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	187	\$67,534	\$26,189	\$40,250	\$61,000	\$83,824	\$107,498
Top Finance Position	34	\$42,818	\$21,418	\$26,857	\$36,198	\$59,867	\$76,685

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Protestant							
Between \$500 thousand and \$1 million							
CEO/Executive Director	104	\$80,921	\$41,748	\$53,580	\$73,160	\$93,310	\$124,888
Top Finance Position	8	\$35,158			\$34,328		
Top Operations Position	6	\$49,737			\$46,766		
Between \$1 million and \$2.5 million							
CEO/Executive Director	69	\$100,017	\$39,051	\$61,200	\$89,966	\$135,332	\$182,481
Top Finance Position	12	\$59,205		\$43,629	\$53,419	\$74,101	
Between \$2.5 million and \$5 million							
CEO/Executive Director	29	\$110,336	\$45,310	\$70,514	\$95,033	\$122,312	\$218,535
Between \$5 million and \$10 million							
CEO/Executive Director	12	\$145,276		\$95,462	\$135,366	\$162,772	
Top Finance Position	7	\$58,447			\$55,000		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$193,914			\$207,655		

Religion-Related, Spiritual Development: Religion-Related N.E.C.

\$250 thousand or less

CEO/Executive Director	252	\$46,952	\$21,996	\$29,465	\$42,438	\$59,325	\$77,937
Top Administrative Position	6	\$38,170			\$36,395		
Top Finance Position	13	\$39,394		\$23,895	\$36,900	\$40,000	

Between \$250 thousand and \$500 thousand

CEO/Executive Director	99	\$65,535	\$29,666	\$41,180	\$63,156	\$80,025	\$105,118
Top Finance Position	10	\$30,165		\$19,064	\$24,658	\$35,522	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	59	\$74,045	\$34,077	\$46,047	\$72,604	\$91,728	\$120,318
Top Finance Position	11	\$45,767		\$30,620	\$40,950	\$57,496	
Top Operations Position	5	\$73,072			\$76,338		
Between \$1 million and \$2.5 million							
CEO/Executive Director	41	\$97,923	\$46,800	\$62,733	\$86,093	\$100,003	\$126,985
Top Finance Position	11	\$66,877		\$50,463	\$60,000	\$65,400	
Top Operations Position	5	\$161,801			\$79,615		
Between \$2.5 million and \$5 million							
CEO/Executive Director	17	\$216,186		\$90,000	\$104,553	\$146,597	
Top Finance Position	7	\$168,072			\$78,369		
Between \$5 million and \$10 million							
CEO/Executive Director	13	\$178,918		\$109,319	\$159,010	\$241,876	
Top Finance Position	7	\$116,461			\$113,859		
Between \$10 million and \$25 million							
CEO/Executive Director	12	\$246,306		\$133,007	\$199,008	\$259,091	
Top Finance Position	5	\$186,127			\$230,143		

Religion-Related, Spiritual Development: Religious Film & Video

\$250 thousand or less

CEO/Executive Director	5	\$61,980			\$56,404		
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Religious Media & Communications							
\$250 thousand or less							
CEO/Executive Director	40	\$46,546	\$23,922	\$32,303	\$47,504	\$55,742	\$70,254
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$72,373		\$54,494	\$72,552	\$88,663	
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$111,615	\$63,508	\$72,786	\$93,787	\$128,054	\$203,885
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$97,587		\$80,516	\$96,465	\$117,475	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$198,388			\$156,498		
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$256,950			\$220,976		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$213,368			\$186,385		

Religion-Related, Spiritual Development: Religious Printing & Publishing

\$250 thousand or less							
CEO/Executive Director	33	\$43,310	\$22,589	\$24,777	\$39,620	\$55,800	\$74,412
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	\$80,763		\$49,564	\$82,430	\$111,212	
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$83,537	\$35,608	\$58,169	\$76,484	\$106,158	\$132,459

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Religious Printing & Publishing							
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	\$91,182		\$56,340	\$79,044	\$111,049	
Top Finance Position	5	\$67,179			\$76,452		

Religion-Related, Spiritual Development: Religious Radio

\$250 thousand or less							
CEO/Executive Director	12	\$45,614		\$32,493	\$42,898	\$59,162	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$87,714			\$89,175		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$86,448		\$61,556	\$67,884	\$93,724	
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$98,521			\$87,862		
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$190,009			\$201,436		
Top Finance Position	5	\$103,300			\$122,943		

Religion-Related, Spiritual Development: Research Institutes & Public Policy Analysis

\$250 thousand or less							
CEO/Executive Director	6	\$70,472			\$75,525		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Roman Catholic							
\$250 thousand or less							
CEO/Executive Director	25	\$50,594	\$24,753	\$33,179	\$47,805	\$62,400	\$79,550
Top Finance Position	5	\$35,141			\$18,700		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	\$71,142		\$56,506	\$65,017	\$87,549	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$87,123		\$67,735	\$92,060	\$109,474	
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$90,764		\$64,283	\$72,669	\$124,265	
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$208,999			\$203,110		

Religion-Related, Spiritual Development: Single Organization Support

\$250 thousand or less							
CEO/Executive Director	17	\$59,369		\$36,350	\$48,000	\$63,584	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$65,120			\$84,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$138,756			\$127,544		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$193,902			\$179,337		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Support N.E.C.							
\$250 thousand or less							
CEO/Executive Director	28	\$54,761	\$23,637	\$27,900	\$41,642	\$65,300	\$105,998
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$78,095			\$74,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$126,642			\$138,104		

Science and Technology Research Institutes, Services: Astronomy

Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$104,722			\$110,006		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$114,240			\$114,400		

Science and Technology Research Institutes, Services: Biological & Life Sciences

Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$119,957			\$84,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$157,730		\$132,526	\$156,000	\$179,742	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$132,775			\$141,897		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$226,873			\$178,723		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services: Biological & Life Sciences							
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$336,555			\$304,156		
Science and Technology Research Institutes, Services: Computer Science							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$92,285			\$94,811		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$164,159			\$141,094		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$203,869			\$207,031		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$210,144			\$230,182		
Science and Technology Research Institutes, Services: Engineering							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$138,036			\$137,899		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$154,584			\$144,977		
Science and Technology Research Institutes, Services: Engineering & Technology							
\$250 thousand or less							
CEO/Executive Director	5	\$68,789			\$73,077		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services: Engineering & Technology							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$97,305			\$84,360		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$120,305			\$111,875		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$308,313			\$315,892		
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$323,809			\$313,521		
Top Finance Position	5	\$201,655			\$204,565		
Greater than \$50 million							
CEO/Executive Director	11	\$1,008,517		\$444,838	\$1,084,742	\$1,281,394	
Top Finance Position	9	\$402,072			\$294,603		
Top Legal Position	10	\$412,584		\$327,882	\$383,544	\$481,448	
Top Operations Position	8	\$468,746			\$362,847		
Top Technology Position	8	\$359,341			\$339,977		

Science and Technology Research Institutes, Services: General Science

\$250 thousand or less							
CEO/Executive Director	6	\$29,425			\$27,726		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$146,483			\$122,338		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$163,524			\$162,082		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services: General Science							
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$201,583			\$165,254		
Greater than \$50 million							
CEO/Executive Director	6	\$798,565			\$707,882		
Top Finance Position	5	\$379,624			\$376,648		
Top Operations Position	5	\$595,052			\$437,565		
Science and Technology Research Institutes, Services: Marine Science & Oceanography							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$68,508			\$72,115		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$178,040			\$161,599		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$212,349			\$165,357		
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$190,784			\$141,624		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$322,113			\$313,202		
Top Finance Position	5	\$269,199			\$223,914		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services: Professional Societies & Associations							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$178,206			\$177,331		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$193,530			\$170,973		
Between \$5 million and \$10 million							
CEO/Executive Director	12	\$318,443		\$278,402	\$289,709	\$369,063	
Top Finance Position	8	\$200,243			\$174,583		
Top Program Position	5	\$179,331			\$161,879		
Top Technology Position	7	\$172,415			\$164,157		
Between \$10 million and \$25 million							
CEO/Executive Director	10	\$367,429		\$328,933	\$349,829	\$402,625	
Top Finance Position	8	\$184,002			\$187,343		
Top Marketing Position	6	\$156,232			\$157,147		
Top PR/Communications Position	5	\$205,139			\$174,269		
Top Technology Position	7	\$203,879			\$200,385		
Greater than \$50 million							
CEO/Executive Director	6	\$637,602			\$514,798		
Top Finance Position	6	\$314,116			\$263,810		

Science and Technology Research Institutes, Services: Research Institutes & Public Policy Analysis

\$250 thousand or less

CEO/Executive Director	6	\$73,977			\$49,416		
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Between \$500 thousand and \$1 million

CEO/Executive Director	8	\$125,232			\$109,701		
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501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services: Research Institutes & Public Policy Analysis							
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$279,309			\$270,441		
Between \$10 million and \$25 million							
CEO/Executive Director	10	\$356,145		\$305,846	\$342,319	\$414,149	
Top Finance Position	5	\$214,813			\$232,570		
Top Operations Position	7	\$199,764			\$173,654		
Science and Technology Research Institutes, Services: Science & Technology N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$116,285			\$126,596		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$168,649		\$102,752	\$151,926	\$195,914	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$236,732			\$228,743		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$267,485			\$229,330		
Science and Technology Research Institutes, Services: Support N.E.C.							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$163,811			\$146,649		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Social Science Research Institutes, Services: Interdisciplinary Research							
\$250 thousand or less							
CEO/Executive Director	7	\$55,899			\$57,667		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$66,769		\$44,828	\$56,212	\$74,634	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$114,747			\$106,133		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$130,513		\$78,353	\$89,296	\$131,616	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$206,639			\$94,294		

Social Science Research Institutes, Services: Professional Societies & Associations

Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$259,566			\$179,699		

Social Science Research Institutes, Services: Research Institutes & Public Policy Analysis

Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$158,313		\$119,191	\$124,588	\$188,026	
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$194,126			\$196,451		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$342,364			\$362,985		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Social Science Research Institutes, Services: Social Science							
\$250 thousand or less							
CEO/Executive Director	8	\$37,226			\$33,561		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$143,283			\$141,420		
Greater than \$50 million							
CEO/Executive Director	6	\$912,729			\$689,765		
Top Finance Position	6	\$563,507			\$481,722		

Social Science Research Institutes, Services: Social Science N.E.C.

Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$153,074			\$150,000		

Unknown

\$250 thousand or less							
CEO/Executive Director	123	\$42,756	\$20,698	\$29,469	\$40,688	\$54,800	\$67,967
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	74	\$64,355	\$34,050	\$48,150	\$60,709	\$77,313	\$94,754
Between \$500 thousand and \$1 million							
CEO/Executive Director	76	\$87,991	\$38,058	\$59,774	\$78,723	\$100,694	\$122,009
Top Finance Position	6	\$111,448			\$51,719		
Between \$1 million and \$2.5 million							
CEO/Executive Director	85	\$118,721	\$56,131	\$80,146	\$108,586	\$145,040	\$174,323
Top Finance Position	11	\$82,972		\$53,756	\$78,750	\$94,593	

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown							
Between \$2.5 million and \$5 million							
CEO/Executive Director	34	\$149,342	\$91,579	\$111,903	\$131,174	\$160,206	\$224,269
Top Administrative Position	5	\$190,284			\$153,674		
Top Finance Position	6	\$130,183			\$116,024		
Between \$5 million and \$10 million							
CEO/Executive Director	21	\$175,342	\$81,879	\$107,775	\$136,900	\$204,622	\$332,105
Top Administrative Position	5	\$135,342			\$117,889		
Top Finance Position	10	\$106,208		\$80,663	\$87,885	\$108,178	
Between \$10 million and \$25 million							
CEO/Executive Director	17	\$200,036		\$127,762	\$190,237	\$246,793	
Top Finance Position	11	\$149,970		\$96,062	\$125,684	\$153,802	
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$256,457			\$235,428		
Greater than \$50 million							
CEO/Executive Director	6	\$645,422			\$387,532		
Top Finance Position	6	\$309,156			\$205,974		

Youth Development: Adult & Child Matching Programs

\$250 thousand or less

CEO/Executive Director	27	\$46,423	\$29,200	\$34,140	\$43,788	\$55,939	\$69,582
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	20	\$67,065	\$43,672	\$54,388	\$64,022	\$75,961	\$104,273
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Between \$500 thousand and \$1 million

CEO/Executive Director	27	\$79,419	\$50,008	\$64,353	\$74,583	\$99,837	\$113,320
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501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Adult & Child Matching Programs							
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$123,274		\$105,754	\$119,038	\$142,820	
Youth Development: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	31	\$49,907	\$22,339	\$26,832	\$47,929	\$62,400	\$82,274
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	\$75,229		\$57,863	\$70,708	\$80,643	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$76,918		\$64,767	\$75,669	\$81,232	
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	\$124,827	\$50,596	\$87,271	\$128,043	\$159,199	\$193,760
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$130,217			\$126,760		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$199,206			\$186,578		
Youth Development: Big Brothers & Big Sisters							
\$250 thousand or less							
CEO/Executive Director	27	\$45,105	\$30,856	\$38,353	\$45,514	\$52,405	\$58,532
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	44	\$63,134	\$47,728	\$55,879	\$64,737	\$72,655	\$82,337

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Big Brothers & Big Sisters							
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	\$81,786	\$65,103	\$70,399	\$80,756	\$88,113	\$101,901
Between \$1 million and \$2.5 million							
CEO/Executive Director	28	\$117,828	\$72,424	\$90,298	\$105,186	\$133,401	\$187,746
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	\$148,941		\$127,177	\$141,855	\$151,508	
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$208,505			\$197,679		
Top Development Position	5	\$161,523			\$127,006		
Top Finance Position	6	\$108,419			\$111,585		

Youth Development: Boy Scouts of America

Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$119,153	\$81,580	\$95,735	\$106,340	\$137,059	\$171,480
Between \$1 million and \$2.5 million							
CEO/Executive Director	75	\$166,449	\$100,019	\$134,288	\$152,808	\$185,412	\$257,152
Between \$2.5 million and \$5 million							
CEO/Executive Director	41	\$235,462	\$150,208	\$193,441	\$219,192	\$292,345	\$343,587
Top Development Position	6	\$146,763			\$146,691		
Between \$5 million and \$10 million							
CEO/Executive Director	22	\$337,974	\$192,661	\$231,375	\$289,530	\$446,878	\$478,963
Top Finance Position	9	\$137,042			\$124,831		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Boy Scouts of America							
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$469,911			\$483,705		
Top Finance Position	6	\$207,726			\$199,846		
Youth Development: Boys & Girls Clubs							
\$250 thousand or less							
CEO/Executive Director	20	\$43,592	\$21,240	\$36,452	\$43,215	\$50,433	\$62,317
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	36	\$63,418	\$42,486	\$54,050	\$61,536	\$75,127	\$89,453
Between \$500 thousand and \$1 million							
CEO/Executive Director	79	\$71,854	\$45,551	\$58,541	\$70,200	\$88,425	\$98,278
Between \$1 million and \$2.5 million							
CEO/Executive Director	137	\$102,306	\$64,400	\$79,654	\$99,073	\$123,501	\$141,414
Top Finance Position	11	\$71,478		\$60,268	\$69,722	\$80,182	
Top Operations Position	5	\$64,199			\$65,743		
Between \$2.5 million and \$5 million							
CEO/Executive Director	77	\$143,661	\$96,779	\$112,329	\$137,923	\$165,193	\$196,690
Top Development Position	10	\$107,860		\$88,574	\$110,435	\$131,254	
Top Finance Position	19	\$81,774		\$65,061	\$72,219	\$103,605	
Top Operations Position	13	\$94,527		\$63,649	\$91,666	\$117,817	
Between \$5 million and \$10 million							
CEO/Executive Director	24	\$195,115	\$132,479	\$161,590	\$183,073	\$225,682	\$272,791
Top Development Position	5	\$133,881			\$125,354		
Top Finance Position	12	\$107,326		\$100,127	\$108,365	\$114,103	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Boys & Girls Clubs							
Between \$10 million and \$25 million							
CEO/Executive Director	18	\$253,903		\$199,794	\$229,463	\$320,538	
Top Development Position	10	\$144,893		\$113,836	\$141,277	\$186,986	
Top Finance Position	9	\$156,978			\$145,249		
Top Operations Position	10	\$151,818		\$123,127	\$138,330	\$160,678	
Youth Development: Boys Clubs							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$58,311			\$61,152		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$75,175		\$65,606	\$75,984	\$82,166	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$121,382		\$95,143	\$119,650	\$133,900	
Youth Development: Camp Fire							
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$65,554		\$57,939	\$60,000	\$77,449	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$106,552			\$92,243		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	17	\$45,271		\$26,371	\$34,800	\$55,000	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$56,803			\$48,295		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$82,994			\$73,788		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$96,332		\$76,074	\$98,290	\$115,617	

Youth Development: Girl Scouts of the U.S.A.

Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$101,589			\$106,395		
Top Finance Position	5	\$64,393			\$62,386		
Between \$2.5 million and \$5 million							
CEO/Executive Director	31	\$118,585	\$89,632	\$107,369	\$125,027	\$135,945	\$151,890
Top Finance Position	17	\$71,636		\$60,154	\$71,645	\$82,048	
Top Operations Position	6	\$92,042			\$86,371		
Between \$5 million and \$10 million							
CEO/Executive Director	34	\$165,947	\$124,288	\$132,050	\$154,426	\$184,493	\$234,626
Top Development Position	5	\$90,324			\$75,985		
Top Finance Position	29	\$111,321	\$65,538	\$89,264	\$118,932	\$130,938	\$148,404
Top Operations Position	13	\$120,065		\$103,054	\$116,781	\$132,416	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Girl Scouts of the U.S.A.							
Between \$10 million and \$25 million							
CEO/Executive Director	21	\$249,630	\$156,647	\$219,734	\$262,287	\$296,983	\$323,039
Top Development Position	13	\$131,762		\$125,656	\$134,807	\$151,633	
Top Finance Position	17	\$142,375		\$123,677	\$138,660	\$159,502	
Top Human Resources Position	8	\$126,192			\$125,229		
Top Marketing Position	9	\$124,881			\$120,430		
Top Operations Position	11	\$150,495		\$136,954	\$144,258	\$164,538	

Youth Development: Girls Clubs

\$250 thousand or less							
CEO/Executive Director	18	\$37,832		\$20,328	\$34,511	\$50,425	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	\$59,078		\$51,520	\$60,585	\$67,575	
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$85,797		\$67,262	\$79,500	\$101,064	
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$109,523		\$95,899	\$102,740	\$118,052	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$135,854			\$141,453		

Youth Development: Scouting

\$250 thousand or less							
CEO/Executive Director	7	\$45,119			\$39,000		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Scouting							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$79,356			\$81,159		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$131,162			\$132,239		
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$167,695		\$130,514	\$189,344	\$210,629	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$214,131			\$237,541		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$445,755			\$385,136		
Youth Development: Single Organization Support							
\$250 thousand or less							
CEO/Executive Director	5	\$51,098			\$58,196		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$62,862		\$56,192	\$60,855	\$73,627	
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$94,553			\$107,000		
Youth Development: Youth Centers & Clubs							
\$250 thousand or less							
CEO/Executive Director	61	\$37,647	\$19,436	\$24,570	\$34,804	\$46,731	\$59,633

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Centers & Clubs							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	54	\$63,613	\$33,023	\$42,737	\$61,404	\$73,859	\$93,584
Top Finance Position	5	\$48,023			\$53,249		
Top Program Position	5	\$39,390			\$33,500		
Between \$500 thousand and \$1 million							
CEO/Executive Director	55	\$76,222	\$45,462	\$58,050	\$71,534	\$93,068	\$111,165
Between \$1 million and \$2.5 million							
CEO/Executive Director	40	\$90,311	\$48,075	\$75,088	\$89,813	\$109,607	\$124,409
Top Finance Position	5	\$62,414			\$65,060		
Between \$2.5 million and \$5 million							
CEO/Executive Director	23	\$136,336	\$83,078	\$110,271	\$138,787	\$169,606	\$176,567
Top Finance Position	7	\$72,255			\$61,655		
Between \$10 million and \$25 million							
Top Finance Position	5	\$136,348			\$128,164		
Youth Development: Youth Community Service Clubs							
\$250 thousand or less							
CEO/Executive Director	14	\$41,009		\$28,219	\$43,000	\$51,031	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$58,073			\$57,885		
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$81,347		\$66,945	\$77,340	\$90,000	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development Agricultural							
\$250 thousand or less							
CEO/Executive Director	12	\$47,139		\$40,044	\$43,644	\$49,380	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$57,232		\$42,483	\$55,708	\$64,664	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$70,406		\$58,204	\$61,588	\$85,069	
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$73,014			\$75,461		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$142,779			\$156,118		

Youth Development: Youth Development Business

\$250 thousand or less							
CEO/Executive Director	10	\$43,870		\$33,971	\$45,681	\$51,600	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$65,213			\$64,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$97,841		\$59,615	\$75,100	\$109,049	
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	\$140,037		\$95,141	\$117,500	\$187,055	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$231,753			\$246,940		
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$300,441			\$242,738		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development Citizenship							
\$250 thousand or less							
CEO/Executive Director	9	\$44,010			\$39,167		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$75,692		\$54,000	\$65,906	\$88,119	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$82,413		\$58,721	\$74,387	\$104,846	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$134,163			\$110,313		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$152,644			\$165,000		

Youth Development: Youth Development N.E.C.

\$250 thousand or less							
CEO/Executive Director	42	\$44,763	\$25,482	\$33,083	\$43,392	\$55,481	\$66,102
Top Program Position	6	\$27,215			\$27,843		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	32	\$64,900	\$39,896	\$53,652	\$60,871	\$73,502	\$102,362
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$75,281	\$43,731	\$58,219	\$75,613	\$90,000	\$102,684
Between \$1 million and \$2.5 million							
CEO/Executive Director	37	\$113,665	\$72,106	\$77,375	\$106,333	\$122,499	\$159,902
Between \$2.5 million and \$5 million							
CEO/Executive Director	20	\$127,681	\$83,179	\$103,386	\$129,155	\$145,416	\$184,727
Top Finance Position	7	\$99,073			\$101,709		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development N.E.C.							
Between \$5 million and \$10 million							
CEO/Executive Director	12	\$184,515		\$117,276	\$167,131	\$235,244	
Top Finance Position	7	\$106,216			\$109,877		
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$315,069			\$250,929		
Top Finance Position	7	\$181,428			\$186,516		

Youth Development: Youth Development Programs

\$250 thousand or less

CEO/Executive Director	412	\$44,109	\$20,185	\$27,856	\$41,969	\$54,000	\$69,970
Top Administrative Position	5	\$38,498			\$41,101		
Top Finance Position	15	\$44,852		\$26,496	\$30,000	\$50,500	
Top Operations Position	8	\$48,168			\$41,560		
Top Program Position	27	\$38,220	\$18,882	\$20,683	\$36,000	\$46,600	\$61,450

Between \$250 thousand and \$500 thousand

CEO/Executive Director	305	\$65,018	\$31,287	\$49,929	\$61,468	\$78,500	\$95,742
Top Finance Position	9	\$57,391			\$48,548		
Top Operations Position	14	\$52,728		\$41,702	\$49,333	\$59,375	
Top Program Position	7	\$52,933			\$50,000		

Between \$500 thousand and \$1 million

CEO/Executive Director	313	\$83,398	\$48,574	\$65,000	\$80,000	\$95,906	\$119,911
Top Finance Position	12	\$57,579		\$38,104	\$60,540	\$68,008	
Top Operations Position	16	\$63,044		\$52,453	\$63,341	\$70,652	

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development Programs							
Between \$1 million and \$2.5 million							
CEO/Executive Director	276	\$108,611	\$64,181	\$82,423	\$104,697	\$134,475	\$157,477
Top Administrative Position	6	\$63,785			\$58,786		
Top Finance Position	27	\$81,520	\$41,557	\$58,125	\$79,836	\$100,260	\$120,396
Top Operations Position	25	\$92,006	\$50,827	\$69,772	\$84,408	\$115,000	\$135,182
Top Program Position	6	\$76,629			\$79,061		
Between \$2.5 million and \$5 million							
CEO/Executive Director	124	\$145,684	\$81,668	\$112,540	\$134,630	\$175,796	\$203,592
Top Development Position	7	\$117,936			\$127,112		
Top Finance Position	29	\$99,551	\$70,079	\$81,055	\$92,811	\$107,389	\$148,505
Top Operations Position	11	\$116,175		\$92,639	\$115,893	\$137,304	
Top Program Position	7	\$124,764			\$116,907		
Between \$5 million and \$10 million							
CEO/Executive Director	63	\$165,555	\$92,065	\$126,798	\$156,702	\$199,271	\$247,507
Top Development Position	9	\$141,192			\$132,732		
Top Finance Position	33	\$110,739	\$54,348	\$87,298	\$111,213	\$131,421	\$158,537
Top Operations Position	17	\$131,779		\$107,965	\$120,006	\$158,098	
Top Program Position	8	\$114,428			\$120,404		
Between \$10 million and \$25 million							
CEO/Executive Director	34	\$265,806	\$125,147	\$155,076	\$209,841	\$365,851	\$481,554
Top Development Position	10	\$182,489		\$138,991	\$159,663	\$220,746	
Top Finance Position	19	\$159,872		\$126,105	\$140,092	\$172,543	
Top Operations Position	13	\$231,906		\$147,216	\$203,251	\$305,708	

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development Programs							
Between \$25 million and \$50 million							
CEO/Executive Director	10	\$269,118		\$188,423	\$244,369	\$347,406	
Top Finance Position	9	\$162,354			\$151,599		
Top Operations Position	6	\$203,358			\$216,392		
Greater than \$50 million							
CEO/Executive Director	6	\$514,931			\$417,520		
Top Finance Position	7	\$277,496			\$270,524		
Top Operations Position	7	\$237,762			\$209,712		

Youth Development: Youth Development Religious Leadership

\$250 thousand or less

CEO/Executive Director	45	\$49,971	\$24,861	\$33,877	\$45,000	\$59,967	\$81,810
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	38	\$65,408	\$39,870	\$49,265	\$61,710	\$79,500	\$88,799
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Between \$500 thousand and \$1 million

CEO/Executive Director	38	\$78,685	\$52,320	\$60,875	\$77,518	\$97,175	\$106,464
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Between \$1 million and \$2.5 million

CEO/Executive Director	28	\$106,742	\$61,906	\$75,842	\$94,129	\$124,935	\$152,103
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Between \$2.5 million and \$5 million

CEO/Executive Director	11	\$110,716		\$76,318	\$107,792	\$113,453	
Top Operations Position	5	\$81,666			\$68,400		

Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(01)—Government Instrumentality							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$147,201			\$120,071		
501(c)(02)—Title Holding Corporation							
\$500 thousand or less							
CEO/Executive Director	8	\$79,130			\$68,898		
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	477	\$70,257	\$24,000	\$39,966	\$60,266	\$90,031	\$129,547
Top Administrative Position	27	\$41,365	\$22,554	\$29,769	\$35,948	\$49,390	\$74,609
Top Facilities Position	11	\$33,794		\$25,610	\$27,758	\$37,850	
Top Finance Position	45	\$43,844	\$19,582	\$23,974	\$39,000	\$60,000	\$69,974
Top Operations Position	6	\$58,230			\$56,922		
Between \$500 thousand and \$1 million							
CEO/Executive Director	254	\$120,628	\$48,917	\$75,558	\$107,973	\$160,320	\$206,276
Top Administrative Position	17	\$76,481		\$49,208	\$69,280	\$89,696	
Top Finance Position	21	\$55,134	\$30,917	\$37,370	\$51,434	\$61,886	\$87,461
Between \$1 million and \$5 million							
CEO/Executive Director	352	\$175,664	\$68,020	\$101,670	\$153,726	\$214,230	\$317,330
Top Administrative Position	39	\$115,118	\$73,957	\$80,113	\$116,159	\$126,335	\$167,981
Top Business Position	16	\$185,942		\$136,063	\$159,755	\$183,153	
Top Development Position	7	\$119,406			\$107,127		

Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
Top Finance Position	64	\$117,634	\$43,533	\$64,820	\$113,386	\$157,470	\$193,721
Top Legal Position	12	\$178,882		\$130,598	\$149,954	\$206,610	
Top Marketing Position	8	\$218,312			\$174,800		
Top Operations Position	32	\$152,527	\$64,711	\$113,267	\$144,571	\$176,571	\$243,885
Top PR/Communications Position	13	\$150,224		\$128,978	\$141,852	\$176,352	
Top Program Position	7	\$143,751			\$139,667		
Top Technology Position	6	\$149,178			\$150,849		
Greater than \$5 million							
CEO/Executive Director	266	\$570,923	\$131,745	\$192,371	\$285,007	\$545,669	\$1,093,828
Top Administrative Position	58	\$229,100	\$103,974	\$131,636	\$172,044	\$235,542	\$453,733
Top Business Position	71	\$302,793	\$150,377	\$178,483	\$238,440	\$389,531	\$587,077
Top Development Position	21	\$255,302	\$125,996	\$143,821	\$182,397	\$257,481	\$537,377
Top Education Position	6	\$302,124			\$271,679		
Top Facilities Position	14	\$161,172		\$120,690	\$144,390	\$179,030	
Top Finance Position	170	\$301,115	\$108,114	\$130,313	\$208,135	\$331,823	\$583,759
Top Human Resources Position	47	\$292,477	\$134,479	\$172,568	\$249,288	\$348,151	\$500,540
Top Legal Position	64	\$359,537	\$160,728	\$204,520	\$272,536	\$487,165	\$667,773
Top Marketing Position	40	\$297,875	\$135,875	\$182,209	\$227,500	\$335,264	\$627,129
Top Operations Position	101	\$413,197	\$128,133	\$163,772	\$262,067	\$408,180	\$642,768
Top PR/Communications Position	55	\$229,187	\$124,254	\$141,855	\$183,759	\$259,086	\$423,487
Top Program Position	23	\$273,847	\$133,663	\$177,420	\$220,967	\$278,580	\$397,510
Top Technology Position	72	\$352,909	\$166,962	\$194,464	\$272,509	\$463,624	\$600,002

Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	778	\$63,835	\$19,980	\$30,714	\$59,319	\$84,130	\$114,257
Top Administrative Position	43	\$60,943	\$20,886	\$39,088	\$49,440	\$76,771	\$99,753
Top Business Position	183	\$95,018	\$46,076	\$67,454	\$90,919	\$115,909	\$147,244
Top Education Position	32	\$96,804	\$58,359	\$70,198	\$95,067	\$120,362	\$135,808
Top Finance Position	370	\$59,061	\$18,018	\$25,718	\$49,010	\$81,384	\$115,181
Between \$500 thousand and \$1 million							
CEO/Executive Director	575	\$97,615	\$32,474	\$63,907	\$90,848	\$126,826	\$163,669
Top Administrative Position	41	\$81,776	\$26,227	\$50,493	\$74,110	\$114,520	\$128,400
Top Business Position	273	\$130,358	\$71,998	\$94,802	\$128,000	\$157,505	\$189,630
Top Education Position	21	\$134,415	\$85,420	\$108,321	\$119,172	\$146,671	\$211,976
Top Finance Position	384	\$105,834	\$40,907	\$66,622	\$99,021	\$136,582	\$176,659
Between \$1 million and \$5 million							
CEO/Executive Director	1,103	\$144,487	\$55,067	\$95,080	\$136,827	\$179,556	\$239,883
Top Administrative Position	64	\$138,803	\$50,965	\$96,783	\$138,023	\$186,721	\$206,212
Top Business Position	576	\$177,665	\$97,931	\$128,216	\$171,482	\$215,362	\$266,108
Top Education Position	35	\$159,648	\$113,981	\$130,269	\$155,426	\$180,563	\$203,347
Top Facilities Position	6	\$114,397			\$93,024		
Top Finance Position	899	\$147,647	\$67,110	\$98,196	\$139,916	\$185,167	\$237,912
Top Legal Position	25	\$190,499	\$120,591	\$155,345	\$171,809	\$213,979	\$269,797
Top Marketing Position	5	\$168,679			\$165,369		
Top Operations Position	17	\$149,580		\$112,920	\$150,207	\$176,225	
Top PR/Communications Position	12	\$149,072		\$114,744	\$142,930	\$172,412	
Greater than \$5 million							
CEO/Executive Director	471	\$273,144	\$118,416	\$170,099	\$226,219	\$309,799	\$431,005
Top Administrative Position	55	\$239,127	\$121,173	\$155,773	\$238,244	\$293,648	\$353,634

Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
Top Business Position	148	\$264,474	\$144,542	\$190,116	\$233,698	\$316,066	\$416,802
Top Development Position	6	\$273,602			\$224,726		
Top Education Position	22	\$225,536	\$149,697	\$168,558	\$225,282	\$252,482	\$301,747
Top Facilities Position	6	\$192,842			\$147,490		
Top Finance Position	441	\$237,949	\$111,929	\$152,943	\$210,622	\$292,554	\$394,525
Top Human Resources Position	18	\$212,061		\$156,390	\$179,633	\$251,017	
Top Legal Position	108	\$268,805	\$140,262	\$185,189	\$235,321	\$321,208	\$441,123
Top Marketing Position	11	\$239,760		\$173,798	\$224,556	\$279,187	
Top Operations Position	41	\$237,049	\$139,060	\$186,038	\$224,137	\$274,796	\$336,602
Top PR/Communications Position	65	\$220,790	\$129,146	\$161,900	\$203,477	\$266,271	\$320,967
Top Program Position	12	\$233,395		\$173,325	\$222,549	\$326,569	
Top Technology Position	48	\$214,741	\$138,860	\$162,183	\$201,859	\$240,391	\$317,729

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	4,079	\$73,600	\$31,012	\$45,520	\$65,235	\$92,005	\$125,000
Top Administrative Position	107	\$41,482	\$19,680	\$25,047	\$35,770	\$49,339	\$60,387
Top Business Position	6	\$57,253			\$44,191		
Top Finance Position	57	\$58,729	\$20,759	\$24,000	\$45,038	\$70,000	\$107,871
Top Legal Position	6	\$87,283			\$78,364		
Top Marketing Position	13	\$38,006		\$23,708	\$37,804	\$47,607	
Top Operations Position	32	\$65,376	\$28,617	\$40,591	\$52,282	\$79,574	\$108,382
Top PR/Communications Position	6	\$39,097			\$42,450		
Top Program Position	5	\$46,957			\$39,000		

Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	1,812	\$135,183	\$74,493	\$92,991	\$122,808	\$162,554	\$208,330
Top Administrative Position	30	\$86,791	\$38,874	\$52,826	\$79,670	\$117,774	\$143,805
Top Business Position	8	\$109,981			\$120,035		
Top Finance Position	49	\$102,861	\$32,443	\$48,749	\$90,845	\$135,088	\$188,690
Top Marketing Position	5	\$113,761			\$143,907		
Top Operations Position	39	\$92,665	\$53,871	\$69,247	\$76,138	\$114,578	\$158,014
Top PR/Communications Position	7	\$93,710			\$119,829		
Top Technology Position	7	\$146,441			\$157,736		
Between \$1 million and \$5 million							
CEO/Executive Director	2,702	\$232,458	\$111,318	\$147,813	\$203,772	\$280,973	\$389,075
Top Administrative Position	121	\$144,165	\$67,568	\$107,532	\$138,660	\$171,575	\$231,183
Top Business Position	102	\$151,740	\$108,081	\$121,622	\$145,209	\$175,360	\$198,223
Top Development Position	23	\$164,419	\$95,921	\$115,348	\$133,606	\$174,469	\$262,843
Top Education Position	66	\$144,134	\$113,722	\$121,434	\$134,711	\$162,330	\$186,831
Top Finance Position	414	\$142,602	\$70,583	\$104,397	\$133,717	\$164,691	\$209,571
Top Human Resources Position	38	\$131,248	\$100,224	\$115,404	\$127,050	\$145,126	\$159,783
Top Legal Position	112	\$199,689	\$119,910	\$146,622	\$182,072	\$220,127	\$310,210
Top Marketing Position	90	\$146,011	\$105,225	\$118,453	\$134,984	\$168,620	\$200,501
Top Operations Position	277	\$166,800	\$100,894	\$124,806	\$154,809	\$196,230	\$245,044
Top PR/Communications Position	129	\$150,568	\$110,570	\$120,037	\$138,101	\$165,830	\$193,852
Top Program Position	46	\$158,638	\$113,591	\$124,932	\$149,483	\$178,894	\$208,860
Top Technology Position	96	\$168,036	\$117,548	\$129,951	\$150,353	\$183,163	\$234,407
Greater than \$5 million							
CEO/Executive Director	983	\$669,312	\$210,871	\$304,800	\$459,952	\$742,344	\$1,209,677
Top Administrative Position	161	\$238,973	\$130,734	\$164,772	\$195,986	\$242,888	\$386,004

Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
Top Business Position	229	\$247,475	\$134,343	\$170,991	\$215,313	\$277,886	\$347,501
Top Development Position	55	\$290,385	\$138,314	\$160,913	\$206,850	\$281,310	\$339,537
Top Education Position	123	\$203,548	\$133,388	\$143,049	\$184,049	\$226,736	\$320,306
Top Facilities Position	11	\$174,159		\$142,825	\$147,792	\$172,461	
Top Finance Position	641	\$261,737	\$125,889	\$157,276	\$212,287	\$307,159	\$442,543
Top Human Resources Position	118	\$213,755	\$130,708	\$153,183	\$184,732	\$250,647	\$335,451
Top Legal Position	271	\$348,621	\$156,023	\$208,291	\$284,147	\$407,622	\$656,218
Top Marketing Position	208	\$229,927	\$124,082	\$145,860	\$199,067	\$282,106	\$381,291
Top Operations Position	374	\$329,821	\$147,064	\$188,430	\$268,116	\$383,954	\$558,018
Top PR/Communications Position	317	\$256,583	\$134,584	\$158,504	\$216,485	\$285,538	\$422,986
Top Program Position	82	\$237,001	\$129,761	\$157,744	\$196,653	\$272,372	\$386,836
Top Technology Position	296	\$226,332	\$130,762	\$149,793	\$189,726	\$256,140	\$364,001

501(c)(07)—Social and Recreational Clubs

\$500 thousand or less

CEO/Executive Director	58	\$47,044	\$17,977	\$28,541	\$47,159	\$60,589	\$74,294
Top Administrative Position	23	\$45,634	\$23,253	\$34,560	\$38,736	\$54,778	\$71,010
Top Facilities Position	8	\$35,051			\$34,838		
Top Finance Position	34	\$26,927	\$15,517	\$17,970	\$22,916	\$31,073	\$49,287

Between \$500 thousand and \$1 million

CEO/Executive Director	54	\$92,286	\$55,286	\$70,763	\$95,171	\$113,118	\$127,434
Top Administrative Position	34	\$86,995	\$48,198	\$64,001	\$79,270	\$112,616	\$127,434
Top Facilities Position	6	\$51,659			\$53,289		
Top Finance Position	12	\$51,591		\$31,427	\$47,712	\$56,097	

Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	499	\$145,756	\$83,777	\$107,950	\$134,691	\$172,952	\$222,281
Top Administrative Position	439	\$145,587	\$84,092	\$108,187	\$136,450	\$172,886	\$220,694
Top Facilities Position	126	\$141,871	\$106,837	\$116,689	\$135,115	\$159,732	\$184,787
Top Finance Position	132	\$99,331	\$52,376	\$72,864	\$96,600	\$125,900	\$141,460
Top Operations Position	51	\$146,502	\$78,844	\$112,991	\$142,443	\$173,271	\$227,945
Greater than \$5 million							
CEO/Executive Director	624	\$274,409	\$149,870	\$190,597	\$251,262	\$328,533	\$421,096
Top Administrative Position	594	\$275,013	\$152,966	\$193,677	\$253,258	\$331,348	\$419,255
Top Business Position	13	\$134,700		\$108,591	\$138,598	\$170,138	
Top Facilities Position	415	\$208,203	\$133,066	\$156,326	\$195,270	\$246,554	\$298,877
Top Finance Position	442	\$157,289	\$106,368	\$124,106	\$147,003	\$179,795	\$222,842
Top Human Resources Position	20	\$160,843	\$123,381	\$127,728	\$148,636	\$177,414	\$230,976
Top Operations Position	133	\$278,076	\$148,838	\$197,713	\$252,676	\$331,555	\$424,039
Top PR/Communications Position	6	\$154,171			\$150,970		

501(c)(08)—Fraternal Beneficiary Societies and Associations

\$500 thousand or less

CEO/Executive Director	16	\$37,912		\$28,954	\$36,726	\$45,691	
Top Administrative Position	109	\$26,978	\$16,264	\$18,200	\$25,000	\$31,200	\$39,114
Top Finance Position	9	\$26,627			\$24,000		

Between \$500 thousand and \$1 million

CEO/Executive Director	9	\$55,687			\$34,000		
Top Administrative Position	32	\$31,287	\$15,989	\$19,425	\$28,817	\$38,844	\$45,257

Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(08)—Fraternal Beneficiary Societies and Associations							
Between \$500 thousand and \$1 million							
Top Finance Position	6	\$31,623			\$28,768		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$86,717	\$25,468	\$41,781	\$87,141	\$107,826	\$158,717
Top Administrative Position	16	\$51,110		\$31,613	\$41,766	\$58,875	
Top Finance Position	15	\$84,320		\$53,183	\$75,000	\$109,174	
Greater than \$5 million							
CEO/Executive Director	41	\$533,232	\$120,800	\$148,275	\$236,511	\$448,675	\$1,165,819
Top Administrative Position	10	\$175,096		\$115,912	\$166,669	\$202,733	
Top Business Position	19	\$190,595		\$132,763	\$158,754	\$214,883	
Top Finance Position	45	\$236,274	\$104,163	\$125,000	\$148,000	\$199,095	\$309,134
Top Human Resources Position	7	\$330,216			\$183,169		
Top Legal Position	5	\$601,632			\$399,981		
Top Marketing Position	9	\$219,968			\$159,523		
Top Operations Position	11	\$196,045		\$140,454	\$155,626	\$239,381	
Top Technology Position	12	\$189,296		\$136,578	\$169,385	\$204,238	

501(c)(09)—Voluntary Employees Beneficiary Associations

Between \$1 million and \$5 million

CEO/Executive Director	7	\$167,539			\$198,937		
Top Administrative Position	15	\$174,679		\$88,822	\$159,368	\$232,908	

Greater than \$5 million

CEO/Executive Director	61	\$303,221	\$113,810	\$163,692	\$255,957	\$342,705	\$465,250
Top Administrative Position	71	\$192,920	\$91,008	\$125,681	\$168,295	\$247,392	\$349,659

Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(09)—Voluntary Employees Beneficiary Associations							
Greater than \$5 million							
Top Finance Position	47	\$215,378	\$136,168	\$164,305	\$194,233	\$228,817	\$355,243
Top Human Resources Position	13	\$211,680		\$165,056	\$198,174	\$243,925	
Top Legal Position	14	\$275,678		\$212,553	\$242,875	\$279,629	
Top Operations Position	16	\$231,351		\$170,179	\$213,128	\$272,252	
Top Program Position	5	\$162,852			\$169,771		
Top Technology Position	25	\$216,564	\$144,454	\$166,347	\$193,741	\$232,812	\$333,271

501(c)(10)—Domestic Fraternal Societies and Associations

\$500 thousand or less							
CEO/Executive Director	11	\$44,320		\$31,460	\$42,700	\$52,431	
Top Administrative Position	10	\$39,302		\$24,924	\$28,405	\$55,570	
Top Finance Position	5	\$30,674			\$30,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$72,822			\$66,000		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$92,357			\$95,895		

501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies

\$500 thousand or less							
CEO/Executive Director	23	\$48,684	\$18,200	\$25,793	\$37,433	\$57,178	\$64,315
Top Administrative Position	17	\$54,251		\$28,757	\$40,128	\$58,376	
Top Finance Position	22	\$38,118	\$22,593	\$25,102	\$36,533	\$44,196	\$56,092

Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$79,758	\$40,250	\$57,697	\$76,939	\$85,040	\$127,404
Top Administrative Position	19	\$77,046		\$48,763	\$63,407	\$87,368	
Top Finance Position	12	\$51,231		\$33,792	\$51,870	\$61,476	
Between \$1 million and \$5 million							
CEO/Executive Director	112	\$128,668	\$64,399	\$79,893	\$110,902	\$157,304	\$208,500
Top Administrative Position	95	\$116,111	\$63,126	\$79,050	\$105,847	\$143,186	\$189,590
Top Facilities Position	5	\$98,964			\$101,860		
Top Finance Position	32	\$91,991	\$44,745	\$53,525	\$86,631	\$114,753	\$133,259
Top Operations Position	13	\$145,895		\$109,976	\$148,016	\$161,333	
Greater than \$5 million							
CEO/Executive Director	694	\$333,062	\$166,219	\$214,570	\$279,831	\$371,459	\$542,765
Top Administrative Position	403	\$270,975	\$145,669	\$182,872	\$240,085	\$309,194	\$428,338
Top Business Position	27	\$252,661	\$161,525	\$175,812	\$193,913	\$268,010	\$351,623
Top Facilities Position	37	\$198,640	\$123,828	\$143,339	\$174,422	\$246,663	\$285,999
Top Finance Position	450	\$197,618	\$112,702	\$143,287	\$173,503	\$226,210	\$312,438
Top Human Resources Position	70	\$219,923	\$141,049	\$162,438	\$192,416	\$242,545	\$356,861
Top Legal Position	20	\$309,232	\$205,863	\$248,318	\$295,660	\$358,199	\$437,524
Top Marketing Position	24	\$234,564	\$143,916	\$163,701	\$186,162	\$255,203	\$294,404
Top Operations Position	408	\$224,636	\$147,313	\$166,095	\$197,707	\$249,644	\$321,302
Top PR/Communications Position	36	\$243,522	\$158,203	\$184,687	\$231,578	\$269,649	\$317,404
Top Technology Position	123	\$203,017	\$144,404	\$162,471	\$192,508	\$237,609	\$272,353

Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(13)—Cemetery Companies							
\$500 thousand or less							
CEO/Executive Director	57	\$41,120	\$17,838	\$25,700	\$40,598	\$50,394	\$64,123
Top Administrative Position	35	\$40,954	\$17,926	\$27,744	\$39,919	\$51,105	\$65,509
Top Finance Position	27	\$36,787	\$18,263	\$22,901	\$34,101	\$48,388	\$55,592
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	\$91,017	\$51,177	\$64,746	\$80,500	\$99,997	\$144,752
Top Administrative Position	15	\$79,544		\$65,681	\$77,996	\$87,359	
Top Finance Position	12	\$98,618		\$61,445	\$73,002	\$119,188	
Between \$1 million and \$5 million							
CEO/Executive Director	80	\$157,077	\$76,155	\$104,832	\$152,947	\$188,034	\$231,067
Top Administrative Position	35	\$128,587	\$75,714	\$91,950	\$135,312	\$161,077	\$173,512
Top Business Position	6	\$171,110			\$169,572		
Top Finance Position	23	\$117,971	\$62,003	\$76,044	\$119,221	\$155,730	\$179,850
Top Operations Position	7	\$140,484			\$135,964		
Greater than \$5 million							
CEO/Executive Director	28	\$334,121	\$185,214	\$258,913	\$329,827	\$404,355	\$450,361
Top Administrative Position	10	\$242,353		\$172,386	\$207,581	\$256,748	
Top Business Position	12	\$285,106		\$216,575	\$263,467	\$332,434	
Top Finance Position	21	\$205,422	\$130,661	\$167,521	\$184,834	\$240,801	\$246,948
Top Operations Position	7	\$197,386			\$199,827		

501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds

\$500 thousand or less

CEO/Executive Director	120	\$60,921	\$34,375	\$48,134	\$58,818	\$74,466	\$87,276
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Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
Top Administrative Position	15	\$51,678		\$30,414	\$53,338	\$60,895	
Top Finance Position	49	\$53,688	\$17,943	\$38,888	\$51,773	\$70,362	\$78,833
Between \$500 thousand and \$1 million							
CEO/Executive Director	134	\$89,024	\$60,248	\$69,557	\$83,741	\$103,110	\$128,827
Top Administrative Position	7	\$66,611			\$73,456		
Top Finance Position	30	\$79,046	\$44,436	\$58,902	\$73,080	\$96,867	\$121,136
Top Operations Position	6	\$58,446			\$62,411		
Between \$1 million and \$5 million							
CEO/Executive Director	473	\$144,307	\$86,292	\$103,812	\$130,601	\$163,913	\$212,180
Top Administrative Position	25	\$105,748	\$73,517	\$90,821	\$110,950	\$121,021	\$133,273
Top Finance Position	160	\$106,962	\$56,938	\$75,807	\$100,789	\$130,315	\$159,208
Top Human Resources Position	5	\$73,794			\$81,035		
Top Marketing Position	7	\$90,145			\$72,535		
Top Operations Position	77	\$93,961	\$56,554	\$70,427	\$86,943	\$113,370	\$128,308
Top Technology Position	8	\$111,931			\$108,180		
Greater than \$5 million							
CEO/Executive Director	597	\$536,216	\$176,854	\$236,253	\$378,832	\$615,186	\$1,046,757
Top Administrative Position	70	\$234,854	\$108,921	\$135,000	\$198,215	\$265,631	\$462,567
Top Business Position	125	\$209,789	\$127,852	\$149,676	\$190,574	\$241,064	\$293,371
Top Development Position	24	\$219,635	\$114,749	\$151,336	\$192,268	\$239,852	\$334,934
Top Education Position	13	\$182,392		\$133,671	\$165,756	\$234,011	
Top Facilities Position	10	\$209,562		\$116,394	\$202,932	\$292,737	
Top Finance Position	496	\$255,370	\$109,500	\$146,786	\$201,591	\$298,739	\$437,263
Top Human Resources Position	171	\$207,109	\$111,844	\$133,695	\$181,971	\$244,484	\$330,639
Top Legal Position	31	\$259,528	\$128,393	\$173,671	\$230,645	\$322,380	\$386,167

Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
Top Marketing Position	164	\$190,421	\$105,618	\$132,363	\$168,391	\$224,028	\$300,930
Top Operations Position	320	\$246,854	\$109,658	\$141,957	\$200,367	\$294,069	\$422,064
Top PR/Communications Position	16	\$285,271		\$132,767	\$209,471	\$277,492	
Top Program Position	7	\$178,011			\$160,246		
Top Technology Position	310	\$227,222	\$120,105	\$150,250	\$197,736	\$276,864	\$366,080
501(c)(15)—Mutual Insurance Company other than Life or Marine							
\$500 thousand or less							
CEO/Executive Director	6	\$32,244			\$27,056		
Top Finance Position	31	\$40,539	\$23,175	\$24,808	\$36,606	\$50,238	\$66,205
Between \$500 thousand and \$1 million							
Top Finance Position	7	\$46,289			\$40,360		
501(c)(19)—Post or Organization of Past or Present Members of the Armed Forces							
\$500 thousand or less							
CEO/Executive Director	26	\$35,560	\$17,725	\$20,217	\$31,875	\$49,920	\$57,328
Top Administrative Position	7	\$33,048			\$27,451		
Top Finance Position	32	\$27,953	\$15,615	\$20,700	\$26,000	\$33,308	\$39,570
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$59,081			\$58,795		
Top Finance Position	5	\$32,204			\$31,598		

Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(19)—Post or Organization of Past or Present Members of the Armed Forces							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$111,649			\$130,001		
Top Finance Position	8	\$69,338			\$77,106		
Greater than \$5 million							
CEO/Executive Director	8	\$250,912			\$265,957		
Top Finance Position	8	\$197,313			\$164,368		

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(01)—Government Instrumentality								
Between \$1 million and \$5 million								
CEO/Executive Director								
	M	7	\$156,638			\$124,567		
501(c)(02)—Title Holding Corporation								
\$500 thousand or less								
CEO/Executive Director								
	M	6	\$92,957			\$97,567		
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees								
\$500 thousand or less								
CEO/Executive Director								
	F	214	\$63,753	\$23,662	\$40,124	\$54,545	\$80,000	\$109,353
	M	240	\$75,224	\$24,000	\$40,000	\$63,499	\$97,334	\$144,479
	U	23	\$78,930	\$29,042	\$36,619	\$74,030	\$107,151	\$144,249
Top Administrative Position								
	F	20	\$41,401	\$23,872	\$29,718	\$36,889	\$48,200	\$73,930
	M	6	\$44,830			\$36,331		
Top Facilities Position								
	M	8	\$31,646			\$27,928		
Top Finance Position								
	F	24	\$41,050	\$17,558	\$22,639	\$34,620	\$47,275	\$63,290
	M	19	\$49,482		\$34,479	\$52,564	\$62,250	

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	106	\$105,147	\$46,340	\$71,294	\$95,526	\$126,610	\$177,153
	M	135	\$133,341	\$54,582	\$81,239	\$115,441	\$180,048	\$223,512
	U	13	\$114,830		\$99,583	\$118,287	\$175,680	
Top Administrative Position								
	F	6	\$86,574			\$60,630		
	M	11	\$70,976		\$53,680	\$71,020	\$86,834	
Top Finance Position								
	F	13	\$52,146		\$37,370	\$51,434	\$58,350	
	M	7	\$59,273			\$49,967		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	115	\$165,410	\$59,692	\$91,480	\$130,674	\$201,593	\$313,074
	M	221	\$180,723	\$76,960	\$110,071	\$160,998	\$216,864	\$320,088
	U	16	\$179,481		\$101,198	\$131,316	\$282,510	
Top Administrative Position								
	F	15	\$113,937		\$88,640	\$116,660	\$131,803	
	M	22	\$118,539	\$67,648	\$79,676	\$116,743	\$124,092	\$180,445
Top Business Position								
	F	7	\$174,560			\$153,755		
	M	8	\$188,794			\$162,437		
Top Finance Position								
	F	30	\$124,584	\$58,259	\$71,355	\$113,386	\$156,327	\$191,438
	M	33	\$111,387	\$43,081	\$60,000	\$108,466	\$158,213	\$193,742

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees								
Between \$1 million and \$5 million								
Top Legal Position								
	F	6	\$186,984			\$149,954		
	M	6	\$170,780			\$148,575		
Top Marketing Position								
	M	6	\$222,770			\$174,800		
Top Operations Position								
	F	18	\$155,609		\$121,143	\$157,972	\$177,009	
	M	12	\$154,493		\$109,972	\$137,223	\$161,872	
Top PR/Communications Position								
	F	6	\$146,186			\$147,014		
	M	6	\$149,300			\$131,266		
Top Technology Position								
	M	5	\$147,569			\$149,763		
Greater than \$5 million								
CEO/Executive Director								
	F	52	\$738,234	\$119,095	\$156,572	\$245,845	\$506,464	\$1,044,173
	M	200	\$543,299	\$149,086	\$208,669	\$297,011	\$566,616	\$1,107,704
	U	14	\$344,108		\$167,773	\$258,369	\$391,664	
Top Administrative Position								
	F	17	\$200,635		\$133,500	\$148,915	\$186,944	
	M	36	\$235,906	\$97,755	\$128,471	\$179,835	\$250,154	\$479,548
	U	5	\$276,880			\$251,758		
Top Business Position								
	F	27	\$238,812	\$130,236	\$163,284	\$194,540	\$294,798	\$402,148
	M	38	\$338,451	\$165,052	\$184,863	\$260,587	\$430,918	\$672,371

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees								
Greater than \$5 million								
Top Development Position	U	6	\$364,867			\$295,662		
	F	13	\$195,678		\$161,776	\$178,584	\$225,881	
	M	7	\$325,735			\$209,602		
Top Facilities Position								
	M	13	\$158,016		\$114,272	\$142,463	\$150,380	
Top Finance Position								
	F	67	\$291,166	\$110,474	\$126,227	\$186,367	\$318,919	\$518,737
	M	95	\$300,282	\$107,393	\$136,074	\$222,542	\$338,916	\$562,020
Top Human Resources Position	U	8	\$394,324			\$246,893		
	F	32	\$271,962	\$118,254	\$158,868	\$232,993	\$296,292	\$418,159
Top Legal Position	M	12	\$312,702		\$179,071	\$284,162	\$423,163	
	F	23	\$341,619	\$147,608	\$178,106	\$279,894	\$394,653	\$560,314
Top Marketing Position	M	37	\$374,763	\$168,981	\$215,811	\$278,155	\$497,453	\$723,638
	F	24	\$280,890	\$138,111	\$169,220	\$227,500	\$329,092	\$531,247
Top Operations Position	M	12	\$377,079		\$218,275	\$293,782	\$501,283	
	F	42	\$315,048	\$132,339	\$172,933	\$235,349	\$435,359	\$571,744
Top PR/Communications Position	M	58	\$472,773	\$127,343	\$155,418	\$265,168	\$368,912	\$606,011
	F	32	\$222,919	\$124,786	\$140,472	\$191,416	\$235,137	\$438,528
	M	18	\$245,250		\$144,734	\$171,181	\$261,034	
	U	5	\$211,472			\$209,180		

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees								
Greater than \$5 million								
Top Program Position								
	F	13	\$216,826		\$177,081	\$190,855	\$242,441	
	M	9	\$358,152			\$255,222		
Top Technology Position								
	F	6	\$246,115			\$264,504		
	M	61	\$373,736	\$171,746	\$198,722	\$280,647	\$484,585	\$634,771
	U	5	\$226,979			\$198,568		

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less

CEO/Executive Director

F	196	\$61,617	\$22,600	\$32,648	\$57,977	\$79,121	\$109,830
M	553	\$64,932	\$19,475	\$30,264	\$61,324	\$86,891	\$115,326
U	29	\$57,917	\$22,900	\$31,590	\$52,757	\$70,692	\$88,655

Top Administrative Position

F	29	\$55,792	\$23,003	\$40,361	\$49,311	\$67,837	\$84,396
M	9	\$90,066			\$95,639		
U	5	\$38,401			\$44,155		

Top Business Position

F	11	\$83,797		\$68,308	\$77,697	\$102,140	
M	170	\$95,886	\$50,805	\$66,326	\$91,358	\$119,129	\$147,768

Top Education Position

M	30	\$98,365	\$58,610	\$71,537	\$96,386	\$120,677	\$136,895
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Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—Labor, Agricultural, and Horticultural Organizations								
\$500 thousand or less								
Top Finance Position								
	F	117	\$47,656	\$17,940	\$24,697	\$42,000	\$63,945	\$82,231
	M	245	\$64,988	\$18,063	\$26,751	\$58,247	\$94,243	\$131,719
	U	8	\$44,357			\$36,838		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	85	\$93,502	\$38,085	\$62,492	\$87,299	\$116,341	\$161,763
	M	467	\$98,336	\$32,771	\$64,457	\$91,520	\$127,713	\$162,169
	U	23	\$98,172	\$26,148	\$48,140	\$88,087	\$127,594	\$195,157
Top Administrative Position								
	F	24	\$62,958	\$24,608	\$37,107	\$53,457	\$79,853	\$114,245
	M	15	\$111,070		\$74,384	\$89,409	\$124,287	
Top Business Position								
	F	9	\$106,051			\$93,540		
	M	254	\$131,929	\$72,932	\$95,143	\$128,129	\$158,856	\$190,305
	U	10	\$112,325		\$93,722	\$118,358	\$143,715	
Top Education Position								
	M	19	\$135,401		\$108,491	\$119,172	\$143,443	
Top Finance Position								
	F	70	\$68,592	\$30,469	\$45,074	\$63,499	\$86,389	\$111,354
	M	303	\$113,954	\$48,444	\$76,832	\$112,895	\$145,455	\$182,969
	U	11	\$119,139		\$80,804	\$123,101	\$138,866	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	157	\$120,618	\$52,776	\$80,079	\$117,142	\$153,314	\$197,574

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—Labor, Agricultural, and Horticultural Organizations								
Between \$1 million and \$5 million								
	M	909	\$148,325	\$55,009	\$99,911	\$141,379	\$184,148	\$245,223
	U	37	\$151,467	\$75,791	\$98,433	\$126,074	\$172,495	\$244,148
Top Administrative Position								
	F	38	\$131,979	\$47,925	\$93,324	\$136,658	\$183,972	\$200,179
	M	24	\$150,640	\$64,969	\$120,037	\$154,449	\$193,598	\$216,492
Top Business Position								
	F	15	\$160,270		\$128,859	\$172,548	\$185,127	
	M	547	\$178,531	\$97,686	\$128,396	\$171,069	\$215,828	\$268,387
	U	14	\$162,491		\$124,882	\$149,038	\$179,104	
Top Education Position								
	F	5	\$143,384			\$126,897		
	M	29	\$163,458	\$122,391	\$141,105	\$155,505	\$182,571	\$208,618
Top Facilities Position								
	M	5	\$113,200			\$68,059		
Top Finance Position								
	F	127	\$112,615	\$52,961	\$87,660	\$109,833	\$137,013	\$175,532
	M	742	\$154,598	\$70,948	\$103,958	\$150,733	\$191,185	\$244,155
	U	30	\$124,009	\$55,192	\$71,187	\$111,559	\$146,139	\$206,509
Top Legal Position								
	F	5	\$164,233			\$160,637		
	M	18	\$200,848		\$155,368	\$188,687	\$233,283	
Top Operations Position								
	F	6	\$132,940			\$126,192		
	M	11	\$158,656		\$132,615	\$160,790	\$184,404	
Top PR/Communications Position								
	M	7	\$143,905			\$116,239		

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—Labor, Agricultural, and Horticultural Organizations								
Greater than \$5 million								
CEO/Executive Director								
	F	72	\$252,795	\$121,746	\$164,476	\$197,473	\$271,590	\$386,819
	M	371	\$269,955	\$116,326	\$171,674	\$231,597	\$314,299	\$433,757
	U	28	\$367,739	\$141,298	\$180,329	\$243,118	\$340,673	\$444,681
Top Administrative Position								
	F	23	\$218,406	\$117,905	\$137,869	\$193,022	\$258,394	\$324,314
	M	27	\$264,393	\$139,513	\$179,590	\$268,653	\$312,763	\$414,036
	U	5	\$198,008			\$213,097		
Top Business Position								
	F	6	\$327,412			\$195,124		
	M	136	\$262,023	\$148,956	\$195,080	\$236,470	\$326,594	\$406,809
	U	6	\$257,102			\$233,685		
Top Education Position								
	F	11	\$202,538		\$156,396	\$204,182	\$246,337	
	M	9	\$252,675			\$233,729		
Top Facilities Position								
	M	6	\$192,842			\$147,490		
Top Finance Position								
	F	81	\$212,434	\$84,130	\$125,703	\$177,658	\$235,126	\$356,985
	M	337	\$245,026	\$116,705	\$160,819	\$216,728	\$301,222	\$395,619
	U	23	\$224,117	\$119,104	\$164,530	\$218,811	\$257,391	\$335,144
Top Human Resources Position								
	F	11	\$206,164		\$143,534	\$172,664	\$216,684	
	M	6	\$231,710			\$222,643		
Top Legal Position								
	F	31	\$245,244	\$178,866	\$202,576	\$235,903	\$281,081	\$355,546

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—Labor, Agricultural, and Horticultural Organizations								
Greater than \$5 million								
	M	67	\$281,659	\$138,804	\$176,044	\$234,739	\$334,851	\$488,868
	U	10	\$255,723		\$206,072	\$227,942	\$273,510	
Top Marketing Position								
	M	6	\$262,957			\$229,575		
Top Operations Position								
	F	12	\$216,982		\$163,678	\$193,666	\$230,381	
	M	26	\$250,473	\$144,017	\$193,696	\$253,021	\$281,427	\$348,010
Top PR/Communications Position								
	F	21	\$209,423	\$122,487	\$168,054	\$187,683	\$244,125	\$317,393
	M	41	\$232,642	\$144,068	\$167,404	\$211,926	\$282,934	\$321,943
Top Program Position								
	M	7	\$242,529			\$231,123		
Top Technology Position								
	F	6	\$191,779			\$182,497		
	M	34	\$226,862	\$141,559	\$166,531	\$215,921	\$269,176	\$342,061
	U	8	\$180,451			\$168,336		

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director

F	2,480	\$66,515	\$29,858	\$42,793	\$60,175	\$83,439	\$108,144
M	1,442	\$86,176	\$34,880	\$52,781	\$77,745	\$110,120	\$147,943
U	157	\$69,992	\$33,225	\$44,333	\$64,558	\$90,342	\$116,119

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.								
\$500 thousand or less								
Top Administrative Position								
	F	82	\$36,633	\$19,016	\$24,068	\$32,279	\$47,302	\$58,768
	M	17	\$63,692		\$36,000	\$42,753	\$51,863	
	U	8	\$43,989			\$45,500		
Top Business Position								
	F	5	\$60,948			\$49,606		
Top Finance Position								
	F	34	\$52,605	\$22,934	\$27,885	\$44,651	\$64,813	\$89,330
	M	21	\$70,313	\$20,000	\$21,900	\$50,000	\$90,000	\$126,374
Top Marketing Position								
	F	13	\$38,006		\$23,708	\$37,804	\$47,607	
Top Operations Position								
	F	24	\$56,967	\$28,045	\$36,294	\$49,244	\$76,450	\$89,686
	M	8	\$90,603			\$74,164		
Top PR/Communications Position								
	F	6	\$39,097			\$42,450		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	773	\$118,320	\$69,564	\$86,200	\$107,865	\$138,448	\$177,544
	M	982	\$149,121	\$80,000	\$104,791	\$140,133	\$177,651	\$228,418
	U	57	\$123,756	\$70,034	\$82,846	\$110,565	\$144,309	\$184,778
Top Administrative Position								
	F	25	\$79,935	\$41,345	\$52,688	\$74,166	\$107,206	\$135,075
	M	5	\$121,069			\$124,992		

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.								
Between \$500 thousand and \$1 million								
Top Finance Position								
	F	26	\$81,642	\$32,277	\$52,843	\$80,971	\$108,026	\$132,544
	M	22	\$129,285	\$33,516	\$45,542	\$122,450	\$187,930	\$230,962
Top Operations Position								
	F	29	\$92,350	\$53,871	\$67,000	\$75,878	\$103,825	\$158,014
	M	8	\$99,659			\$97,789		
Top Technology Position								
	M	6	\$163,059			\$176,825		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	904	\$197,885	\$100,987	\$129,644	\$175,035	\$243,147	\$323,239
	M	1,718	\$251,706	\$120,097	\$160,475	\$220,573	\$301,832	\$419,259
	U	80	\$209,779	\$91,516	\$136,890	\$195,445	\$258,971	\$352,742
Top Administrative Position								
	F	69	\$132,411	\$65,651	\$90,641	\$132,263	\$156,665	\$204,233
	M	40	\$166,643	\$96,115	\$129,074	\$152,814	\$201,574	\$245,508
	U	12	\$136,820		\$106,940	\$138,473	\$157,493	
Top Business Position								
	F	39	\$139,135	\$111,161	\$119,771	\$133,155	\$161,408	\$176,337
	M	58	\$161,935	\$107,900	\$127,677	\$151,904	\$186,111	\$211,196
	U	5	\$131,795			\$131,979		
Top Development Position								
	F	12	\$171,742		\$121,545	\$142,762	\$191,181	
	M	11	\$156,429		\$105,331	\$133,606	\$156,974	

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.								
Between \$1 million and \$5 million								
Top Education Position								
	F	30	\$139,207	\$115,869	\$121,434	\$132,492	\$153,835	\$167,909
	M	35	\$149,018	\$97,868	\$126,472	\$138,066	\$170,723	\$208,818
Top Finance Position								
	F	235	\$131,686	\$66,907	\$96,929	\$127,780	\$152,399	\$191,976
	M	158	\$160,246	\$92,971	\$117,203	\$142,014	\$180,656	\$232,468
	U	21	\$132,009	\$76,423	\$101,333	\$139,500	\$151,298	\$161,853
Top Human Resources Position								
	F	28	\$134,223	\$101,510	\$115,765	\$130,273	\$146,211	\$159,783
	M	9	\$128,282			\$120,651		
Top Legal Position								
	F	38	\$185,597	\$113,922	\$135,657	\$175,400	\$228,380	\$294,992
	M	69	\$208,854	\$135,270	\$151,243	\$186,675	\$215,609	\$339,392
	U	5	\$180,310			\$191,790		
Top Marketing Position								
	F	54	\$137,136	\$100,546	\$116,958	\$133,544	\$153,967	\$174,144
	M	31	\$160,246	\$108,022	\$122,041	\$154,374	\$191,726	\$209,456
	U	5	\$153,597			\$142,520		
Top Operations Position								
	F	169	\$159,208	\$99,356	\$119,402	\$152,111	\$196,539	\$236,818
	M	93	\$181,910	\$112,269	\$136,895	\$162,955	\$193,466	\$271,946
	U	15	\$158,659		\$103,908	\$120,862	\$207,304	
Top PR/Communications Position								
	F	73	\$139,099	\$111,039	\$117,919	\$133,904	\$154,373	\$179,940
	M	50	\$169,633	\$110,299	\$126,797	\$154,498	\$189,899	\$217,093
	U	6	\$131,237			\$128,719		

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.								
Between \$1 million and \$5 million								
Top Program Position								
	F	25	\$152,645	\$114,602	\$125,414	\$146,128	\$170,297	\$203,999
	M	19	\$169,069		\$125,938	\$152,838	\$185,763	
Top Technology Position								
	F	11	\$150,367		\$124,408	\$143,020	\$165,834	
	M	82	\$170,137	\$117,903	\$130,119	\$151,277	\$185,628	\$237,196
Greater than \$5 million								
CEO/Executive Director								
	F	236	\$540,532	\$169,153	\$250,610	\$378,636	\$581,682	\$978,853
	M	710	\$719,179	\$232,074	\$327,791	\$489,298	\$781,216	\$1,326,226
	U	37	\$533,814	\$208,452	\$269,831	\$384,241	\$640,275	\$908,264
Top Administrative Position								
	F	90	\$208,924	\$121,975	\$154,630	\$179,155	\$229,390	\$303,607
	M	67	\$278,260	\$155,600	\$170,873	\$217,840	\$281,008	\$458,241
Top Business Position								
	F	95	\$226,346	\$129,460	\$155,135	\$205,503	\$257,166	\$333,580
	M	123	\$262,161	\$137,084	\$182,481	\$222,490	\$292,737	\$372,422
	U	11	\$265,727		\$198,885	\$209,797	\$310,324	
Top Development Position								
	F	23	\$386,304	\$138,711	\$177,122	\$206,850	\$266,774	\$412,842
	M	29	\$221,612	\$137,993	\$156,226	\$208,357	\$285,730	\$336,362
Top Education Position								
	F	69	\$192,907	\$126,632	\$140,042	\$173,758	\$219,906	\$281,938
	M	50	\$220,072	\$142,352	\$164,784	\$199,067	\$260,516	\$348,992

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.								
Greater than \$5 million								
Top Facilities Position								
	M	7	\$184,584			\$147,792		
Top Finance Position								
	F	284	\$224,921	\$121,070	\$146,780	\$193,941	\$261,182	\$356,084
	M	326	\$293,132	\$132,845	\$166,466	\$233,091	\$358,499	\$497,558
	U	31	\$268,860	\$138,135	\$181,785	\$211,125	\$314,628	\$448,576
Top Human Resources Position								
	F	88	\$211,155	\$128,553	\$151,975	\$182,156	\$245,907	\$338,260
	M	23	\$207,355	\$142,669	\$155,330	\$192,551	\$254,366	\$296,234
	U	7	\$267,465			\$269,043		
Top Legal Position								
	F	101	\$347,099	\$156,023	\$200,377	\$277,094	\$450,170	\$687,266
	M	154	\$352,997	\$157,416	\$215,805	\$295,057	\$406,417	\$626,257
	U	16	\$316,113		\$257,805	\$288,670	\$359,995	
Top Marketing Position								
	F	128	\$223,774	\$122,296	\$144,508	\$188,858	\$244,283	\$381,617
	M	74	\$242,950	\$132,638	\$156,838	\$216,049	\$305,136	\$388,509
	U	6	\$200,562			\$171,469		
Top Operations Position								
	F	162	\$290,613	\$142,702	\$180,930	\$245,968	\$330,510	\$492,130
	M	199	\$361,111	\$149,118	\$195,801	\$283,818	\$423,095	\$607,034
	U	13	\$339,437		\$216,155	\$311,767	\$382,542	
Top PR/Communications Position								
	F	160	\$238,385	\$134,182	\$154,486	\$204,133	\$267,151	\$403,629
	M	150	\$277,883	\$134,677	\$165,220	\$229,090	\$307,647	\$449,466
	U	7	\$216,099			\$203,681		

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.								
Greater than \$5 million								
Top Program Position								
	F	36	\$201,548	\$126,830	\$153,413	\$191,841	\$205,888	\$277,346
	M	44	\$267,148	\$135,920	\$170,574	\$217,901	\$320,654	\$420,327
Top Technology Position								
	F	51	\$202,726	\$118,196	\$148,047	\$173,735	\$224,085	\$290,541
	M	228	\$231,828	\$131,857	\$148,676	\$192,533	\$266,886	\$374,191
	U	17	\$223,447		\$158,632	\$195,214	\$243,104	

501(c)(07)—Social and Recreational Clubs

\$500 thousand or less

CEO/Executive Director

F	23	\$50,572	\$19,053	\$37,430	\$51,750	\$60,678	\$70,100
M	34	\$45,336	\$17,945	\$28,541	\$41,175	\$59,443	\$75,220

Top Administrative Position

F	11	\$41,997		\$36,779	\$38,344	\$51,952	
M	12	\$48,967		\$28,695	\$47,148	\$61,150	

Top Facilities Position

M	7	\$37,315			\$35,358		
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Top Finance Position

F	15	\$25,764		\$17,206	\$21,043	\$27,670	
M	17	\$27,550		\$18,000	\$23,000	\$32,099	

Between \$500 thousand and \$1 million

CEO/Executive Director

F	8	\$94,785			\$94,144		
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Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(07)—Social and Recreational Clubs								
Between \$500 thousand and \$1 million								
	M	41	\$94,134	\$54,750	\$72,036	\$97,507	\$113,418	\$135,811
	U	5	\$73,131			\$66,410		
Top Administrative Position								
	F	7	\$78,839			\$70,681		
	M	23	\$92,120	\$52,442	\$67,731	\$93,554	\$115,374	\$144,703
Top Facilities Position								
	M	6	\$51,659			\$53,289		
Top Finance Position								
	M	8	\$58,755			\$53,410		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	67	\$127,730	\$80,475	\$96,857	\$116,240	\$149,362	\$188,768
	M	422	\$148,234	\$86,005	\$110,025	\$138,351	\$173,963	\$224,977
	U	10	\$161,968		\$112,892	\$140,201	\$204,170	
Top Administrative Position								
	F	49	\$129,574	\$79,214	\$96,201	\$114,656	\$149,723	\$197,963
	M	379	\$147,492	\$86,426	\$110,632	\$138,394	\$173,461	\$220,694
	U	11	\$151,282		\$109,250	\$137,923	\$202,112	
Top Facilities Position								
	M	122	\$142,153	\$106,985	\$116,689	\$134,918	\$160,003	\$186,127
Top Finance Position								
	F	76	\$97,312	\$52,578	\$73,474	\$95,577	\$121,962	\$139,665
	M	46	\$103,870	\$60,058	\$76,805	\$102,919	\$129,361	\$140,149
	U	10	\$93,787		\$58,163	\$97,350	\$131,363	

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(07)—Social and Recreational Clubs								
Between \$1 million and \$5 million								
Top Operations Position								
	F	7	\$102,880			\$111,937		
	M	42	\$157,030	\$103,111	\$117,348	\$154,795	\$185,342	\$233,411
Greater than \$5 million								
CEO/Executive Director								
	F	53	\$208,786	\$130,871	\$145,000	\$194,756	\$237,292	\$339,145
	M	557	\$281,598	\$155,381	\$198,166	\$260,389	\$336,907	\$434,185
	U	14	\$236,803		\$169,247	\$209,797	\$261,359	
Top Administrative Position								
	F	42	\$218,866	\$135,683	\$159,662	\$197,604	\$259,688	\$355,038
	M	541	\$280,578	\$161,345	\$198,208	\$260,885	\$336,907	\$432,007
	U	11	\$215,725		\$169,960	\$232,825	\$259,658	
Top Business Position								
	F	9	\$137,709			\$141,285		
Top Facilities Position								
	M	406	\$208,584	\$132,891	\$156,676	\$195,471	\$246,881	\$300,728
	U	5	\$187,421			\$173,255		
Top Finance Position								
	F	214	\$147,591	\$102,423	\$120,358	\$138,808	\$166,764	\$208,635
	M	208	\$167,669	\$111,768	\$128,444	\$156,033	\$195,390	\$241,378
	U	20	\$153,110	\$101,592	\$121,032	\$148,153	\$178,689	\$196,262
Top Human Resources Position								
	F	16	\$165,337		\$129,296	\$152,613	\$181,137	
Top Operations Position								
	F	8	\$162,471			\$143,094		

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(07)—Social and Recreational Clubs								
Greater than \$5 million								
	M	122	\$284,512	\$154,124	\$210,620	\$256,252	\$332,283	\$424,627
501(c)(08)—Fraternal Beneficiary Societies and Associations								
\$500 thousand or less								
CEO/Executive Director								
	M	14	\$38,907		\$30,060	\$38,536	\$47,074	
Top Administrative Position								
	M	104	\$26,208	\$15,974	\$18,200	\$24,980	\$31,200	\$38,626
Top Finance Position								
	M	5	\$28,077			\$24,000		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	M	6	\$52,963			\$37,916		
Top Administrative Position								
	M	30	\$30,050	\$15,846	\$19,275	\$27,951	\$36,970	\$43,439
Between \$1 million and \$5 million								
CEO/Executive Director								
	M	17	\$88,472		\$36,000	\$85,010	\$108,787	
Top Administrative Position								
	M	15	\$53,249		\$32,627	\$44,382	\$59,973	
Top Finance Position								
	M	9	\$79,014			\$75,000		

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(08)—Fraternal Beneficiary Societies and Associations								
Greater than \$5 million								
CEO/Executive Director								
	F	7	\$287,693			\$151,129		
	M	31	\$615,518	\$132,851	\$171,748	\$260,086	\$462,653	\$1,165,819
Top Administrative Position								
	M	6	\$218,477			\$197,079		
Top Business Position								
	M	17	\$199,662		\$140,114	\$165,878	\$228,517	
Top Finance Position								
	F	12	\$145,123		\$105,889	\$123,313	\$166,347	
	M	32	\$273,879	\$110,351	\$127,761	\$156,149	\$209,964	\$391,370
Top Human Resources Position								
	F	6	\$294,071			\$181,823		
Top Marketing Position								
	M	7	\$229,387			\$149,937		
Top Operations Position								
	F	5	\$126,765			\$130,908		
	M	6	\$253,778			\$239,381		
Top Technology Position								
	M	11	\$194,487		\$146,916	\$170,849	\$207,799	

501(c)(09)—Voluntary Employees Beneficiary Associations

Between \$1 million and \$5 million

CEO/Executive Director

M	6	\$160,044			\$154,313
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Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(09)—Voluntary Employees Beneficiary Associations								
Between \$1 million and \$5 million								
Top Administrative Position								
	F	5	\$112,198			\$79,742		
	M	10	\$205,920		\$140,230	\$194,547	\$247,455	
Greater than \$5 million								
CEO/Executive Director								
	F	25	\$228,863	\$90,632	\$137,500	\$184,934	\$281,587	\$367,666
	M	36	\$354,859	\$152,404	\$206,145	\$287,444	\$381,954	\$509,980
Top Administrative Position								
	F	28	\$172,732	\$89,648	\$110,804	\$165,282	\$201,213	\$269,822
	M	42	\$205,558	\$95,964	\$127,610	\$168,611	\$264,216	\$374,209
Top Finance Position								
	F	21	\$178,942	\$139,929	\$164,028	\$180,884	\$204,321	\$220,562
	M	24	\$223,985	\$135,110	\$165,207	\$198,306	\$245,870	\$356,440
Top Human Resources Position								
	F	7	\$190,766			\$177,105		
	M	5	\$225,725			\$230,682		
Top Legal Position								
	F	6	\$254,357			\$242,026		
	M	8	\$291,668			\$247,683		
Top Operations Position								
	F	7	\$237,757			\$211,269		
	M	8	\$222,561			\$212,814		
Top Technology Position								
	F	5	\$164,819			\$161,385		
	M	18	\$224,288		\$173,532	\$194,717	\$251,811	

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(10)—Domestic Fraternal Societies and Associations								
\$500 thousand or less								
CEO/Executive Director	M	11	\$44,320		\$31,460	\$42,700	\$52,431	
Top Administrative Position	M	7	\$40,702			\$29,000		
Between \$500 thousand and \$1 million								
CEO/Executive Director	M	5	\$72,822			\$66,000		
Between \$1 million and \$5 million								
CEO/Executive Director	M	6	\$103,790			\$97,924		

501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies

\$500 thousand or less

CEO/Executive Director

M	19	\$52,824	\$25,793	\$42,749	\$59,236
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Top Administrative Position

F	7	\$26,977		\$27,625	
M	9	\$76,539		\$58,376	

Top Finance Position

F	12	\$33,143	\$26,321	\$28,750	\$38,024
M	8	\$45,789		\$38,296	

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	M	17	\$80,588		\$57,697	\$78,086	\$85,040	
Top Administrative Position								
	F	8	\$57,198			\$48,763		
	M	11	\$91,481		\$63,387	\$79,611	\$95,178	
Top Finance Position								
	F	8	\$46,927			\$49,092		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	19	\$96,649		\$68,783	\$88,468	\$119,728	
	M	90	\$136,199	\$66,854	\$84,028	\$113,852	\$161,827	\$216,418
Top Administrative Position								
	F	22	\$90,080	\$58,798	\$69,504	\$87,039	\$103,887	\$134,397
	M	70	\$124,746	\$66,734	\$85,235	\$112,444	\$159,528	\$207,747
Top Facilities Position								
	M	5	\$98,964			\$101,860		
Top Finance Position								
	F	22	\$87,511	\$34,008	\$52,244	\$97,053	\$113,887	\$128,910
	M	9	\$105,074			\$81,123		
Top Operations Position								
	M	11	\$148,968		\$97,122	\$152,870	\$169,259	
Greater than \$5 million								
CEO/Executive Director								
	F	69	\$283,009	\$157,338	\$213,576	\$255,083	\$301,982	\$473,063
	M	605	\$340,014	\$170,684	\$217,606	\$283,665	\$380,972	\$555,901

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies								
Greater than \$5 million								
Top Administrative Position	U	20	\$295,444	\$148,565	\$182,164	\$266,902	\$304,310	\$501,011
	F	68	\$224,239	\$125,018	\$156,302	\$198,052	\$278,940	\$335,420
	M	321	\$282,513	\$152,815	\$193,828	\$247,692	\$317,911	\$447,121
Top Business Position	U	14	\$233,417		\$169,939	\$192,224	\$268,731	
	F	9	\$191,340			\$188,043		
	M	17	\$282,083		\$173,133	\$223,193	\$277,111	
Top Facilities Position								
Top Finance Position	M	34	\$197,447	\$121,099	\$142,810	\$170,477	\$243,927	\$288,801
	F	217	\$183,252	\$105,352	\$137,223	\$160,927	\$208,032	\$289,358
	M	219	\$211,383	\$116,909	\$145,234	\$186,503	\$236,723	\$326,790
Top Human Resources Position	U	14	\$204,972		\$155,135	\$198,041	\$264,085	
	F	54	\$209,654	\$140,211	\$161,428	\$186,532	\$229,352	\$333,417
	M	14	\$265,219		\$205,246	\$251,511	\$335,330	
Top Legal Position								
Top Marketing Position	F	7	\$254,151			\$257,009		
	M	12	\$341,375		\$271,230	\$320,469	\$418,856	
	F	11	\$185,087		\$153,990	\$174,507	\$192,263	
Top Operations Position	M	13	\$276,430		\$164,046	\$214,731	\$258,856	
	F	12	\$207,657		\$165,213	\$188,278	\$219,667	
	M	387	\$225,110	\$147,372	\$166,061	\$197,507	\$248,503	\$323,194

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies								
Greater than \$5 million								
Top PR/Communications Position	U	9	\$226,863			\$205,722		
	F	13	\$231,782		\$187,586	\$215,337	\$264,390	
Top Technology Position	M	23	\$250,157	\$165,340	\$188,736	\$234,673	\$280,134	\$326,191
	F	10	\$249,408		\$193,149	\$218,451	\$283,414	
	M	112	\$198,275	\$143,565	\$161,142	\$189,832	\$235,706	\$257,830
501(c)(13)—Cemetery Companies								
\$500 thousand or less								
CEO/Executive Director								
	F	9	\$38,516			\$40,000		
	M	47	\$41,431	\$17,376	\$26,351	\$40,598	\$50,062	\$65,903
Top Administrative Position								
	F	9	\$39,956			\$39,813		
	M	26	\$41,300	\$16,955	\$27,373	\$40,344	\$50,048	\$69,216
Top Finance Position								
	F	9	\$30,287			\$22,817		
	M	16	\$40,212		\$31,486	\$40,758	\$49,394	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	6	\$73,295			\$71,300		
	M	26	\$96,299	\$49,848	\$69,970	\$82,590	\$113,682	\$148,566

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(13)—Cemetery Companies								
Between \$500 thousand and \$1 million								
Top Administrative Position								
	M	13	\$82,775		\$71,572	\$78,214	\$93,139	
Top Finance Position								
	M	7	\$119,546			\$110,563		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	16	\$158,791		\$118,947	\$164,848	\$198,927	
	M	61	\$156,443	\$66,266	\$105,373	\$144,558	\$179,004	\$230,869
Top Administrative Position								
	M	28	\$133,661	\$73,958	\$106,500	\$142,464	\$162,100	\$174,743
Top Finance Position								
	F	9	\$93,389			\$77,526		
	M	14	\$133,774		\$114,139	\$132,944	\$159,380	
Top Operations Position								
	M	5	\$150,926			\$145,822		
Greater than \$5 million								
CEO/Executive Director								
	F	7	\$256,418			\$233,767		
	M	21	\$360,022	\$236,094	\$309,179	\$358,662	\$416,779	\$448,220
Top Administrative Position								
	M	9	\$250,491			\$208,902		
Top Business Position								
	M	8	\$262,907			\$250,436		
Top Finance Position								
	F	12	\$182,096		\$139,293	\$177,726	\$229,494	

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(13)—Cemetery Companies								
Greater than \$5 million								
Top Operations Position	M	9	\$236,524			\$209,201		
	M	6	\$209,874			\$217,961		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds								
\$500 thousand or less								
CEO/Executive Director	F	96	\$61,313	\$38,358	\$51,500	\$58,818	\$72,984	\$86,078
	M	18	\$66,091		\$47,927	\$67,831	\$82,403	
	U	6	\$39,134			\$36,305		
Top Administrative Position	F	14	\$50,798		\$29,358	\$50,919	\$57,349	
Top Finance Position	F	31	\$55,599	\$17,325	\$39,897	\$54,374	\$68,515	\$85,624
	M	15	\$51,777		\$36,760	\$50,875	\$72,779	
Between \$500 thousand and \$1 million								
CEO/Executive Director	F	75	\$86,799	\$61,034	\$70,046	\$82,798	\$100,378	\$116,491
	M	54	\$91,837	\$59,047	\$65,272	\$84,399	\$118,920	\$132,646
	U	5	\$92,011			\$85,488		
Top Administrative Position	F	5	\$69,255			\$73,456		
Top Finance Position	F	18	\$82,535		\$64,470	\$84,658	\$98,287	

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds								
Between \$500 thousand and \$1 million								
	M	12	\$73,812		\$58,240	\$64,671	\$82,000	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	212	\$130,368	\$79,716	\$98,418	\$123,528	\$149,834	\$197,653
	M	250	\$155,366	\$91,121	\$107,770	\$138,288	\$174,256	\$226,853
	U	11	\$161,599		\$121,498	\$124,002	\$177,956	
Top Administrative Position								
	F	12	\$99,243		\$84,761	\$98,439	\$113,491	
	M	12	\$109,551		\$97,878	\$113,268	\$125,840	
Top Finance Position								
	F	76	\$98,851	\$56,772	\$74,200	\$86,942	\$117,869	\$144,164
	M	83	\$115,041	\$65,560	\$81,843	\$110,950	\$137,347	\$166,451
Top Human Resources Position								
	F	5	\$73,794			\$81,035		
Top Marketing Position								
	F	5	\$97,896			\$72,867		
Top Operations Position								
	F	51	\$88,012	\$60,186	\$69,268	\$82,751	\$108,501	\$118,945
	M	25	\$106,006	\$47,317	\$73,328	\$110,888	\$124,363	\$133,521
Top Technology Position								
	M	7	\$113,389			\$114,630		
Greater than \$5 million								
CEO/Executive Director								
	F	138	\$442,656	\$162,469	\$202,577	\$320,225	\$505,921	\$866,159
	M	436	\$563,216	\$183,793	\$260,779	\$398,121	\$653,058	\$1,053,212

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds								
Greater than \$5 million								
Top Administrative Position	U	23	\$585,747	\$218,997	\$271,305	\$428,020	\$736,110	\$1,238,220
	F	39	\$239,880	\$106,217	\$135,741	\$182,124	\$272,794	\$484,887
	M	28	\$227,561	\$113,272	\$137,706	\$205,167	\$248,245	\$439,665
Top Business Position	F	30	\$174,237	\$101,280	\$136,752	\$169,054	\$211,844	\$236,113
	M	93	\$222,048	\$135,351	\$157,073	\$205,828	\$261,858	\$301,141
Top Development Position	F	13	\$239,729		\$158,015	\$192,167	\$252,318	
	M	11	\$195,887		\$141,620	\$195,040	\$229,833	
Top Education Position	F	9	\$180,943			\$134,129		
	M	8	\$205,101			\$202,932		
Top Finance Position	F	165	\$214,441	\$98,288	\$127,292	\$170,357	\$266,245	\$341,252
	M	311	\$275,350	\$118,830	\$161,422	\$221,275	\$323,940	\$471,399
	U	20	\$282,347	\$126,533	\$148,797	\$195,937	\$389,868	\$428,887
Top Human Resources Position	F	137	\$196,037	\$107,171	\$129,894	\$170,226	\$223,319	\$328,218
	M	23	\$251,126	\$147,615	\$182,276	\$244,720	\$286,876	\$329,909
	U	11	\$252,971		\$156,248	\$184,321	\$222,312	
Top Legal Position	F	11	\$242,299		\$155,249	\$230,645	\$299,322	
	M	18	\$255,759		\$174,815	\$226,340	\$330,764	

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds								
Greater than \$5 million								
Top Marketing Position								
	F	98	\$175,248	\$107,128	\$129,193	\$161,394	\$215,654	\$269,477
	M	60	\$214,650	\$112,699	\$147,523	\$179,710	\$264,970	\$319,009
	U	6	\$195,973			\$170,205		
Top Operations Position								
	F	177	\$228,799	\$101,843	\$138,258	\$189,564	\$271,622	\$384,165
	M	127	\$274,214	\$120,351	\$157,233	\$234,131	\$351,485	\$477,227
	U	16	\$229,418		\$109,637	\$153,803	\$276,210	
Top PR/Communications Position								
	F	8	\$363,907			\$185,828		
	M	7	\$204,434			\$196,897		
Top Program Position								
	M	6	\$180,972			\$179,964		
Top Technology Position								
	F	44	\$213,354	\$127,258	\$148,970	\$183,484	\$256,253	\$339,266
	M	248	\$226,689	\$118,852	\$148,917	\$199,947	\$276,782	\$368,119
	U	18	\$268,464		\$185,099	\$219,772	\$285,748	

501(c)(15)—Mutual Insurance Company other than Life or Marine

\$500 thousand or less

CEO/Executive Director

M	5	\$32,682		\$24,061
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Top Finance Position

F	17	\$35,436	\$25,368	\$35,049	\$43,070
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Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(15)—Mutual Insurance Company other than Life or Marine								
\$500 thousand or less								
	M	12	\$48,117		\$24,000	\$44,162	\$66,227	
501(c)(19)—Post or Organization of Past or Present Members of the Armed Forces								
\$500 thousand or less								
CEO/Executive Director								
	F	8	\$38,252			\$40,359		
	M	13	\$34,396		\$19,480	\$28,994	\$50,000	
	U	5	\$34,280			\$30,750		
Top Finance Position								
	F	13	\$30,105		\$24,746	\$28,548	\$33,210	
	M	19	\$26,480		\$20,385	\$23,494	\$32,400	
Between \$1 million and \$5 million								
CEO/Executive Director								
	M	9	\$111,649			\$130,001		
Top Finance Position								
	F	5	\$74,064			\$79,294		
Greater than \$5 million								
CEO/Executive Director								
	M	5	\$245,443			\$273,559		
Top Finance Position								
	F	5	\$206,600			\$153,835		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
\$250 thousand or less							
CEO/Executive Director	272	\$46,803	\$22,123	\$30,000	\$41,390	\$57,625	\$77,828
Top Administrative Position	9	\$33,189			\$27,360		
Top Finance Position	13	\$42,748		\$23,100	\$40,416	\$55,000	
Top Program Position	7	\$31,707			\$33,286		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	205	\$67,135	\$30,634	\$46,125	\$60,715	\$77,600	\$116,402
Top Finance Position	14	\$67,785		\$40,496	\$66,659	\$83,281	
Between \$500 thousand and \$1 million							
CEO/Executive Director	155	\$83,056	\$40,478	\$53,146	\$75,000	\$100,671	\$132,413
Top Administrative Position	6	\$50,213			\$53,648		
Top Business Position	10	\$128,124		\$106,517	\$130,339	\$147,099	
Top Finance Position	13	\$85,327		\$65,650	\$81,536	\$105,433	
Between \$1 million and \$2.5 million							
CEO/Executive Director	193	\$113,813	\$53,692	\$71,584	\$94,127	\$139,000	\$204,337
Top Administrative Position	10	\$82,624		\$68,305	\$77,438	\$93,355	
Top Business Position	8	\$101,873			\$99,016		
Top Finance Position	21	\$74,944	\$49,359	\$53,077	\$67,820	\$83,146	\$122,506
Top Operations Position	10	\$69,121		\$42,329	\$70,769	\$82,116	
Between \$2.5 million and \$5 million							
CEO/Executive Director	95	\$141,540	\$70,688	\$93,758	\$120,081	\$182,053	\$222,349
Top Administrative Position	5	\$108,374			\$112,562		
Top Finance Position	26	\$101,515	\$44,424	\$68,440	\$86,794	\$114,985	\$179,751
Top Operations Position	11	\$84,549		\$72,509	\$81,000	\$109,194	
Between \$5 million and \$10 million							
CEO/Executive Director	74	\$159,414	\$95,757	\$114,429	\$149,614	\$181,705	\$250,456
Top Administrative Position	9	\$158,749			\$156,716		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Between \$5 million and \$10 million							
Top Finance Position	30	\$114,722	\$50,708	\$73,216	\$109,662	\$132,290	\$164,496
Top Operations Position	8	\$123,564			\$134,088		
Between \$10 million and \$25 million							
CEO/Executive Director	53	\$231,335	\$107,661	\$144,121	\$190,400	\$275,753	\$372,812
Top Administrative Position	10	\$152,533		\$114,486	\$127,098	\$156,229	
Top Development Position	5	\$119,706			\$115,586		
Top Finance Position	33	\$135,757	\$81,762	\$104,297	\$121,626	\$174,006	\$205,820
Top Human Resources Position	6	\$117,877			\$120,108		
Top Marketing Position	5	\$130,280			\$137,658		
Top Operations Position	18	\$219,391		\$129,778	\$143,688	\$186,153	
Between \$25 million and \$50 million							
CEO/Executive Director	27	\$353,556	\$118,212	\$178,309	\$263,244	\$364,988	\$590,597
Top Administrative Position	12	\$251,541		\$169,600	\$211,213	\$256,833	
Top Finance Position	23	\$211,251	\$110,033	\$148,986	\$185,730	\$221,193	\$266,219
Top Operations Position	9	\$318,609			\$200,219		
Top Technology Position	5	\$148,517			\$122,598		
Greater than \$50 million							
CEO/Executive Director	31	\$515,951	\$248,532	\$286,084	\$361,446	\$588,627	\$779,332
Top Administrative Position	9	\$250,238			\$256,610		
Top Development Position	5	\$237,553			\$284,749		
Top Education Position	5	\$214,647			\$200,817		
Top Finance Position	27	\$293,673	\$147,792	\$164,860	\$226,662	\$266,815	\$515,527
Top Human Resources Position	7	\$335,822			\$171,785		
Top Operations Position	18	\$357,357		\$220,105	\$263,868	\$349,848	
Top Technology Position	7	\$194,405			\$152,603		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
\$250 thousand or less							
CEO/Executive Director	76	\$45,287	\$23,875	\$30,000	\$42,395	\$55,370	\$70,271
Top Administrative Position	5	\$41,136			\$40,810		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	73	\$67,529	\$41,810	\$49,712	\$62,000	\$75,000	\$96,050
Top Administrative Position	8	\$56,374			\$50,239		
Between \$500 thousand and \$1 million							
CEO/Executive Director	92	\$89,202	\$55,557	\$66,709	\$81,734	\$97,926	\$146,240
Top Administrative Position	6	\$67,435			\$73,084		
Top Finance Position	8	\$78,986			\$74,162		
Between \$1 million and \$2.5 million							
CEO/Executive Director	95	\$114,655	\$69,684	\$86,616	\$102,116	\$129,838	\$168,012
Top Administrative Position	7	\$105,635			\$119,000		
Top Business Position	5	\$136,857			\$152,450		
Top Finance Position	13	\$93,836		\$68,867	\$83,485	\$110,376	
Between \$2.5 million and \$5 million							
CEO/Executive Director	52	\$136,051	\$77,810	\$102,409	\$133,416	\$152,850	\$196,832
Top Finance Position	18	\$113,970		\$88,126	\$98,134	\$115,737	
Top Operations Position	9	\$106,197			\$111,114		
Between \$5 million and \$10 million							
CEO/Executive Director	32	\$164,471	\$104,602	\$118,069	\$160,308	\$198,527	\$222,702
Top Administrative Position	5	\$200,309			\$198,624		
Top Finance Position	21	\$109,840	\$84,606	\$93,588	\$101,836	\$123,921	\$160,867
Top Operations Position	7	\$131,784			\$118,420		
Between \$10 million and \$25 million							
CEO/Executive Director	31	\$191,731	\$118,994	\$145,395	\$169,401	\$223,599	\$296,086
Top Administrative Position	7	\$137,227			\$131,453		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Between \$10 million and \$25 million							
Top Finance Position	24	\$136,633	\$54,810	\$97,341	\$146,620	\$177,769	\$200,685
Top Operations Position	11	\$151,706		\$119,217	\$150,809	\$186,233	
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$501,014			\$392,842		
Top Finance Position	6	\$246,440			\$237,088		
Greater than \$50 million							
CEO/Executive Director	15	\$528,304		\$422,503	\$456,868	\$580,795	
Top Administrative Position	7	\$278,011			\$257,123		
Top Finance Position	15	\$329,830		\$253,330	\$293,847	\$348,020	
Top Operations Position	7	\$416,574			\$394,179		

Arizona

\$250 thousand or less

CEO/Executive Director	303	\$46,363	\$21,284	\$28,433	\$43,072	\$60,104	\$77,902
Top Administrative Position	11	\$25,657		\$21,308	\$26,486	\$30,945	
Top Finance Position	15	\$27,681		\$20,000	\$23,400	\$31,890	
Top Operations Position	5	\$42,177			\$22,885		
Top Program Position	14	\$35,964		\$30,040	\$34,724	\$42,530	

Between \$250 thousand and \$500 thousand

CEO/Executive Director	232	\$63,912	\$31,848	\$44,038	\$58,273	\$78,142	\$104,503
Top Administrative Position	9	\$41,589			\$36,553		
Top Finance Position	11	\$53,044		\$29,103	\$48,515	\$77,987	
Top Operations Position	8	\$52,041			\$52,849		
Top Program Position	8	\$43,572			\$39,592		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Between \$500 thousand and \$1 million							
CEO/Executive Director	240	\$92,070	\$45,540	\$60,338	\$80,389	\$113,286	\$153,065
Top Administrative Position	9	\$78,283			\$54,975		
Top Business Position	6	\$96,371			\$98,437		
Top Finance Position	23	\$50,957	\$26,673	\$31,501	\$41,667	\$57,900	\$76,515
Top Operations Position	9	\$46,747			\$36,733		
Between \$1 million and \$2.5 million							
CEO/Executive Director	297	\$114,477	\$60,504	\$77,922	\$97,806	\$128,372	\$189,711
Top Administrative Position	19	\$77,405		\$55,767	\$70,645	\$87,389	
Top Business Position	15	\$119,289		\$80,900	\$111,468	\$163,669	
Top Development Position	7	\$93,507			\$88,331		
Top Finance Position	52	\$86,958	\$34,060	\$53,855	\$71,642	\$119,053	\$164,565
Top Operations Position	27	\$95,781	\$57,188	\$70,112	\$92,569	\$119,308	\$148,490
Between \$2.5 million and \$5 million							
CEO/Executive Director	173	\$139,038	\$66,489	\$88,102	\$120,139	\$158,882	\$229,957
Top Administrative Position	12	\$108,266		\$90,202	\$109,740	\$134,135	
Top Business Position	9	\$108,648			\$108,065		
Top Development Position	5	\$118,409			\$115,025		
Top Education Position	5	\$113,577			\$104,502		
Top Finance Position	37	\$102,396	\$37,340	\$66,172	\$88,174	\$114,632	\$155,345
Top Operations Position	14	\$138,818		\$86,487	\$141,678	\$189,398	
Between \$5 million and \$10 million							
CEO/Executive Director	128	\$167,502	\$93,749	\$111,943	\$140,350	\$214,168	\$251,425
Top Administrative Position	22	\$148,349	\$79,950	\$87,684	\$117,376	\$174,750	\$227,181
Top Business Position	7	\$133,498			\$130,033		
Top Development Position	8	\$135,193			\$129,678		
Top Finance Position	56	\$113,205	\$73,853	\$91,844	\$102,008	\$132,106	\$160,665

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Between \$5 million and \$10 million							
Top Operations Position	33	\$129,506	\$83,831	\$91,040	\$119,558	\$147,845	\$179,499
Top Technology Position	6	\$139,348			\$137,265		
Between \$10 million and \$25 million							
CEO/Executive Director	103	\$243,663	\$108,077	\$144,722	\$203,657	\$278,810	\$427,370
Top Administrative Position	12	\$162,319		\$130,751	\$140,765	\$180,607	
Top Business Position	12	\$156,305		\$126,765	\$152,139	\$165,672	
Top Development Position	14	\$148,478		\$114,314	\$123,086	\$183,697	
Top Finance Position	69	\$141,196	\$59,476	\$99,487	\$128,616	\$170,140	\$223,601
Top Legal Position	5	\$167,205			\$190,195		
Top Marketing Position	8	\$165,845			\$156,220		
Top Operations Position	34	\$175,943	\$84,475	\$107,956	\$149,613	\$198,940	\$317,180
Top PR/Communications Position	8	\$149,921			\$151,768		
Top Program Position	6	\$129,480			\$132,623		
Top Technology Position	10	\$171,675		\$122,070	\$161,446	\$209,676	
Between \$25 million and \$50 million							
CEO/Executive Director	46	\$260,783	\$119,921	\$188,103	\$234,128	\$318,877	\$427,353
Top Development Position	6	\$177,078			\$174,453		
Top Finance Position	39	\$155,491	\$111,241	\$125,681	\$141,281	\$174,867	\$208,775
Top Human Resources Position	8	\$141,609			\$128,032		
Top Marketing Position	6	\$148,108			\$131,545		
Top Operations Position	20	\$168,296	\$112,737	\$117,545	\$160,723	\$198,793	\$238,010
Top Technology Position	7	\$182,040			\$156,328		
Greater than \$50 million							
CEO/Executive Director	42	\$858,303	\$254,115	\$319,447	\$479,861	\$742,637	\$1,340,577
Top Administrative Position	5	\$296,698			\$279,011		
Top Development Position	9	\$230,928			\$240,280		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Greater than \$50 million							
Top Finance Position	39	\$343,956	\$164,573	\$185,634	\$237,696	\$357,532	\$627,183
Top Human Resources Position	16	\$347,094		\$185,455	\$260,037	\$371,535	
Top Legal Position	8	\$692,350			\$403,662		
Top Marketing Position	7	\$433,787			\$317,474		
Top Operations Position	27	\$459,762	\$170,228	\$211,564	\$260,044	\$400,960	\$792,487
Top PR/Communications Position	5	\$215,018			\$175,720		
Top Program Position	8	\$320,095			\$245,487		
Top Technology Position	21	\$238,486	\$148,071	\$172,874	\$196,469	\$330,946	\$371,537
Arkansas							
\$250 thousand or less							
CEO/Executive Director	154	\$43,889	\$20,859	\$28,574	\$37,623	\$53,890	\$75,588
Top Finance Position	8	\$28,354			\$27,938		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	102	\$63,819	\$35,140	\$44,314	\$56,400	\$75,982	\$97,376
Top Finance Position	8	\$60,741			\$57,930		
Between \$500 thousand and \$1 million							
CEO/Executive Director	85	\$79,257	\$39,060	\$48,925	\$69,300	\$102,191	\$127,919
Top Finance Position	8	\$51,417			\$52,500		
Between \$1 million and \$2.5 million							
CEO/Executive Director	102	\$106,093	\$47,445	\$67,514	\$91,461	\$124,919	\$174,138
Top Administrative Position	9	\$85,692			\$79,568		
Top Finance Position	15	\$101,131		\$60,346	\$79,831	\$138,075	
Top Operations Position	5	\$80,162			\$75,500		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Between \$2.5 million and \$5 million							
CEO/Executive Director	59	\$130,685	\$72,203	\$94,481	\$112,891	\$155,414	\$177,875
Top Administrative Position	8	\$86,613			\$88,215		
Top Finance Position	19	\$90,818		\$76,834	\$81,290	\$102,972	
Between \$5 million and \$10 million							
CEO/Executive Director	64	\$132,246	\$64,628	\$77,630	\$105,643	\$160,640	\$217,863
Top Administrative Position	6	\$165,911			\$162,181		
Top Finance Position	30	\$98,928	\$58,356	\$71,366	\$78,723	\$112,304	\$172,243
Top Operations Position	6	\$174,176			\$135,631		
Between \$10 million and \$25 million							
CEO/Executive Director	57	\$190,789	\$87,561	\$117,182	\$159,075	\$218,601	\$303,922
Top Administrative Position	7	\$158,432			\$152,140		
Top Finance Position	32	\$119,219	\$76,966	\$86,203	\$108,024	\$133,633	\$160,385
Top Operations Position	12	\$143,217		\$101,008	\$116,613	\$161,133	
Top Technology Position	5	\$140,768			\$118,354		
Between \$25 million and \$50 million							
CEO/Executive Director	25	\$230,984	\$128,805	\$163,171	\$207,628	\$274,787	\$344,903
Top Administrative Position	7	\$225,498			\$169,916		
Top Finance Position	16	\$137,282		\$110,366	\$139,039	\$166,979	
Top Operations Position	10	\$150,200		\$129,093	\$154,474	\$182,139	
Greater than \$50 million							
CEO/Executive Director	27	\$575,165	\$291,365	\$398,625	\$458,566	\$734,284	\$840,307
Top Administrative Position	8	\$384,740			\$333,379		
Top Finance Position	22	\$246,586	\$158,774	\$167,305	\$204,107	\$306,881	\$327,597
Top Operations Position	18	\$323,944		\$225,014	\$268,802	\$337,412	
Top Technology Position	10	\$262,613		\$167,122	\$179,113	\$279,217	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
\$250 thousand or less							
CEO/Executive Director	1,713	\$47,863	\$20,000	\$27,300	\$42,450	\$60,000	\$82,640
Top Administrative Position	47	\$35,909	\$20,000	\$24,983	\$33,000	\$45,465	\$56,184
Top Finance Position	133	\$40,982	\$18,456	\$24,000	\$33,309	\$53,105	\$67,800
Top Operations Position	26	\$47,922	\$25,943	\$28,575	\$36,257	\$51,481	\$80,724
Top Program Position	39	\$41,183	\$19,926	\$23,891	\$33,689	\$49,250	\$73,874
Top Technology Position	5	\$25,587			\$24,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	1,439	\$71,982	\$31,515	\$48,000	\$67,992	\$88,329	\$115,000
Top Administrative Position	47	\$57,053	\$26,709	\$41,853	\$50,873	\$65,255	\$79,320
Top Business Position	7	\$60,610			\$43,680		
Top Finance Position	111	\$62,434	\$24,000	\$30,632	\$46,596	\$80,431	\$115,000
Top Operations Position	24	\$82,453	\$29,382	\$47,606	\$64,287	\$80,314	\$157,337
Top Program Position	23	\$63,347	\$30,414	\$46,839	\$58,846	\$66,503	\$106,569
Between \$500 thousand and \$1 million							
CEO/Executive Director	1,705	\$95,826	\$45,536	\$63,711	\$85,806	\$117,190	\$156,035
Top Administrative Position	50	\$79,847	\$34,582	\$50,991	\$70,764	\$103,029	\$134,047
Top Business Position	12	\$128,394		\$74,153	\$107,430	\$188,433	
Top Development Position	10	\$96,571		\$45,198	\$69,529	\$144,037	
Top Education Position	8	\$129,687			\$132,048		
Top Finance Position	164	\$76,016	\$25,220	\$44,873	\$64,980	\$94,013	\$142,944
Top Legal Position	9	\$127,824			\$107,638		
Top Operations Position	65	\$72,817	\$30,798	\$48,552	\$59,840	\$89,888	\$142,552
Top PR/Communications Position	5	\$76,436			\$79,175		
Top Program Position	28	\$63,467	\$35,316	\$43,219	\$59,798	\$73,650	\$102,375
Between \$1 million and \$2.5 million							
CEO/Executive Director	2,187	\$125,147	\$63,628	\$84,935	\$113,310	\$148,331	\$196,114

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Between \$1 million and \$2.5 million							
Top Administrative Position	98	\$98,854	\$45,438	\$61,252	\$95,515	\$129,824	\$155,432
Top Business Position	61	\$150,596	\$56,872	\$101,069	\$144,594	\$189,620	\$218,166
Top Development Position	34	\$115,088	\$52,315	\$79,943	\$119,227	\$141,506	\$174,085
Top Education Position	18	\$128,672		\$74,420	\$133,741	\$163,333	
Top Facilities Position	8	\$88,319			\$79,566		
Top Finance Position	318	\$102,695	\$45,398	\$65,873	\$92,279	\$125,497	\$177,795
Top Human Resources Position	6	\$103,450			\$127,077		
Top Legal Position	21	\$151,018	\$85,000	\$115,258	\$138,504	\$175,400	\$258,196
Top Marketing Position	8	\$87,174			\$85,716		
Top Operations Position	115	\$109,689	\$53,720	\$69,850	\$105,601	\$129,166	\$156,443
Top PR/Communications Position	10	\$131,121		\$115,691	\$133,854	\$150,730	
Top Program Position	51	\$105,538	\$48,744	\$78,306	\$106,841	\$125,609	\$154,636
Top Technology Position	16	\$143,292		\$111,297	\$127,892	\$169,055	
Between \$2.5 million and \$5 million							
CEO/Executive Director	1,353	\$164,908	\$87,220	\$110,500	\$144,818	\$191,606	\$262,337
Top Administrative Position	114	\$140,501	\$83,826	\$102,953	\$132,976	\$171,840	\$205,665
Top Business Position	72	\$164,698	\$78,347	\$103,943	\$140,904	\$200,777	\$256,481
Top Development Position	86	\$125,249	\$87,824	\$109,204	\$122,526	\$142,426	\$163,601
Top Education Position	45	\$149,624	\$96,961	\$116,025	\$139,398	\$184,822	\$230,326
Top Facilities Position	13	\$148,204		\$124,487	\$142,270	\$155,282	
Top Finance Position	363	\$119,399	\$61,397	\$87,767	\$112,295	\$139,169	\$183,083
Top Human Resources Position	17	\$122,701		\$100,731	\$116,866	\$141,344	
Top Legal Position	31	\$170,567	\$117,515	\$130,177	\$157,033	\$185,170	\$225,002
Top Marketing Position	20	\$170,140	\$115,911	\$124,031	\$147,526	\$204,658	\$234,830
Top Operations Position	165	\$132,538	\$78,547	\$100,731	\$120,165	\$152,331	\$199,867
Top PR/Communications Position	35	\$143,615	\$106,334	\$115,208	\$139,844	\$173,580	\$193,087

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Between \$2.5 million and \$5 million							
Top Program Position	51	\$127,336	\$100,000	\$108,669	\$121,569	\$148,653	\$167,874
Top Technology Position	28	\$162,644	\$103,528	\$116,240	\$140,212	\$163,015	\$241,774
Between \$5 million and \$10 million							
CEO/Executive Director	983	\$204,924	\$101,867	\$137,112	\$177,019	\$238,022	\$316,330
Top Administrative Position	124	\$156,177	\$96,959	\$114,989	\$142,471	\$177,459	\$246,183
Top Business Position	82	\$159,717	\$76,730	\$108,613	\$137,725	\$194,417	\$272,457
Top Development Position	126	\$143,136	\$101,733	\$119,661	\$138,108	\$163,982	\$196,766
Top Education Position	40	\$145,506	\$104,905	\$109,800	\$133,618	\$167,757	\$202,668
Top Facilities Position	19	\$187,877		\$130,423	\$174,420	\$237,525	
Top Finance Position	449	\$139,638	\$78,352	\$104,844	\$128,416	\$159,941	\$205,314
Top Human Resources Position	35	\$138,993	\$98,925	\$110,855	\$131,376	\$150,633	\$172,582
Top Legal Position	22	\$189,870	\$119,447	\$132,448	\$180,739	\$248,219	\$273,674
Top Marketing Position	34	\$153,066	\$114,247	\$118,900	\$131,166	\$158,573	\$238,783
Top Operations Position	194	\$158,511	\$93,596	\$116,840	\$141,593	\$177,031	\$242,065
Top PR/Communications Position	38	\$166,331	\$120,616	\$138,031	\$155,585	\$188,467	\$217,339
Top Program Position	86	\$128,568	\$87,863	\$109,780	\$123,557	\$141,283	\$173,205
Top Technology Position	40	\$191,243	\$110,738	\$128,418	\$149,456	\$181,869	\$212,306
Between \$10 million and \$25 million							
CEO/Executive Director	851	\$260,789	\$133,738	\$171,011	\$226,312	\$314,453	\$411,984
Top Administrative Position	158	\$189,597	\$111,645	\$126,197	\$163,414	\$224,276	\$320,729
Top Business Position	76	\$199,557	\$110,106	\$126,387	\$164,644	\$214,845	\$320,371
Top Development Position	193	\$162,199	\$113,543	\$131,072	\$156,750	\$183,771	\$223,202
Top Education Position	93	\$158,746	\$117,089	\$132,843	\$149,792	\$181,867	\$208,209
Top Facilities Position	36	\$166,974	\$116,688	\$124,664	\$148,853	\$195,045	\$244,303
Top Finance Position	573	\$169,200	\$99,923	\$123,695	\$158,589	\$195,656	\$248,162
Top Human Resources Position	105	\$148,354	\$110,439	\$121,843	\$141,665	\$170,367	\$192,448

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Between \$10 million and \$25 million							
Top Legal Position	43	\$197,131	\$125,489	\$153,927	\$191,874	\$214,965	\$279,405
Top Marketing Position	69	\$157,258	\$112,876	\$122,432	\$149,996	\$179,343	\$209,258
Top Operations Position	295	\$186,558	\$110,514	\$130,399	\$162,836	\$208,298	\$272,470
Top PR/Communications Position	74	\$161,270	\$115,572	\$128,432	\$148,418	\$184,489	\$224,540
Top Program Position	115	\$147,280	\$107,970	\$118,354	\$143,037	\$167,279	\$196,134
Top Technology Position	112	\$164,203	\$116,160	\$128,580	\$150,499	\$189,213	\$228,509
Between \$25 million and \$50 million							
CEO/Executive Director	330	\$365,608	\$162,403	\$213,975	\$301,694	\$468,438	\$604,358
Top Administrative Position	79	\$207,167	\$118,494	\$142,324	\$180,460	\$224,156	\$314,280
Top Business Position	56	\$229,762	\$138,725	\$156,508	\$184,477	\$256,867	\$318,524
Top Development Position	96	\$184,542	\$123,969	\$143,082	\$174,490	\$216,699	\$250,521
Top Education Position	43	\$192,327	\$132,447	\$146,514	\$176,762	\$217,767	\$283,208
Top Facilities Position	22	\$188,110	\$116,840	\$129,868	\$164,653	\$186,221	\$294,231
Top Finance Position	262	\$210,760	\$120,945	\$157,148	\$199,349	\$247,921	\$315,282
Top Human Resources Position	94	\$165,568	\$120,095	\$128,837	\$159,241	\$189,399	\$235,393
Top Legal Position	25	\$222,271	\$119,862	\$159,279	\$214,259	\$279,493	\$337,712
Top Marketing Position	46	\$187,777	\$124,366	\$145,054	\$178,705	\$221,190	\$281,988
Top Operations Position	155	\$225,018	\$131,876	\$163,679	\$202,863	\$269,884	\$345,177
Top PR/Communications Position	38	\$190,391	\$139,209	\$156,306	\$176,403	\$205,053	\$254,875
Top Program Position	56	\$173,876	\$115,984	\$133,608	\$160,460	\$198,406	\$241,793
Top Technology Position	107	\$199,532	\$134,888	\$153,781	\$184,957	\$227,142	\$286,156
Greater than \$50 million							
CEO/Executive Director	355	\$712,216	\$214,919	\$295,565	\$450,898	\$726,155	\$1,217,173
Top Administrative Position	99	\$365,316	\$164,397	\$187,631	\$253,606	\$343,535	\$495,447
Top Business Position	63	\$328,047	\$175,573	\$211,876	\$285,452	\$398,995	\$509,530
Top Development Position	101	\$295,487	\$165,225	\$203,878	\$255,521	\$338,976	\$432,477

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Greater than \$50 million							
Top Education Position	78	\$383,243	\$179,935	\$211,914	\$270,759	\$392,121	\$502,777
Top Facilities Position	36	\$266,736	\$144,572	\$162,652	\$216,283	\$284,491	\$408,423
Top Finance Position	312	\$355,324	\$152,130	\$197,843	\$272,882	\$386,400	\$603,474
Top Human Resources Position	138	\$323,440	\$139,708	\$181,479	\$236,933	\$332,303	\$522,396
Top Legal Position	76	\$435,151	\$203,142	\$227,076	\$290,737	\$468,664	\$637,343
Top Marketing Position	53	\$294,958	\$175,570	\$200,474	\$254,101	\$338,976	\$480,748
Top Operations Position	189	\$424,848	\$164,018	\$221,354	\$305,896	\$415,381	\$669,396
Top PR/Communications Position	56	\$292,883	\$157,465	\$202,726	\$235,690	\$306,514	\$441,075
Top Program Position	52	\$241,309	\$135,236	\$174,620	\$224,729	\$286,160	\$377,226
Top Technology Position	148	\$312,170	\$147,949	\$184,051	\$238,367	\$358,167	\$532,457
Colorado							
\$250 thousand or less							
CEO/Executive Director	585	\$48,852	\$21,800	\$30,000	\$45,281	\$60,000	\$80,330
Top Administrative Position	9	\$36,311			\$23,969		
Top Finance Position	19	\$33,712		\$23,700	\$26,000	\$40,317	
Top Operations Position	8	\$33,534			\$24,672		
Top Program Position	12	\$35,497		\$28,449	\$32,539	\$42,097	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	405	\$68,041	\$32,826	\$49,184	\$64,532	\$80,000	\$104,575
Top Business Position	6	\$94,381			\$98,369		
Top Finance Position	14	\$62,961		\$25,318	\$49,816	\$77,839	
Top Operations Position	12	\$45,459		\$40,053	\$47,012	\$53,182	
Top Program Position	9	\$58,341			\$46,249		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Between \$500 thousand and \$1 million							
CEO/Executive Director	466	\$88,717	\$49,515	\$64,178	\$80,405	\$104,984	\$135,582
Top Administrative Position	8	\$69,806			\$90,848		
Top Finance Position	29	\$74,608	\$34,736	\$45,773	\$60,600	\$87,184	\$136,751
Top Operations Position	16	\$70,873		\$50,449	\$58,039	\$86,951	
Between \$1 million and \$2.5 million							
CEO/Executive Director	485	\$108,828	\$54,535	\$74,688	\$98,453	\$129,266	\$169,654
Top Administrative Position	21	\$96,477	\$51,458	\$63,600	\$76,997	\$111,074	\$157,799
Top Business Position	14	\$141,888		\$126,556	\$151,750	\$177,319	
Top Development Position	8	\$159,837			\$133,332		
Top Finance Position	48	\$95,211	\$48,814	\$61,154	\$80,658	\$124,637	\$171,142
Top Operations Position	22	\$100,948	\$39,775	\$64,366	\$102,243	\$122,846	\$172,738
Between \$2.5 million and \$5 million							
CEO/Executive Director	281	\$155,278	\$82,500	\$105,862	\$135,503	\$196,725	\$260,950
Top Administrative Position	17	\$127,671		\$85,317	\$110,950	\$155,756	
Top Business Position	15	\$116,878		\$95,857	\$113,045	\$144,198	
Top Development Position	12	\$132,564		\$93,736	\$115,067	\$187,402	
Top Finance Position	59	\$93,577	\$43,864	\$59,465	\$89,743	\$121,339	\$141,032
Top Legal Position	5	\$180,232			\$158,349		
Top Marketing Position	6	\$109,289			\$86,935		
Top Operations Position	30	\$107,604	\$34,082	\$74,179	\$104,234	\$132,387	\$169,568
Top Program Position	8	\$123,942			\$113,230		
Top Technology Position	7	\$142,046			\$133,653		
Between \$5 million and \$10 million							
CEO/Executive Director	160	\$197,509	\$102,461	\$127,172	\$166,374	\$223,837	\$305,781
Top Administrative Position	18	\$159,273		\$119,442	\$143,816	\$197,916	
Top Business Position	12	\$139,591		\$107,484	\$159,317	\$177,238	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Between \$5 million and \$10 million							
Top Development Position	14	\$117,465		\$89,029	\$106,116	\$161,860	
Top Education Position	8	\$150,458			\$145,056		
Top Facilities Position	5	\$162,042			\$171,170		
Top Finance Position	68	\$118,734	\$72,008	\$85,492	\$109,359	\$142,296	\$170,128
Top Human Resources Position	5	\$151,975			\$134,353		
Top Operations Position	35	\$159,836	\$98,635	\$115,785	\$140,526	\$209,520	\$237,111
Top PR/Communications Position	10	\$151,862		\$110,203	\$145,783	\$201,964	
Top Program Position	10	\$128,953		\$115,580	\$132,652	\$138,942	
Top Technology Position	10	\$179,243		\$128,478	\$152,445	\$188,197	
Between \$10 million and \$25 million							
CEO/Executive Director	148	\$230,324	\$121,379	\$161,407	\$205,713	\$276,622	\$354,960
Top Administrative Position	18	\$177,661		\$122,571	\$153,502	\$205,472	
Top Business Position	17	\$181,614		\$153,487	\$187,207	\$202,625	
Top Development Position	30	\$150,911	\$107,845	\$119,574	\$135,414	\$175,600	\$210,873
Top Education Position	9	\$154,333			\$146,244		
Top Finance Position	99	\$152,849	\$98,491	\$115,549	\$137,618	\$173,266	\$223,307
Top Human Resources Position	15	\$151,466		\$122,517	\$131,467	\$178,383	
Top Legal Position	5	\$187,412			\$178,619		
Top Marketing Position	21	\$143,647	\$108,130	\$115,275	\$129,257	\$166,145	\$187,415
Top Operations Position	55	\$167,892	\$114,570	\$129,384	\$152,506	\$210,442	\$246,094
Top PR/Communications Position	13	\$145,543		\$114,919	\$121,995	\$174,279	
Top Program Position	15	\$146,621		\$127,563	\$137,221	\$156,150	
Top Technology Position	16	\$143,778		\$125,632	\$136,230	\$152,607	
Between \$25 million and \$50 million							
CEO/Executive Director	69	\$327,782	\$185,920	\$215,937	\$284,836	\$390,519	\$521,957
Top Administrative Position	8	\$251,768			\$241,637		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Between \$25 million and \$50 million							
Top Business Position	13	\$201,334		\$157,824	\$203,887	\$228,556	
Top Development Position	17	\$162,192		\$139,498	\$154,893	\$197,018	
Top Education Position	12	\$151,902		\$130,321	\$141,938	\$157,917	
Top Finance Position	56	\$193,492	\$121,662	\$149,355	\$185,546	\$230,707	\$273,934
Top Human Resources Position	17	\$147,852		\$120,488	\$140,089	\$180,765	
Top Legal Position	6	\$249,267			\$250,178		
Top Marketing Position	8	\$189,958			\$187,893		
Top Operations Position	42	\$195,181	\$119,767	\$138,826	\$182,163	\$227,290	\$329,151
Top PR/Communications Position	8	\$182,495			\$175,848		
Top Program Position	6	\$147,017			\$145,377		
Top Technology Position	17	\$160,078		\$130,862	\$148,041	\$182,771	
Greater than \$50 million							
CEO/Executive Director	61	\$758,690	\$233,732	\$282,509	\$458,339	\$810,517	\$1,342,674
Top Administrative Position	18	\$324,465		\$154,882	\$195,733	\$346,853	
Top Business Position	11	\$774,942		\$222,781	\$397,755	\$734,353	
Top Development Position	9	\$265,280			\$191,067		
Top Education Position	5	\$396,087			\$310,579		
Top Facilities Position	5	\$236,067			\$185,470		
Top Finance Position	60	\$412,292	\$154,951	\$190,920	\$250,490	\$391,240	\$678,762
Top Human Resources Position	16	\$370,488		\$145,277	\$206,579	\$366,788	
Top Legal Position	17	\$491,551		\$257,037	\$320,709	\$478,496	
Top Marketing Position	10	\$413,210		\$164,259	\$269,084	\$640,354	
Top Operations Position	33	\$431,792	\$171,140	\$200,031	\$277,528	\$408,071	\$873,216
Top PR/Communications Position	5	\$411,139			\$392,452		
Top Program Position	5	\$253,822			\$190,855		
Top Technology Position	22	\$323,948	\$156,210	\$197,000	\$212,144	\$424,803	\$671,748

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
\$250 thousand or less							
CEO/Executive Director	233	\$46,274	\$19,396	\$28,225	\$41,600	\$60,000	\$75,658
Top Administrative Position	6	\$37,975			\$40,784		
Top Finance Position	15	\$33,594		\$22,462	\$27,845	\$41,095	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	193	\$75,690	\$37,956	\$56,958	\$71,781	\$90,000	\$113,490
Top Finance Position	14	\$86,017		\$39,422	\$69,832	\$100,270	
Top Program Position	5	\$67,252			\$68,236		
Between \$500 thousand and \$1 million							
CEO/Executive Director	223	\$93,190	\$52,077	\$67,343	\$85,055	\$113,030	\$147,829
Top Administrative Position	6	\$72,360			\$76,516		
Top Business Position	10	\$147,290		\$127,580	\$165,579	\$188,244	
Top Finance Position	20	\$117,986	\$32,791	\$76,542	\$121,922	\$157,684	\$190,942
Top Operations Position	6	\$101,672			\$99,977		
Between \$1 million and \$2.5 million							
CEO/Executive Director	291	\$129,348	\$68,144	\$91,844	\$114,803	\$154,226	\$198,645
Top Administrative Position	17	\$113,144		\$97,105	\$113,004	\$117,929	
Top Business Position	8	\$157,139			\$178,566		
Top Development Position	6	\$200,260			\$150,691		
Top Finance Position	36	\$119,810	\$59,780	\$84,202	\$109,283	\$144,053	\$198,734
Top Legal Position	5	\$163,395			\$132,002		
Top Operations Position	16	\$120,911		\$85,282	\$102,969	\$148,146	
Top Program Position	5	\$109,076			\$106,458		
Between \$2.5 million and \$5 million							
CEO/Executive Director	194	\$160,921	\$94,061	\$118,909	\$145,339	\$186,543	\$250,281
Top Administrative Position	16	\$166,744		\$127,416	\$146,472	\$167,261	
Top Business Position	10	\$138,168		\$92,351	\$125,307	\$179,919	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Between \$2.5 million and \$5 million							
Top Development Position	14	\$121,851		\$111,591	\$128,393	\$136,276	
Top Education Position	5	\$156,953			\$121,433		
Top Facilities Position	7	\$163,152			\$149,203		
Top Finance Position	65	\$114,190	\$57,954	\$75,258	\$105,205	\$129,343	\$205,254
Top Legal Position	5	\$162,794			\$157,807		
Top Operations Position	13	\$126,153		\$97,246	\$126,306	\$139,771	
Between \$5 million and \$10 million							
CEO/Executive Director	166	\$191,207	\$101,634	\$132,413	\$176,257	\$226,485	\$293,875
Top Administrative Position	30	\$201,968	\$117,353	\$136,223	\$176,801	\$258,234	\$297,458
Top Business Position	8	\$189,732			\$167,560		
Top Development Position	20	\$148,037	\$107,766	\$119,911	\$130,006	\$152,209	\$196,715
Top Education Position	9	\$133,825			\$126,201		
Top Facilities Position	13	\$185,393		\$149,588	\$185,184	\$215,856	
Top Finance Position	93	\$134,647	\$78,534	\$102,738	\$131,432	\$159,932	\$192,441
Top Operations Position	28	\$150,441	\$113,639	\$119,764	\$131,700	\$163,747	\$225,359
Top Program Position	5	\$142,521			\$138,838		
Between \$10 million and \$25 million							
CEO/Executive Director	154	\$271,899	\$149,302	\$180,084	\$230,271	\$315,178	\$483,120
Top Administrative Position	28	\$201,452	\$112,002	\$128,807	\$165,653	\$282,141	\$328,512
Top Business Position	18	\$155,572		\$121,306	\$133,998	\$197,733	
Top Development Position	38	\$164,995	\$116,212	\$130,911	\$156,209	\$196,189	\$219,912
Top Education Position	12	\$153,370		\$124,155	\$138,915	\$170,029	
Top Facilities Position	17	\$196,657		\$132,438	\$158,241	\$265,769	
Top Finance Position	105	\$163,994	\$106,161	\$129,816	\$147,510	\$178,780	\$245,190
Top Human Resources Position	15	\$145,814		\$125,028	\$144,281	\$158,694	
Top Marketing Position	11	\$163,732		\$144,893	\$158,090	\$177,818	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Between \$10 million and \$25 million							
Top Operations Position	51	\$168,468	\$109,400	\$115,234	\$145,330	\$205,857	\$240,577
Top PR/Communications Position	7	\$186,968			\$154,909		
Top Program Position	16	\$140,594		\$132,916	\$139,493	\$147,252	
Top Technology Position	19	\$154,601		\$131,491	\$139,704	\$156,073	
Between \$25 million and \$50 million							
CEO/Executive Director	50	\$523,753	\$208,514	\$274,492	\$363,571	\$600,424	\$797,147
Top Administrative Position	13	\$176,025		\$162,935	\$167,862	\$187,229	
Top Development Position	24	\$230,259	\$151,521	\$181,714	\$219,333	\$255,705	\$307,537
Top Education Position	13	\$191,713		\$170,683	\$182,967	\$202,078	
Top Facilities Position	7	\$151,293			\$145,745		
Top Finance Position	44	\$230,310	\$121,933	\$163,194	\$215,694	\$309,325	\$374,821
Top Human Resources Position	14	\$165,642		\$124,815	\$142,657	\$149,914	
Top Marketing Position	8	\$217,136			\$175,288		
Top Operations Position	21	\$221,505	\$124,386	\$153,105	\$187,147	\$272,558	\$402,572
Top Technology Position	8	\$182,618			\$176,906		
Greater than \$50 million							
CEO/Executive Director	61	\$842,900	\$240,735	\$411,490	\$586,516	\$1,114,254	\$1,791,757
Top Administrative Position	14	\$314,131		\$226,649	\$302,038	\$341,384	
Top Business Position	6	\$223,891			\$212,924		
Top Development Position	17	\$333,453		\$240,852	\$270,888	\$410,861	
Top Education Position	16	\$375,080		\$202,932	\$296,583	\$391,518	
Top Facilities Position	7	\$336,896			\$328,536		
Top Finance Position	48	\$373,688	\$188,920	\$266,713	\$338,396	\$411,284	\$611,575
Top Human Resources Position	16	\$294,201		\$189,044	\$251,291	\$345,788	
Top Legal Position	13	\$341,551		\$265,755	\$309,933	\$399,981	
Top Marketing Position	10	\$361,221		\$194,487	\$264,111	\$364,775	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Greater than \$50 million							
Top Operations Position	28	\$478,209	\$177,723	\$250,042	\$318,500	\$527,608	\$794,656
Top PR/Communications Position	12	\$267,172		\$198,882	\$248,445	\$331,294	
Top Technology Position	22	\$311,403	\$159,044	\$188,858	\$266,430	\$372,210	\$503,709
Delaware							
\$250 thousand or less							
CEO/Executive Director	65	\$45,424	\$21,297	\$30,000	\$41,500	\$58,860	\$75,000
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	49	\$68,119	\$33,700	\$48,500	\$62,792	\$85,000	\$100,588
Between \$500 thousand and \$1 million							
CEO/Executive Director	62	\$92,431	\$49,468	\$66,475	\$84,502	\$119,213	\$142,889
Between \$1 million and \$2.5 million							
CEO/Executive Director	68	\$118,412	\$71,082	\$83,279	\$103,773	\$139,088	\$170,932
Top Finance Position	6	\$121,566			\$129,818		
Between \$2.5 million and \$5 million							
CEO/Executive Director	42	\$141,550	\$88,040	\$109,528	\$127,850	\$152,790	\$213,085
Top Administrative Position	5	\$123,457			\$127,500		
Between \$5 million and \$10 million							
CEO/Executive Director	27	\$175,124	\$109,904	\$119,339	\$169,614	\$215,778	\$233,268
Top Finance Position	9	\$121,690			\$109,198		
Between \$10 million and \$25 million							
CEO/Executive Director	29	\$253,678	\$142,032	\$157,319	\$193,274	\$302,758	\$419,924
Top Administrative Position	5	\$206,863			\$151,975		
Top Finance Position	15	\$145,942		\$115,265	\$135,329	\$155,995	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware							
Between \$10 million and \$25 million							
Top Operations Position	6	\$181,955			\$161,839		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$371,215			\$306,140		
Top Finance Position	6	\$149,550			\$143,763		
Greater than \$50 million							
CEO/Executive Director	8	\$841,853			\$776,967		
Top Finance Position	6	\$519,123			\$519,943		
Top Human Resources Position	5	\$284,416			\$209,344		
Top Operations Position	5	\$431,365			\$490,695		
District of Columbia							
\$250 thousand or less							
CEO/Executive Director	177	\$58,440	\$22,000	\$30,207	\$55,417	\$79,989	\$95,582
Top Finance Position	11	\$55,249		\$23,914	\$55,417	\$67,507	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	202	\$96,867	\$44,016	\$63,575	\$85,209	\$119,660	\$168,289
Top Finance Position	12	\$57,403		\$36,050	\$47,600	\$58,406	
Top Program Position	5	\$65,119			\$66,013		
Between \$500 thousand and \$1 million							
CEO/Executive Director	332	\$143,977	\$64,459	\$89,872	\$126,949	\$178,173	\$242,276
Top Finance Position	16	\$105,603		\$52,201	\$75,806	\$119,286	
Top Operations Position	13	\$111,828		\$58,500	\$98,004	\$147,522	
Top Program Position	7	\$106,588			\$105,959		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Between \$1 million and \$2.5 million							
CEO/Executive Director	536	\$192,467	\$88,041	\$122,565	\$164,883	\$232,049	\$329,574
Top Administrative Position	19	\$143,035		\$115,020	\$127,037	\$140,591	
Top Business Position	7	\$120,929			\$113,592		
Top Development Position	18	\$137,495		\$121,787	\$133,810	\$137,029	
Top Finance Position	61	\$126,918	\$52,426	\$88,465	\$121,310	\$149,919	\$187,307
Top Legal Position	21	\$176,690	\$132,957	\$141,128	\$184,030	\$194,359	\$243,004
Top Operations Position	64	\$140,820	\$83,638	\$104,590	\$135,124	\$173,035	\$208,294
Top PR/Communications Position	19	\$145,144		\$118,039	\$133,554	\$156,857	
Top Program Position	28	\$129,928	\$102,268	\$121,115	\$124,436	\$147,447	\$170,322
Top Technology Position	12	\$121,917		\$116,092	\$124,052	\$132,719	
Between \$2.5 million and \$5 million							
CEO/Executive Director	366	\$268,316	\$118,863	\$160,821	\$226,413	\$325,749	\$465,791
Top Administrative Position	31	\$158,817	\$115,239	\$130,345	\$155,449	\$174,707	\$234,708
Top Business Position	14	\$146,571		\$121,298	\$144,478	\$171,164	
Top Development Position	30	\$141,116	\$114,665	\$121,470	\$138,017	\$154,507	\$181,421
Top Education Position	21	\$163,681	\$115,161	\$132,000	\$150,746	\$183,190	\$240,524
Top Finance Position	98	\$152,228	\$98,771	\$116,820	\$151,465	\$177,344	\$205,435
Top Human Resources Position	7	\$161,232			\$140,824		
Top Legal Position	41	\$194,807	\$120,229	\$135,069	\$163,094	\$205,292	\$311,326
Top Marketing Position	18	\$143,231		\$130,862	\$139,546	\$163,048	
Top Operations Position	92	\$172,394	\$109,646	\$132,591	\$163,998	\$197,508	\$253,670
Top PR/Communications Position	60	\$161,925	\$113,939	\$125,852	\$141,399	\$170,301	\$214,158
Top Program Position	49	\$146,882	\$110,140	\$123,045	\$139,945	\$166,438	\$185,188
Top Technology Position	16	\$163,197		\$137,844	\$162,256	\$189,608	
Between \$5 million and \$10 million							
CEO/Executive Director	293	\$360,085	\$147,344	\$196,388	\$279,809	\$440,815	\$685,428

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Between \$5 million and \$10 million							
Top Administrative Position	47	\$167,004	\$117,029	\$128,412	\$148,806	\$193,403	\$230,626
Top Business Position	30	\$187,373	\$128,295	\$143,429	\$182,310	\$216,749	\$255,334
Top Development Position	49	\$165,417	\$120,960	\$134,433	\$156,226	\$185,386	\$219,139
Top Education Position	27	\$171,965	\$119,825	\$143,867	\$162,346	\$180,841	\$241,994
Top Finance Position	144	\$178,554	\$112,174	\$132,995	\$162,372	\$199,200	\$253,499
Top Human Resources Position	15	\$150,251		\$130,777	\$146,011	\$164,263	
Top Legal Position	54	\$238,853	\$127,130	\$154,480	\$203,142	\$287,893	\$407,250
Top Marketing Position	27	\$179,516	\$133,975	\$142,109	\$153,059	\$211,839	\$223,928
Top Operations Position	106	\$194,367	\$117,947	\$140,239	\$175,412	\$225,532	\$281,793
Top PR/Communications Position	95	\$178,131	\$123,105	\$138,873	\$164,011	\$198,973	\$247,537
Top Program Position	53	\$148,031	\$117,923	\$128,750	\$140,450	\$166,277	\$187,568
Top Technology Position	37	\$180,573	\$125,456	\$138,935	\$163,419	\$208,335	\$245,816
Between \$10 million and \$25 million							
CEO/Executive Director	236	\$434,651	\$161,205	\$233,793	\$337,389	\$529,598	\$789,869
Top Administrative Position	56	\$203,585	\$130,134	\$151,717	\$185,210	\$224,163	\$262,957
Top Business Position	35	\$198,376	\$130,952	\$162,575	\$191,589	\$229,976	\$271,510
Top Development Position	61	\$171,241	\$120,221	\$136,631	\$172,136	\$197,405	\$229,663
Top Education Position	36	\$190,170	\$122,035	\$149,538	\$188,938	\$221,170	\$244,157
Top Finance Position	156	\$205,620	\$120,591	\$149,966	\$201,999	\$243,300	\$313,101
Top Human Resources Position	27	\$185,214	\$144,321	\$156,532	\$179,001	\$202,549	\$246,060
Top Legal Position	41	\$261,752	\$155,100	\$185,385	\$219,695	\$330,906	\$421,533
Top Marketing Position	28	\$219,578	\$141,893	\$173,640	\$202,380	\$237,725	\$324,473
Top Operations Position	98	\$227,536	\$126,492	\$155,874	\$211,810	\$258,436	\$369,074
Top PR/Communications Position	80	\$220,326	\$139,235	\$155,129	\$190,487	\$253,845	\$369,518
Top Program Position	57	\$187,805	\$128,149	\$150,386	\$183,081	\$220,967	\$246,429
Top Technology Position	36	\$180,249	\$127,144	\$136,700	\$165,985	\$209,975	\$269,488

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Between \$25 million and \$50 million							
CEO/Executive Director	110	\$728,866	\$191,553	\$269,244	\$448,561	\$757,082	\$1,727,370
Top Administrative Position	31	\$248,149	\$154,485	\$175,537	\$237,387	\$262,821	\$330,937
Top Business Position	13	\$226,811		\$179,966	\$222,632	\$254,588	
Top Development Position	33	\$201,430	\$137,965	\$161,528	\$201,462	\$238,751	\$266,152
Top Education Position	21	\$229,820	\$144,021	\$164,007	\$210,174	\$288,008	\$297,443
Top Finance Position	83	\$274,356	\$147,305	\$185,785	\$239,141	\$315,839	\$485,803
Top Human Resources Position	28	\$182,579	\$118,715	\$155,390	\$169,841	\$234,246	\$265,410
Top Legal Position	43	\$363,003	\$145,323	\$210,361	\$287,405	\$449,925	\$644,356
Top Marketing Position	20	\$238,829	\$181,277	\$197,547	\$220,586	\$264,276	\$313,766
Top Operations Position	49	\$329,301	\$147,660	\$178,419	\$264,491	\$435,950	\$611,356
Top PR/Communications Position	51	\$264,735	\$169,196	\$191,873	\$219,480	\$275,605	\$436,331
Top Program Position	32	\$213,275	\$134,250	\$157,451	\$213,023	\$249,910	\$303,284
Top Technology Position	33	\$230,462	\$144,693	\$162,577	\$197,159	\$287,164	\$364,592
Greater than \$50 million							
CEO/Executive Director	136	\$1,114,155	\$257,058	\$384,462	\$553,597	\$1,105,954	\$2,914,690
Top Administrative Position	33	\$348,078	\$230,879	\$254,553	\$289,455	\$439,030	\$514,916
Top Business Position	26	\$338,782	\$177,635	\$213,471	\$280,197	\$345,646	\$559,428
Top Development Position	36	\$390,057	\$181,044	\$213,601	\$268,992	\$373,297	\$426,891
Top Education Position	24	\$518,562	\$211,635	\$251,334	\$330,206	\$491,407	\$697,914
Top Facilities Position	6	\$234,886			\$228,032		
Top Finance Position	124	\$413,081	\$193,268	\$246,186	\$330,447	\$490,798	\$794,998
Top Human Resources Position	32	\$320,323	\$194,722	\$218,593	\$289,113	\$348,836	\$459,826
Top Legal Position	72	\$450,137	\$192,802	\$248,416	\$385,387	\$538,529	\$831,137
Top Marketing Position	18	\$326,421		\$246,101	\$313,628	\$427,305	
Top Operations Position	72	\$490,869	\$187,907	\$245,469	\$362,069	\$589,669	\$923,285
Top PR/Communications Position	55	\$396,575	\$176,185	\$231,919	\$301,372	\$420,839	\$597,911

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Greater than \$50 million							
Top Program Position	40	\$315,531	\$172,481	\$226,077	\$274,120	\$376,258	\$471,202
Top Technology Position	44	\$373,123	\$180,613	\$209,610	\$263,971	\$476,165	\$651,578
Florida							
\$250 thousand or less							
CEO/Executive Director	879	\$45,749	\$19,981	\$28,217	\$41,600	\$58,277	\$75,329
Top Administrative Position	28	\$32,845	\$18,304	\$21,558	\$30,031	\$42,875	\$53,117
Top Finance Position	57	\$37,096	\$20,095	\$24,000	\$34,400	\$48,205	\$55,134
Top Operations Position	12	\$39,585		\$20,941	\$34,131	\$38,529	
Top Program Position	15	\$34,453		\$27,402	\$33,372	\$40,395	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	630	\$68,220	\$30,747	\$45,408	\$63,700	\$84,281	\$107,482
Top Administrative Position	28	\$36,378	\$22,458	\$27,500	\$32,366	\$40,152	\$49,075
Top Business Position	5	\$85,392			\$84,270		
Top Finance Position	34	\$60,774	\$20,387	\$31,125	\$52,630	\$83,899	\$102,765
Top Operations Position	14	\$49,028		\$43,050	\$48,676	\$51,186	
Top Program Position	8	\$50,032			\$47,093		
Between \$500 thousand and \$1 million							
CEO/Executive Director	672	\$87,148	\$39,000	\$55,888	\$78,437	\$106,619	\$146,488
Top Administrative Position	35	\$49,317	\$24,521	\$34,609	\$43,350	\$63,542	\$73,475
Top Business Position	15	\$83,191		\$64,177	\$75,200	\$99,395	
Top Education Position	5	\$77,163			\$72,200		
Top Finance Position	56	\$70,116	\$33,727	\$40,253	\$55,120	\$85,650	\$122,514
Top Operations Position	20	\$63,690	\$35,956	\$41,683	\$60,060	\$79,831	\$100,340

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Between \$500 thousand and \$1 million							
Top Program Position	8	\$80,050			\$89,121		
Between \$1 million and \$2.5 million							
CEO/Executive Director	781	\$115,167	\$57,115	\$75,969	\$101,370	\$138,750	\$186,500
Top Administrative Position	44	\$85,780	\$42,529	\$54,890	\$74,464	\$116,353	\$144,509
Top Business Position	20	\$101,236	\$53,025	\$78,441	\$98,999	\$124,363	\$151,446
Top Development Position	7	\$95,373			\$87,484		
Top Education Position	13	\$134,376		\$74,647	\$99,087	\$136,515	
Top Finance Position	104	\$78,495	\$32,731	\$46,343	\$70,095	\$99,178	\$137,161
Top Operations Position	44	\$111,551	\$47,798	\$65,559	\$79,018	\$122,960	\$207,366
Top Program Position	9	\$87,744			\$103,096		
Between \$2.5 million and \$5 million							
CEO/Executive Director	490	\$151,043	\$78,305	\$100,672	\$131,755	\$173,505	\$229,321
Top Administrative Position	47	\$141,135	\$71,092	\$95,615	\$143,729	\$180,742	\$200,359
Top Business Position	14	\$124,350		\$80,269	\$123,955	\$148,626	
Top Development Position	22	\$117,698	\$74,730	\$95,078	\$111,227	\$144,581	\$159,705
Top Education Position	5	\$120,718			\$123,249		
Top Finance Position	152	\$95,220	\$48,625	\$70,601	\$89,323	\$108,961	\$134,756
Top Human Resources Position	5	\$124,406			\$127,409		
Top Legal Position	7	\$145,719			\$142,397		
Top Marketing Position	10	\$117,034		\$100,450	\$122,386	\$133,345	
Top Operations Position	66	\$125,175	\$69,921	\$92,176	\$106,006	\$132,892	\$194,707
Top PR/Communications Position	6	\$129,075			\$133,234		
Top Program Position	11	\$113,530		\$96,370	\$111,317	\$122,416	
Top Technology Position	5	\$336,598			\$177,144		
Between \$5 million and \$10 million							
CEO/Executive Director	394	\$200,344	\$104,286	\$130,259	\$172,610	\$230,123	\$337,378

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Between \$5 million and \$10 million							
Top Administrative Position	70	\$210,557	\$101,159	\$131,755	\$195,844	\$260,638	\$360,481
Top Business Position	10	\$160,597		\$98,875	\$140,248	\$198,336	
Top Development Position	33	\$147,707	\$109,004	\$120,000	\$142,505	\$161,940	\$195,211
Top Education Position	8	\$144,978			\$138,130		
Top Facilities Position	33	\$177,558	\$126,143	\$143,398	\$164,375	\$216,053	\$256,999
Top Finance Position	202	\$123,048	\$75,326	\$95,582	\$112,402	\$137,079	\$173,652
Top Human Resources Position	9	\$101,221			\$91,058		
Top Legal Position	10	\$179,555		\$125,766	\$144,039	\$246,771	
Top Marketing Position	14	\$124,431		\$106,704	\$112,088	\$135,347	
Top Operations Position	87	\$138,419	\$81,602	\$97,976	\$115,774	\$164,818	\$220,688
Top PR/Communications Position	9	\$156,677			\$147,161		
Top Program Position	15	\$134,968		\$106,121	\$125,514	\$163,230	
Top Technology Position	11	\$162,280		\$133,755	\$152,249	\$194,291	
Between \$10 million and \$25 million							
CEO/Executive Director	330	\$262,809	\$121,617	\$153,940	\$218,717	\$325,194	\$455,767
Top Administrative Position	62	\$247,682	\$122,973	\$144,781	\$192,839	\$345,421	\$416,035
Top Business Position	25	\$177,452	\$121,247	\$133,223	\$154,940	\$208,549	\$249,498
Top Development Position	55	\$141,619	\$103,782	\$114,749	\$135,261	\$157,299	\$184,246
Top Education Position	10	\$165,756		\$133,793	\$152,292	\$170,706	
Top Facilities Position	26	\$202,823	\$129,454	\$166,131	\$204,701	\$240,140	\$274,283
Top Finance Position	231	\$149,323	\$82,529	\$105,869	\$136,713	\$179,933	\$232,700
Top Human Resources Position	22	\$146,974	\$101,271	\$109,932	\$127,127	\$196,085	\$219,114
Top Legal Position	11	\$200,565		\$119,078	\$193,424	\$245,484	
Top Marketing Position	21	\$167,839	\$130,428	\$143,824	\$160,269	\$179,761	\$213,497
Top Operations Position	93	\$205,656	\$101,223	\$121,230	\$156,069	\$229,401	\$386,697
Top PR/Communications Position	17	\$150,117		\$127,005	\$140,890	\$150,678	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Between \$10 million and \$25 million							
Top Program Position	17	\$147,454		\$110,712	\$130,034	\$202,084	
Top Technology Position	27	\$172,837	\$101,010	\$119,616	\$163,968	\$185,836	\$231,400
Between \$25 million and \$50 million							
CEO/Executive Director	139	\$356,874	\$161,260	\$220,013	\$291,929	\$435,039	\$626,824
Top Administrative Position	32	\$264,632	\$121,534	\$137,432	\$172,204	\$278,615	\$549,124
Top Business Position	17	\$184,794		\$158,940	\$169,382	\$225,113	
Top Development Position	34	\$197,707	\$124,973	\$146,036	\$166,676	\$213,217	\$261,833
Top Education Position	16	\$190,477		\$125,158	\$162,000	\$195,629	
Top Facilities Position	7	\$250,949			\$163,404		
Top Finance Position	106	\$199,001	\$118,276	\$142,631	\$178,539	\$234,814	\$285,487
Top Human Resources Position	29	\$160,677	\$105,265	\$129,227	\$153,334	\$186,045	\$238,713
Top Legal Position	5	\$345,601			\$343,982		
Top Marketing Position	25	\$173,017	\$123,406	\$135,527	\$158,940	\$200,989	\$225,923
Top Operations Position	74	\$224,722	\$119,678	\$146,210	\$172,577	\$237,727	\$333,201
Top PR/Communications Position	11	\$171,721		\$121,848	\$183,561	\$218,818	
Top Program Position	10	\$179,509		\$127,254	\$155,741	\$222,693	
Top Technology Position	32	\$167,826	\$110,237	\$129,455	\$161,576	\$196,475	\$226,311
Greater than \$50 million							
CEO/Executive Director	156	\$743,902	\$170,504	\$254,412	\$491,093	\$761,934	\$1,314,504
Top Administrative Position	53	\$341,339	\$135,131	\$171,656	\$217,202	\$402,199	\$534,780
Top Business Position	29	\$358,963	\$214,104	\$223,340	\$272,890	\$312,990	\$505,856
Top Development Position	29	\$238,911	\$134,658	\$182,661	\$207,875	\$280,742	\$360,363
Top Education Position	21	\$290,767	\$181,334	\$219,223	\$292,341	\$328,143	\$377,978
Top Facilities Position	9	\$282,225			\$230,802		
Top Finance Position	128	\$380,023	\$127,848	\$176,182	\$262,107	\$428,616	\$797,508
Top Human Resources Position	50	\$276,566	\$133,102	\$177,139	\$223,282	\$314,986	\$518,897

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Greater than \$50 million							
Top Legal Position	30	\$427,927	\$142,988	\$204,827	\$283,679	\$599,737	\$827,237
Top Marketing Position	21	\$266,403	\$166,883	\$178,603	\$202,680	\$300,290	\$418,173
Top Operations Position	108	\$433,114	\$145,266	\$176,232	\$242,314	\$368,838	\$572,924
Top PR/Communications Position	16	\$307,297		\$197,777	\$237,479	\$404,071	
Top Program Position	15	\$278,013		\$147,669	\$192,571	\$250,209	
Top Technology Position	60	\$358,216	\$141,778	\$190,948	\$269,094	\$446,260	\$645,971
Georgia							
\$250 thousand or less							
CEO/Executive Director	577	\$45,192	\$19,555	\$27,953	\$40,000	\$55,900	\$74,948
Top Administrative Position	11	\$26,164		\$18,460	\$24,725	\$34,500	
Top Finance Position	30	\$40,503	\$16,689	\$20,198	\$32,281	\$50,390	\$78,948
Top Operations Position	6	\$35,108			\$21,050		
Top Program Position	9	\$38,194			\$36,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	405	\$64,913	\$31,121	\$45,000	\$60,000	\$79,012	\$100,299
Top Administrative Position	9	\$36,327			\$44,285		
Top Business Position	5	\$77,347			\$95,592		
Top Finance Position	34	\$41,717	\$21,772	\$27,262	\$38,717	\$48,524	\$61,211
Top Operations Position	13	\$56,865		\$39,750	\$53,097	\$67,503	
Top Program Position	5	\$42,106			\$45,400		
Between \$500 thousand and \$1 million							
CEO/Executive Director	435	\$88,393	\$40,713	\$57,625	\$79,029	\$104,779	\$149,206
Top Administrative Position	6	\$68,011			\$54,096		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Between \$500 thousand and \$1 million							
Top Business Position	6	\$65,782			\$56,836		
Top Finance Position	19	\$44,110		\$22,417	\$38,335	\$56,370	
Top Operations Position	9	\$74,501			\$72,875		
Between \$1 million and \$2.5 million							
CEO/Executive Director	403	\$120,122	\$60,000	\$78,495	\$101,847	\$140,438	\$195,300
Top Administrative Position	17	\$86,033		\$52,000	\$72,044	\$90,000	
Top Business Position	8	\$96,727			\$85,800		
Top Development Position	5	\$63,240			\$60,000		
Top Education Position	5	\$59,935			\$64,379		
Top Finance Position	62	\$74,478	\$37,919	\$51,271	\$68,514	\$92,130	\$109,986
Top Operations Position	21	\$80,096	\$29,978	\$61,000	\$87,500	\$106,571	\$110,245
Top Program Position	5	\$60,933			\$49,342		
Between \$2.5 million and \$5 million							
CEO/Executive Director	233	\$157,832	\$81,189	\$106,810	\$136,196	\$186,778	\$264,703
Top Administrative Position	13	\$118,080		\$97,238	\$110,340	\$143,683	
Top Business Position	6	\$107,686			\$109,544		
Top Development Position	6	\$140,453			\$120,618		
Top Finance Position	76	\$107,665	\$56,440	\$72,085	\$99,866	\$129,729	\$175,427
Top Marketing Position	5	\$167,017			\$179,744		
Top Operations Position	23	\$121,470	\$80,006	\$90,118	\$109,819	\$132,225	\$195,534
Top PR/Communications Position	7	\$133,838			\$125,052		
Top Program Position	6	\$102,620			\$117,253		
Between \$5 million and \$10 million							
CEO/Executive Director	163	\$199,035	\$96,062	\$128,508	\$168,863	\$245,530	\$321,277
Top Administrative Position	26	\$153,622	\$73,846	\$107,695	\$127,187	\$189,203	\$277,909
Top Business Position	15	\$126,830		\$79,565	\$116,474	\$146,215	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Between \$5 million and \$10 million							
Top Development Position	19	\$141,779		\$122,230	\$134,505	\$166,430	
Top Facilities Position	6	\$159,272			\$145,926		
Top Finance Position	78	\$122,154	\$70,371	\$96,309	\$109,092	\$133,800	\$181,381
Top Marketing Position	8	\$149,257			\$143,731		
Top Operations Position	29	\$149,147	\$84,919	\$107,965	\$135,123	\$184,522	\$249,865
Top Technology Position	7	\$146,656			\$146,185		
Between \$10 million and \$25 million							
CEO/Executive Director	163	\$272,284	\$126,205	\$159,947	\$225,000	\$306,245	\$440,772
Top Administrative Position	29	\$192,329	\$126,350	\$135,496	\$169,576	\$207,057	\$282,503
Top Business Position	18	\$166,119		\$138,729	\$160,879	\$178,416	
Top Development Position	27	\$143,462	\$95,304	\$119,312	\$137,153	\$163,053	\$177,533
Top Education Position	9	\$118,525			\$130,028		
Top Facilities Position	6	\$180,862			\$195,614		
Top Finance Position	106	\$162,634	\$84,583	\$104,810	\$140,383	\$186,225	\$252,645
Top Human Resources Position	11	\$154,868		\$119,570	\$152,744	\$172,379	
Top Marketing Position	18	\$156,996		\$130,062	\$152,379	\$163,582	
Top Operations Position	50	\$174,184	\$109,827	\$128,292	\$159,950	\$208,354	\$236,669
Top PR/Communications Position	6	\$202,928			\$165,317		
Top Program Position	10	\$142,021		\$113,701	\$142,570	\$166,966	
Top Technology Position	14	\$162,653		\$130,907	\$144,950	\$179,874	
Between \$25 million and \$50 million							
CEO/Executive Director	60	\$431,279	\$161,509	\$235,910	\$326,548	\$454,150	\$750,739
Top Administrative Position	17	\$236,926		\$142,027	\$188,053	\$264,585	
Top Business Position	5	\$205,659			\$172,852		
Top Development Position	12	\$158,086		\$150,518	\$171,251	\$176,863	
Top Education Position	8	\$164,989			\$167,283		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Between \$25 million and \$50 million							
Top Facilities Position	5	\$217,905			\$206,169		
Top Finance Position	45	\$240,218	\$116,520	\$149,527	\$196,549	\$243,782	\$353,000
Top Human Resources Position	8	\$319,635			\$175,066		
Top Marketing Position	7	\$150,303			\$151,079		
Top Operations Position	30	\$252,984	\$131,999	\$154,289	\$193,975	\$238,613	\$407,981
Top PR/Communications Position	5	\$115,452			\$111,728		
Top Technology Position	14	\$256,733		\$160,278	\$209,689	\$300,117	
Greater than \$50 million							
CEO/Executive Director	105	\$759,715	\$262,551	\$372,320	\$501,460	\$774,360	\$1,439,409
Top Administrative Position	35	\$254,839	\$135,552	\$155,871	\$224,574	\$288,845	\$399,499
Top Business Position	20	\$316,663	\$153,127	\$161,142	\$244,919	\$337,105	\$701,846
Top Development Position	27	\$265,195	\$136,320	\$149,491	\$207,171	\$259,505	\$362,008
Top Education Position	16	\$255,573		\$170,217	\$211,703	\$246,281	
Top Facilities Position	7	\$232,557			\$221,560		
Top Finance Position	93	\$356,876	\$174,942	\$227,034	\$289,504	\$407,448	\$561,456
Top Human Resources Position	40	\$333,247	\$155,459	\$203,505	\$253,619	\$395,690	\$672,604
Top Legal Position	26	\$376,471	\$196,318	\$235,964	\$282,959	\$542,724	\$663,555
Top Marketing Position	25	\$320,652	\$169,122	\$190,452	\$252,877	\$335,660	\$580,049
Top Operations Position	66	\$443,384	\$184,022	\$236,079	\$325,833	\$523,136	\$770,447
Top PR/Communications Position	21	\$222,137	\$142,093	\$184,104	\$213,989	\$257,709	\$278,078
Top Program Position	11	\$273,785		\$178,416	\$270,708	\$318,142	
Top Technology Position	35	\$290,194	\$150,262	\$192,995	\$268,572	\$366,785	\$463,716

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
\$250 thousand or less							
CEO/Executive Director	87	\$48,444	\$20,284	\$31,346	\$46,900	\$60,466	\$78,275
Top Finance Position	6	\$28,987			\$31,274		
Top Program Position	5	\$40,701			\$32,479		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	91	\$73,384	\$34,442	\$48,470	\$68,120	\$86,357	\$110,000
Top Program Position	6	\$74,646			\$45,487		
Between \$500 thousand and \$1 million							
CEO/Executive Director	82	\$76,192	\$44,796	\$57,510	\$72,747	\$89,007	\$113,973
Top Administrative Position	5	\$65,232			\$58,151		
Top Finance Position	6	\$77,435			\$70,099		
Between \$1 million and \$2.5 million							
CEO/Executive Director	102	\$108,950	\$54,779	\$76,110	\$94,607	\$123,944	\$161,878
Top Finance Position	21	\$100,573	\$38,222	\$52,000	\$75,491	\$121,504	\$209,672
Top Operations Position	8	\$85,935			\$87,494		
Between \$2.5 million and \$5 million							
CEO/Executive Director	67	\$130,399	\$80,254	\$99,560	\$125,532	\$160,889	\$179,600
Top Administrative Position	5	\$128,747			\$124,263		
Top Finance Position	28	\$137,635	\$57,976	\$89,547	\$103,344	\$155,047	\$228,684
Top Operations Position	9	\$103,953			\$106,075		
Between \$5 million and \$10 million							
CEO/Executive Director	50	\$171,957	\$91,773	\$123,171	\$167,031	\$209,950	\$274,533
Top Administrative Position	6	\$224,738			\$215,861		
Top Finance Position	21	\$131,040	\$93,302	\$101,450	\$116,916	\$133,047	\$169,000
Top Operations Position	10	\$144,012		\$114,574	\$135,056	\$157,278	
Between \$10 million and \$25 million							
CEO/Executive Director	32	\$212,032	\$111,173	\$156,139	\$207,321	\$248,020	\$318,778

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Between \$10 million and \$25 million							
Top Administrative Position	6	\$181,224			\$156,603		
Top Finance Position	23	\$142,441	\$88,270	\$111,679	\$131,721	\$169,970	\$192,466
Top Operations Position	16	\$163,888		\$142,591	\$151,815	\$182,386	
Between \$25 million and \$50 million							
CEO/Executive Director	13	\$280,228		\$202,833	\$263,860	\$295,356	
Top Development Position	5	\$158,645			\$144,116		
Top Finance Position	14	\$187,844		\$133,383	\$165,428	\$234,569	
Top Operations Position	6	\$194,989			\$183,106		
Greater than \$50 million							
CEO/Executive Director	15	\$772,662		\$478,820	\$653,068	\$781,615	
Top Development Position	7	\$247,677			\$199,386		
Top Finance Position	14	\$392,897		\$244,344	\$320,876	\$413,896	
Top Operations Position	7	\$396,516			\$317,628		
Top Technology Position	7	\$382,676			\$215,689		
Idaho							
\$250 thousand or less							
CEO/Executive Director	114	\$44,511	\$19,477	\$28,506	\$40,956	\$54,818	\$71,054
Top Finance Position	8	\$27,624			\$24,434		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	76	\$62,757	\$29,102	\$43,491	\$61,437	\$74,250	\$93,404
Between \$500 thousand and \$1 million							
CEO/Executive Director	96	\$78,762	\$36,758	\$51,096	\$72,203	\$97,126	\$134,485

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Between \$1 million and \$2.5 million							
CEO/Executive Director	86	\$100,121	\$57,599	\$71,815	\$92,659	\$124,613	\$149,533
Top Administrative Position	12	\$87,792		\$77,874	\$90,484	\$99,499	
Top Finance Position	6	\$87,251			\$76,813		
Between \$2.5 million and \$5 million							
CEO/Executive Director	37	\$136,757	\$79,648	\$100,360	\$116,683	\$152,514	\$236,973
Top Administrative Position	12	\$94,636		\$80,347	\$92,350	\$103,000	
Top Finance Position	15	\$82,721		\$63,508	\$80,855	\$94,494	
Between \$5 million and \$10 million							
CEO/Executive Director	26	\$178,964	\$96,866	\$122,788	\$174,782	\$202,220	\$245,656
Top Administrative Position	10	\$162,107		\$109,726	\$158,821	\$200,113	
Top Finance Position	7	\$103,656			\$112,746		
Top Operations Position	5	\$153,733			\$175,223		
Between \$10 million and \$25 million							
CEO/Executive Director	19	\$213,244		\$150,595	\$197,020	\$278,655	
Top Finance Position	13	\$127,000		\$90,228	\$139,496	\$147,698	
Top Operations Position	5	\$136,100			\$153,893		
Between \$25 million and \$50 million							
CEO/Executive Director	14	\$267,023		\$198,169	\$241,251	\$306,039	
Top Administrative Position	5	\$267,434			\$267,822		
Top Finance Position	12	\$158,024		\$124,707	\$145,077	\$186,683	
Top Operations Position	7	\$180,605			\$189,626		
Greater than \$50 million							
CEO/Executive Director	6	\$622,837			\$345,657		
Top Finance Position	6	\$390,955			\$197,681		
Top Operations Position	6	\$401,093			\$286,243		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
\$250 thousand or less							
CEO/Executive Director	653	\$46,584	\$20,285	\$28,500	\$42,214	\$58,410	\$77,838
Top Administrative Position	21	\$40,326	\$25,808	\$27,586	\$34,781	\$42,541	\$60,066
Top Business Position	7	\$54,708			\$51,118		
Top Education Position	5	\$36,538			\$24,843		
Top Finance Position	50	\$42,663	\$18,000	\$22,623	\$29,600	\$59,457	\$82,588
Top Operations Position	13	\$38,744		\$26,000	\$40,375	\$43,125	
Top Program Position	16	\$36,608		\$23,761	\$37,687	\$46,756	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	508	\$69,140	\$32,879	\$48,644	\$64,100	\$84,924	\$109,582
Top Administrative Position	26	\$48,699	\$22,699	\$29,995	\$45,676	\$63,637	\$78,185
Top Business Position	12	\$113,428		\$88,437	\$127,796	\$148,586	
Top Development Position	6	\$41,298			\$40,150		
Top Finance Position	48	\$57,949	\$17,714	\$30,210	\$52,812	\$72,015	\$109,610
Top Operations Position	9	\$56,910			\$55,906		
Top Program Position	8	\$46,145			\$35,129		
Between \$500 thousand and \$1 million							
CEO/Executive Director	630	\$92,841	\$45,343	\$61,745	\$82,765	\$111,006	\$148,762
Top Administrative Position	25	\$63,953	\$34,358	\$49,021	\$60,000	\$83,452	\$93,056
Top Business Position	27	\$163,535	\$91,978	\$144,424	\$162,433	\$180,351	\$242,083
Top Education Position	8	\$147,594			\$148,066		
Top Finance Position	72	\$97,512	\$28,678	\$51,228	\$76,390	\$137,943	\$163,134
Top Operations Position	14	\$52,613		\$35,369	\$52,384	\$71,536	
Top Program Position	9	\$63,619			\$60,354		
Between \$1 million and \$2.5 million							
CEO/Executive Director	737	\$123,538	\$59,542	\$81,193	\$105,936	\$148,212	\$204,956
Top Administrative Position	37	\$99,079	\$47,247	\$57,804	\$81,193	\$121,258	\$169,382

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Between \$1 million and \$2.5 million							
Top Business Position	51	\$184,946	\$100,513	\$139,653	\$188,006	\$233,061	\$261,845
Top Development Position	15	\$106,346		\$84,950	\$104,706	\$128,134	
Top Education Position	17	\$146,845		\$105,678	\$166,386	\$178,554	
Top Finance Position	112	\$127,831	\$51,384	\$72,770	\$115,111	\$175,640	\$229,075
Top Marketing Position	6	\$127,330			\$113,187		
Top Operations Position	40	\$122,669	\$46,929	\$67,341	\$110,094	\$132,125	\$180,774
Top Program Position	12	\$93,329		\$61,518	\$102,552	\$125,217	
Top Technology Position	7	\$214,511			\$126,659		
Between \$2.5 million and \$5 million							
CEO/Executive Director	485	\$172,014	\$81,304	\$109,785	\$143,702	\$217,316	\$297,371
Top Administrative Position	43	\$134,252	\$74,042	\$93,608	\$125,000	\$151,424	\$219,536
Top Business Position	32	\$192,636	\$97,026	\$131,111	\$156,498	\$246,373	\$340,093
Top Development Position	25	\$139,924	\$102,873	\$121,200	\$127,215	\$156,198	\$170,953
Top Education Position	20	\$146,712	\$109,739	\$128,380	\$151,932	\$167,806	\$187,389
Top Facilities Position	13	\$138,012		\$125,833	\$139,328	\$155,812	
Top Finance Position	157	\$130,783	\$62,765	\$81,845	\$116,918	\$161,319	\$222,628
Top Legal Position	8	\$205,684			\$183,504		
Top Marketing Position	11	\$130,230		\$110,482	\$124,810	\$149,554	
Top Operations Position	58	\$134,654	\$66,575	\$92,435	\$121,567	\$179,472	\$203,654
Top PR/Communications Position	15	\$137,310		\$122,688	\$138,199	\$150,132	
Top Program Position	21	\$123,868	\$66,310	\$104,102	\$122,343	\$140,083	\$165,267
Top Technology Position	9	\$162,017			\$150,814		
Between \$5 million and \$10 million							
CEO/Executive Director	363	\$214,659	\$95,340	\$129,188	\$184,885	\$257,472	\$358,687
Top Administrative Position	70	\$183,345	\$96,854	\$116,115	\$176,958	\$230,701	\$296,836
Top Business Position	24	\$171,419	\$114,641	\$130,140	\$168,934	\$202,957	\$251,425

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Between \$5 million and \$10 million							
Top Development Position	27	\$147,853	\$101,575	\$110,730	\$134,601	\$180,892	\$203,148
Top Education Position	28	\$155,899	\$109,316	\$123,445	\$140,018	\$174,694	\$214,092
Top Facilities Position	30	\$213,101	\$131,307	\$183,832	\$213,705	\$246,756	\$285,411
Top Finance Position	180	\$142,361	\$72,379	\$105,114	\$129,730	\$163,283	\$212,526
Top Human Resources Position	10	\$157,336		\$117,930	\$130,119	\$145,405	
Top Legal Position	11	\$203,646		\$154,044	\$195,681	\$244,388	
Top Marketing Position	20	\$149,241	\$124,554	\$128,092	\$143,326	\$169,039	\$180,141
Top Operations Position	61	\$179,006	\$84,500	\$117,178	\$149,377	\$181,778	\$269,331
Top PR/Communications Position	22	\$147,257	\$107,720	\$126,516	\$136,675	\$163,096	\$177,130
Top Program Position	26	\$136,259	\$91,471	\$115,254	\$127,569	\$165,144	\$190,614
Top Technology Position	25	\$163,454	\$110,996	\$128,286	\$145,773	\$165,620	\$238,166
Between \$10 million and \$25 million							
CEO/Executive Director	300	\$280,061	\$120,379	\$163,119	\$234,241	\$360,926	\$475,762
Top Administrative Position	58	\$188,999	\$105,332	\$125,742	\$153,746	\$210,229	\$295,695
Top Business Position	46	\$183,256	\$116,517	\$129,070	\$166,473	\$205,106	\$258,473
Top Development Position	45	\$165,234	\$119,648	\$137,509	\$155,988	\$185,173	\$209,114
Top Education Position	41	\$171,056	\$118,932	\$136,381	\$155,324	\$180,894	\$232,407
Top Facilities Position	10	\$184,641		\$127,465	\$156,179	\$226,224	
Top Finance Position	209	\$168,933	\$84,648	\$114,050	\$152,104	\$204,890	\$252,475
Top Human Resources Position	33	\$170,177	\$96,025	\$111,500	\$134,333	\$185,344	\$238,134
Top Legal Position	19	\$207,768		\$146,999	\$168,467	\$278,836	
Top Marketing Position	39	\$173,819	\$115,997	\$127,821	\$150,815	\$188,458	\$309,866
Top Operations Position	102	\$190,096	\$110,760	\$132,230	\$163,822	\$215,363	\$308,584
Top PR/Communications Position	38	\$179,625	\$129,237	\$146,818	\$175,306	\$218,412	\$231,705
Top Program Position	27	\$161,507	\$116,232	\$126,581	\$153,818	\$162,747	\$231,684
Top Technology Position	50	\$171,229	\$116,736	\$134,653	\$160,936	\$199,882	\$243,297

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Between \$25 million and \$50 million							
CEO/Executive Director	132	\$412,678	\$165,633	\$211,395	\$303,961	\$503,861	\$734,244
Top Administrative Position	27	\$213,116	\$126,222	\$155,608	\$189,560	\$274,154	\$330,677
Top Business Position	27	\$230,324	\$150,204	\$182,907	\$210,389	\$252,934	\$297,323
Top Development Position	27	\$218,638	\$138,190	\$162,123	\$203,822	\$249,457	\$315,837
Top Education Position	20	\$190,838	\$121,322	\$137,545	\$185,080	\$240,103	\$289,069
Top Facilities Position	6	\$153,395			\$159,321		
Top Finance Position	110	\$215,362	\$109,519	\$146,541	\$187,704	\$249,931	\$346,580
Top Human Resources Position	33	\$188,070	\$119,999	\$133,671	\$156,683	\$192,154	\$281,646
Top Legal Position	20	\$266,247	\$148,456	\$186,759	\$238,564	\$345,940	\$386,578
Top Marketing Position	24	\$230,063	\$161,654	\$177,943	\$208,362	\$242,953	\$306,080
Top Operations Position	53	\$222,359	\$132,018	\$152,228	\$192,723	\$271,622	\$361,381
Top PR/Communications Position	22	\$203,533	\$145,939	\$161,856	\$195,000	\$233,820	\$260,325
Top Program Position	14	\$173,074		\$128,218	\$152,404	\$187,415	
Top Technology Position	42	\$198,210	\$127,951	\$151,835	\$186,768	\$228,784	\$273,195
Greater than \$50 million							
CEO/Executive Director	197	\$869,477	\$279,023	\$375,095	\$560,733	\$875,239	\$1,661,413
Top Administrative Position	54	\$313,970	\$134,898	\$176,100	\$249,263	\$354,132	\$618,601
Top Business Position	47	\$335,307	\$130,442	\$186,616	\$250,713	\$362,966	\$625,578
Top Development Position	49	\$316,629	\$154,022	\$178,431	\$242,990	\$331,222	\$495,109
Top Education Position	52	\$321,537	\$147,990	\$187,046	\$252,362	\$364,866	\$596,928
Top Facilities Position	18	\$281,880		\$189,626	\$243,246	\$301,066	
Top Finance Position	174	\$387,519	\$166,080	\$208,894	\$300,679	\$463,953	\$694,723
Top Human Resources Position	67	\$346,299	\$170,544	\$195,260	\$248,874	\$424,252	\$572,213
Top Legal Position	66	\$430,474	\$174,504	\$213,667	\$330,931	\$561,029	\$801,187
Top Marketing Position	36	\$345,208	\$149,374	\$188,362	\$253,902	\$428,361	\$601,064
Top Operations Position	103	\$462,905	\$178,005	\$222,298	\$326,072	\$501,785	\$777,923

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Greater than \$50 million							
Top PR/Communications Position	34	\$303,665	\$147,625	\$186,617	\$240,878	\$360,743	\$479,633
Top Program Position	19	\$280,710		\$186,051	\$227,558	\$294,840	
Top Technology Position	86	\$318,205	\$155,763	\$176,270	\$222,553	\$372,104	\$628,834
Indiana							
\$250 thousand or less							
CEO/Executive Director	458	\$43,442	\$22,538	\$30,000	\$40,244	\$52,500	\$68,277
Top Administrative Position	20	\$29,269	\$19,433	\$22,832	\$27,308	\$33,568	\$36,577
Top Finance Position	17	\$36,784		\$21,200	\$24,000	\$42,510	
Top Operations Position	7	\$42,432			\$37,552		
Top Program Position	12	\$32,698		\$23,267	\$31,138	\$37,877	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	348	\$67,460	\$31,191	\$45,051	\$61,985	\$80,623	\$106,754
Top Administrative Position	16	\$40,497		\$27,294	\$34,849	\$55,402	
Top Business Position	9	\$93,208			\$64,810		
Top Education Position	5	\$81,255			\$70,295		
Top Finance Position	28	\$47,653	\$20,124	\$27,394	\$41,202	\$57,474	\$74,953
Top Operations Position	5	\$65,514			\$63,217		
Top Program Position	5	\$46,633			\$45,760		
Between \$500 thousand and \$1 million							
CEO/Executive Director	381	\$77,694	\$37,612	\$55,000	\$69,929	\$91,220	\$126,799
Top Administrative Position	19	\$61,081		\$48,266	\$62,302	\$74,209	
Top Business Position	11	\$120,800		\$108,026	\$133,800	\$153,263	
Top Finance Position	27	\$69,026	\$25,794	\$34,195	\$48,948	\$96,037	\$149,084

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Between \$500 thousand and \$1 million							
Top Operations Position	12	\$66,752		\$42,545	\$53,488	\$70,623	
Top Program Position	7	\$48,921			\$46,665		
Between \$1 million and \$2.5 million							
CEO/Executive Director	393	\$106,171	\$57,649	\$71,400	\$95,015	\$123,165	\$172,349
Top Administrative Position	12	\$77,831		\$55,131	\$68,177	\$99,598	
Top Business Position	21	\$118,811	\$35,823	\$71,178	\$114,167	\$160,916	\$193,173
Top Development Position	5	\$90,145			\$69,453		
Top Education Position	6	\$123,498			\$122,978		
Top Finance Position	62	\$91,231	\$40,240	\$53,421	\$71,292	\$118,542	\$170,365
Top Operations Position	25	\$108,472	\$59,926	\$66,060	\$89,734	\$112,169	\$169,411
Between \$2.5 million and \$5 million							
CEO/Executive Director	213	\$146,417	\$68,333	\$96,932	\$121,499	\$164,315	\$249,910
Top Administrative Position	13	\$115,223		\$95,767	\$108,807	\$135,635	
Top Business Position	21	\$127,848	\$50,000	\$76,556	\$118,561	\$153,670	\$215,911
Top Development Position	6	\$127,021			\$126,016		
Top Finance Position	58	\$113,816	\$44,062	\$72,496	\$106,335	\$137,054	\$184,909
Top Operations Position	27	\$120,195	\$73,825	\$82,311	\$110,000	\$134,751	\$183,904
Between \$5 million and \$10 million							
CEO/Executive Director	157	\$181,772	\$86,854	\$117,543	\$149,703	\$219,062	\$287,460
Top Administrative Position	12	\$162,285		\$113,970	\$155,728	\$191,730	
Top Business Position	6	\$148,378			\$171,619		
Top Development Position	8	\$155,872			\$145,203		
Top Finance Position	91	\$122,747	\$64,596	\$82,710	\$102,030	\$144,937	\$195,716
Top Human Resources Position	5	\$138,993			\$154,557		
Top Operations Position	24	\$128,506	\$82,623	\$93,386	\$103,240	\$144,191	\$218,202

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Between \$10 million and \$25 million							
CEO/Executive Director	142	\$215,264	\$109,309	\$140,321	\$187,384	\$252,843	\$317,789
Top Administrative Position	14	\$151,563		\$116,151	\$147,088	\$168,847	
Top Business Position	10	\$158,397		\$128,368	\$138,183	\$170,769	
Top Development Position	15	\$132,259		\$116,030	\$123,104	\$162,297	
Top Education Position	6	\$104,087			\$103,635		
Top Finance Position	91	\$130,305	\$74,781	\$96,624	\$118,324	\$155,212	\$200,123
Top Human Resources Position	10	\$115,007		\$94,038	\$106,664	\$134,483	
Top Marketing Position	12	\$168,152		\$143,854	\$149,276	\$191,791	
Top Operations Position	45	\$153,812	\$101,642	\$114,387	\$147,577	\$180,141	\$217,071
Top PR/Communications Position	9	\$164,425			\$141,817		
Top Program Position	5	\$163,691			\$146,317		
Top Technology Position	13	\$138,444		\$106,438	\$141,407	\$180,594	
Between \$25 million and \$50 million							
CEO/Executive Director	60	\$325,559	\$151,466	\$211,022	\$275,166	\$368,349	\$556,408
Top Administrative Position	11	\$184,096		\$147,785	\$183,014	\$211,093	
Top Business Position	9	\$195,121			\$177,074		
Top Development Position	11	\$171,624		\$124,896	\$165,525	\$215,496	
Top Education Position	6	\$140,742			\$124,238		
Top Finance Position	45	\$168,600	\$102,956	\$131,957	\$162,967	\$193,303	\$222,789
Top Human Resources Position	11	\$170,093		\$135,449	\$175,610	\$197,883	
Top Marketing Position	9	\$199,147			\$183,371		
Top Operations Position	28	\$196,818	\$142,776	\$155,905	\$177,969	\$238,028	\$273,145
Top Program Position	6	\$166,197			\$146,344		
Top Technology Position	9	\$169,337			\$161,910		
Greater than \$50 million							
CEO/Executive Director	87	\$681,103	\$245,405	\$337,647	\$466,352	\$672,285	\$1,337,266

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Greater than \$50 million							
Top Administrative Position	22	\$255,535	\$136,944	\$145,318	\$229,698	\$313,157	\$385,630
Top Business Position	11	\$292,211		\$180,071	\$216,954	\$385,337	
Top Development Position	18	\$236,644		\$158,337	\$198,389	\$286,242	
Top Education Position	20	\$254,008	\$148,482	\$158,616	\$209,135	\$269,636	\$369,752
Top Finance Position	71	\$341,606	\$147,741	\$191,282	\$263,277	\$360,992	\$765,565
Top Human Resources Position	22	\$323,623	\$160,799	\$183,953	\$219,462	\$404,749	\$712,312
Top Legal Position	13	\$461,558		\$246,348	\$437,273	\$630,476	
Top Marketing Position	16	\$182,032		\$131,418	\$170,183	\$203,961	
Top Operations Position	43	\$354,652	\$160,468	\$203,222	\$270,788	\$391,113	\$576,072
Top PR/Communications Position	9	\$221,308			\$197,294		
Top Program Position	5	\$190,717			\$189,813		
Top Technology Position	27	\$338,246	\$146,185	\$186,305	\$228,168	\$386,074	\$657,440
Iowa							
\$250 thousand or less							
CEO/Executive Director	225	\$49,905	\$21,043	\$30,040	\$44,100	\$61,763	\$79,331
Top Finance Position	19	\$42,681		\$29,807	\$37,874	\$56,453	
Top Program Position	7	\$31,990			\$33,750		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	175	\$67,142	\$32,123	\$45,774	\$60,455	\$78,040	\$104,967
Top Administrative Position	10	\$39,439		\$37,674	\$41,124	\$44,360	
Top Finance Position	14	\$55,955		\$25,643	\$40,530	\$64,726	
Between \$500 thousand and \$1 million							
CEO/Executive Director	193	\$90,264	\$45,694	\$59,712	\$77,800	\$102,896	\$148,137

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Between \$500 thousand and \$1 million							
Top Administrative Position	8	\$50,912			\$43,398		
Top Business Position	10	\$108,009		\$96,791	\$112,848	\$126,758	
Top Finance Position	15	\$93,322		\$58,472	\$75,848	\$116,851	
Between \$1 million and \$2.5 million							
CEO/Executive Director	194	\$112,569	\$60,248	\$74,645	\$94,331	\$121,230	\$193,827
Top Administrative Position	25	\$82,320	\$46,852	\$60,000	\$79,952	\$98,941	\$113,351
Top Business Position	9	\$92,322			\$63,341		
Top Finance Position	28	\$96,527	\$53,004	\$59,293	\$74,862	\$106,825	\$143,862
Top Operations Position	11	\$119,440		\$78,070	\$99,396	\$133,554	
Between \$2.5 million and \$5 million							
CEO/Executive Director	122	\$133,333	\$78,049	\$94,297	\$125,397	\$164,320	\$212,755
Top Administrative Position	19	\$99,314		\$75,835	\$105,229	\$125,993	
Top Finance Position	31	\$97,941	\$50,325	\$57,775	\$86,549	\$127,245	\$142,346
Top Operations Position	7	\$124,430			\$94,837		
Between \$5 million and \$10 million							
CEO/Executive Director	98	\$180,767	\$93,834	\$117,764	\$149,367	\$204,342	\$300,849
Top Administrative Position	28	\$138,643	\$83,043	\$102,584	\$135,484	\$154,867	\$216,295
Top Business Position	5	\$136,849			\$129,779		
Top Finance Position	45	\$103,675	\$55,556	\$83,078	\$99,061	\$116,728	\$151,183
Top Human Resources Position	6	\$91,966			\$67,090		
Top Operations Position	13	\$148,741		\$84,422	\$137,232	\$161,210	
Between \$10 million and \$25 million							
CEO/Executive Director	101	\$241,595	\$120,284	\$146,670	\$188,179	\$226,796	\$332,348
Top Administrative Position	22	\$159,189	\$112,051	\$128,226	\$147,303	\$173,972	\$254,000
Top Business Position	7	\$171,786			\$136,863		
Top Development Position	7	\$137,984			\$144,335		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Between \$10 million and \$25 million							
Top Finance Position	70	\$122,760	\$79,992	\$97,185	\$113,927	\$138,700	\$166,127
Top Human Resources Position	6	\$145,118			\$143,212		
Top Operations Position	19	\$170,428		\$124,363	\$154,585	\$197,122	
Top Technology Position	5	\$173,248			\$175,807		
Between \$25 million and \$50 million							
CEO/Executive Director	38	\$251,726	\$153,438	\$203,363	\$237,851	\$278,899	\$323,859
Top Administrative Position	6	\$137,751			\$157,822		
Top Development Position	5	\$151,923			\$148,046		
Top Finance Position	34	\$139,203	\$87,964	\$104,768	\$140,868	\$168,918	\$195,912
Top Human Resources Position	5	\$149,466			\$118,788		
Top Operations Position	12	\$188,379		\$160,592	\$190,647	\$203,398	
Top Technology Position	7	\$130,561			\$129,094		
Greater than \$50 million							
CEO/Executive Director	49	\$540,978	\$249,332	\$325,644	\$423,849	\$623,534	\$909,100
Top Administrative Position	17	\$209,431		\$159,243	\$185,214	\$230,561	
Top Business Position	13	\$226,872		\$132,301	\$182,642	\$263,749	
Top Development Position	16	\$188,464		\$171,206	\$186,233	\$211,709	
Top Education Position	17	\$227,563		\$159,739	\$184,737	\$270,065	
Top Finance Position	47	\$283,118	\$134,387	\$179,938	\$228,855	\$318,465	\$482,343
Top Human Resources Position	8	\$242,150			\$220,526		
Top Marketing Position	9	\$371,624			\$293,148		
Top Operations Position	19	\$362,902		\$210,047	\$314,773	\$458,055	
Top PR/Communications Position	10	\$266,835		\$139,744	\$190,824	\$221,007	
Top Technology Position	18	\$236,257		\$170,963	\$220,913	\$264,980	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
\$250 thousand or less							
CEO/Executive Director	209	\$45,532	\$23,218	\$30,867	\$42,496	\$56,000	\$70,868
Top Administrative Position	6	\$30,717			\$26,066		
Top Finance Position	15	\$32,053		\$19,838	\$31,717	\$37,065	
Top Program Position	5	\$47,965			\$37,345		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	137	\$63,760	\$27,548	\$40,624	\$56,510	\$77,052	\$112,433
Top Finance Position	7	\$60,067			\$54,484		
Between \$500 thousand and \$1 million							
CEO/Executive Director	148	\$84,815	\$44,879	\$55,645	\$72,597	\$100,000	\$134,606
Top Administrative Position	10	\$67,557		\$50,103	\$57,744	\$67,680	
Top Finance Position	12	\$78,214		\$48,479	\$57,820	\$94,688	
Between \$1 million and \$2.5 million							
CEO/Executive Director	183	\$106,476	\$58,683	\$75,500	\$95,259	\$121,562	\$174,011
Top Administrative Position	15	\$68,317		\$48,516	\$56,030	\$79,441	
Top Business Position	5	\$87,156			\$81,539		
Top Finance Position	26	\$74,100	\$46,135	\$56,124	\$69,919	\$91,187	\$108,938
Top Operations Position	6	\$69,567			\$66,336		
Between \$2.5 million and \$5 million							
CEO/Executive Director	98	\$141,331	\$66,642	\$91,277	\$121,848	\$166,870	\$228,480
Top Administrative Position	15	\$79,758		\$60,643	\$83,436	\$95,279	
Top Business Position	5	\$102,351			\$94,205		
Top Finance Position	37	\$92,155	\$51,808	\$63,634	\$82,643	\$113,540	\$137,966
Top Operations Position	11	\$127,241		\$97,176	\$117,500	\$144,821	
Top Program Position	5	\$131,711			\$125,414		
Between \$5 million and \$10 million							
CEO/Executive Director	92	\$173,773	\$92,962	\$111,719	\$142,243	\$183,426	\$294,379

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Between \$5 million and \$10 million							
Top Administrative Position	25	\$157,289	\$82,212	\$97,011	\$133,292	\$171,785	\$257,553
Top Facilities Position	5	\$204,256			\$200,046		
Top Finance Position	46	\$108,946	\$59,739	\$75,156	\$94,642	\$118,038	\$157,379
Top Operations Position	9	\$132,527			\$118,854		
Between \$10 million and \$25 million							
CEO/Executive Director	91	\$216,932	\$127,301	\$156,682	\$197,714	\$255,551	\$309,882
Top Administrative Position	23	\$231,854	\$118,162	\$149,504	\$182,583	\$246,919	\$298,914
Top Business Position	6	\$141,755			\$132,070		
Top Development Position	5	\$104,864			\$115,002		
Top Finance Position	67	\$128,644	\$81,779	\$99,454	\$120,954	\$151,505	\$192,079
Top Operations Position	30	\$170,218	\$102,628	\$124,027	\$172,821	\$201,709	\$229,933
Top Program Position	8	\$126,936			\$111,320		
Top Technology Position	8	\$144,252			\$148,104		
Between \$25 million and \$50 million							
CEO/Executive Director	35	\$307,951	\$192,345	\$233,371	\$282,970	\$340,436	\$397,953
Top Administrative Position	10	\$153,589		\$115,222	\$147,931	\$191,475	
Top Development Position	5	\$110,684			\$123,368		
Top Education Position	7	\$125,921			\$135,666		
Top Finance Position	28	\$193,652	\$103,264	\$127,203	\$159,509	\$189,444	\$258,516
Top Operations Position	10	\$184,434		\$156,245	\$171,274	\$189,192	
Top Technology Position	5	\$201,725			\$226,598		
Greater than \$50 million							
CEO/Executive Director	36	\$514,599	\$196,284	\$290,705	\$446,386	\$553,491	\$767,240
Top Administrative Position	10	\$238,327		\$153,273	\$189,859	\$283,125	
Top Business Position	7	\$208,930			\$180,313		
Top Development Position	6	\$267,824			\$269,562		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Greater than \$50 million							
Top Finance Position	30	\$265,221	\$154,278	\$190,558	\$243,623	\$314,482	\$373,166
Top Human Resources Position	9	\$233,470			\$208,058		
Top Marketing Position	5	\$215,180			\$216,278		
Top Operations Position	23	\$339,968	\$172,914	\$209,921	\$268,502	\$370,525	\$533,588
Top Technology Position	14	\$237,867		\$181,660	\$236,038	\$248,122	
Kentucky							
\$250 thousand or less							
CEO/Executive Director	253	\$43,172	\$21,000	\$28,071	\$38,700	\$52,000	\$72,482
Top Administrative Position	6	\$29,940			\$30,046		
Top Finance Position	21	\$24,730	\$16,253	\$17,160	\$21,000	\$29,191	\$33,280
Top Program Position	5	\$34,330			\$29,279		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	167	\$67,596	\$34,453	\$46,003	\$60,279	\$84,509	\$102,050
Top Administrative Position	10	\$42,110		\$19,415	\$33,972	\$48,753	
Top Finance Position	8	\$31,184			\$25,655		
Between \$500 thousand and \$1 million							
CEO/Executive Director	183	\$90,040	\$43,090	\$57,233	\$77,338	\$110,688	\$167,603
Top Administrative Position	9	\$58,271			\$60,000		
Top Business Position	7	\$117,029			\$141,190		
Top Finance Position	16	\$65,516		\$41,753	\$63,568	\$81,402	
Top Operations Position	7	\$73,806			\$76,892		
Between \$1 million and \$2.5 million							
CEO/Executive Director	192	\$114,893	\$51,603	\$71,766	\$103,374	\$144,320	\$193,998

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Between \$1 million and \$2.5 million							
Top Administrative Position	11	\$118,852		\$72,480	\$120,781	\$159,600	
Top Business Position	8	\$108,219			\$103,405		
Top Finance Position	27	\$77,606	\$36,764	\$54,701	\$77,712	\$93,878	\$122,120
Top Operations Position	8	\$105,269			\$106,990		
Between \$2.5 million and \$5 million							
CEO/Executive Director	93	\$140,148	\$75,649	\$89,532	\$116,860	\$158,956	\$204,759
Top Administrative Position	11	\$105,764		\$91,002	\$96,583	\$121,495	
Top Finance Position	26	\$103,777	\$49,354	\$76,160	\$90,575	\$119,177	\$173,348
Top Operations Position	10	\$105,964		\$90,985	\$107,902	\$127,662	
Between \$5 million and \$10 million							
CEO/Executive Director	85	\$193,424	\$111,507	\$128,392	\$164,091	\$211,571	\$275,112
Top Administrative Position	14	\$144,180		\$89,665	\$123,042	\$183,819	
Top Business Position	6	\$159,272			\$149,087		
Top Development Position	7	\$109,604			\$111,579		
Top Finance Position	45	\$125,063	\$64,334	\$94,566	\$109,365	\$136,331	\$198,731
Top Legal Position	5	\$169,339			\$137,344		
Top Operations Position	12	\$145,597		\$122,628	\$132,276	\$151,384	
Top PR/Communications Position	5	\$114,988			\$110,636		
Top Program Position	8	\$102,125			\$103,126		
Between \$10 million and \$25 million							
CEO/Executive Director	70	\$190,879	\$101,636	\$126,503	\$162,902	\$225,198	\$282,174
Top Administrative Position	12	\$138,492		\$121,868	\$127,489	\$151,331	
Top Development Position	5	\$119,550			\$129,241		
Top Education Position	5	\$150,115			\$177,637		
Top Finance Position	42	\$121,757	\$71,587	\$87,188	\$104,741	\$124,462	\$186,114
Top Operations Position	10	\$136,114		\$91,925	\$125,855	\$154,842	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Between \$10 million and \$25 million							
Top Technology Position	8	\$133,530			\$133,832		
Between \$25 million and \$50 million							
CEO/Executive Director	38	\$266,859	\$134,417	\$160,511	\$229,446	\$287,806	\$419,583
Top Administrative Position	10	\$162,392		\$114,800	\$158,510	\$197,004	
Top Finance Position	30	\$147,816	\$74,026	\$118,334	\$145,488	\$166,874	\$205,508
Top Marketing Position	5	\$206,523			\$157,651		
Top Operations Position	12	\$180,969		\$145,293	\$157,616	\$194,121	
Top Technology Position	9	\$135,846			\$142,265		
Greater than \$50 million							
CEO/Executive Director	55	\$491,584	\$212,452	\$265,567	\$344,532	\$594,801	\$917,903
Top Administrative Position	18	\$182,003		\$137,983	\$157,892	\$194,862	
Top Business Position	7	\$257,314			\$229,715		
Top Development Position	13	\$180,138		\$127,216	\$179,282	\$185,416	
Top Education Position	11	\$238,989		\$149,597	\$185,596	\$233,551	
Top Facilities Position	7	\$230,090			\$224,136		
Top Finance Position	49	\$259,330	\$133,444	\$151,963	\$193,517	\$311,688	\$550,255
Top Human Resources Position	18	\$280,838		\$163,423	\$204,289	\$259,070	
Top Legal Position	10	\$525,682		\$291,921	\$371,907	\$445,361	
Top Marketing Position	6	\$250,854			\$218,545		
Top Operations Position	31	\$325,305	\$151,973	\$183,323	\$209,352	\$312,577	\$470,735
Top PR/Communications Position	12	\$233,186		\$149,641	\$188,100	\$273,398	
Top Technology Position	17	\$242,703		\$172,341	\$180,245	\$201,708	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
\$250 thousand or less							
CEO/Executive Director	237	\$44,605	\$19,748	\$27,500	\$40,000	\$54,045	\$73,649
Top Administrative Position	7	\$30,335			\$27,400		
Top Finance Position	9	\$36,195			\$37,321		
Top Operations Position	5	\$44,562			\$34,851		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	175	\$72,107	\$35,010	\$45,654	\$61,500	\$89,504	\$117,391
Top Administrative Position	9	\$55,503			\$47,403		
Top Business Position	5	\$74,423			\$69,471		
Top Finance Position	15	\$47,339		\$24,851	\$35,865	\$60,603	
Between \$500 thousand and \$1 million							
CEO/Executive Director	183	\$83,058	\$36,825	\$52,000	\$76,869	\$101,434	\$134,500
Top Business Position	7	\$87,879			\$93,707		
Top Finance Position	18	\$64,043		\$35,019	\$56,101	\$95,104	
Top Operations Position	5	\$68,039			\$57,429		
Between \$1 million and \$2.5 million							
CEO/Executive Director	221	\$113,328	\$57,150	\$77,416	\$98,227	\$133,230	\$187,461
Top Administrative Position	11	\$95,747		\$61,660	\$76,960	\$110,253	
Top Business Position	9	\$129,862			\$108,829		
Top Finance Position	19	\$78,683		\$55,801	\$82,293	\$106,421	
Between \$2.5 million and \$5 million							
CEO/Executive Director	112	\$148,743	\$74,074	\$88,177	\$122,786	\$177,057	\$237,055
Top Administrative Position	10	\$135,082		\$91,312	\$123,737	\$171,813	
Top Finance Position	32	\$111,909	\$57,733	\$77,312	\$96,828	\$142,433	\$175,090
Top Operations Position	16	\$129,224		\$83,542	\$117,515	\$176,145	
Between \$5 million and \$10 million							
CEO/Executive Director	100	\$157,520	\$85,632	\$102,232	\$135,184	\$184,569	\$236,805

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Between \$5 million and \$10 million							
Top Administrative Position	15	\$177,679		\$107,991	\$131,834	\$217,940	
Top Finance Position	36	\$120,948	\$77,120	\$90,818	\$104,010	\$130,235	\$190,506
Between \$10 million and \$25 million							
CEO/Executive Director	63	\$230,651	\$136,446	\$162,554	\$203,170	\$255,183	\$372,106
Top Administrative Position	5	\$131,435			\$113,206		
Top Development Position	7	\$127,990			\$119,737		
Top Finance Position	44	\$127,368	\$74,610	\$107,338	\$123,817	\$151,330	\$180,867
Top Operations Position	26	\$169,163	\$112,621	\$126,165	\$144,018	\$180,512	\$232,483
Between \$25 million and \$50 million							
CEO/Executive Director	32	\$291,118	\$150,011	\$181,346	\$247,528	\$364,789	\$479,655
Top Development Position	7	\$165,138			\$153,808		
Top Education Position	5	\$138,775			\$137,133		
Top Finance Position	18	\$195,860		\$159,131	\$189,097	\$216,073	
Top Human Resources Position	5	\$125,408			\$129,953		
Top Operations Position	10	\$183,965		\$147,914	\$171,723	\$189,166	
Greater than \$50 million							
CEO/Executive Director	25	\$746,986	\$188,791	\$289,179	\$596,967	\$980,530	\$1,467,575
Top Administrative Position	12	\$218,029		\$144,339	\$212,003	\$281,222	
Top Finance Position	22	\$350,980	\$149,306	\$170,436	\$310,868	\$422,333	\$608,322
Top Human Resources Position	6	\$292,594			\$260,865		
Top Legal Position	9	\$402,257			\$393,239		
Top Marketing Position	5	\$195,386			\$166,078		
Top Operations Position	25	\$369,592	\$143,811	\$175,173	\$338,282	\$431,692	\$630,622
Top PR/Communications Position	5	\$223,502			\$202,541		
Top Technology Position	6	\$346,648			\$357,364		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
\$250 thousand or less							
CEO/Executive Director	167	\$46,419	\$20,920	\$30,636	\$43,500	\$58,082	\$69,333
Top Finance Position	7	\$29,845			\$25,992		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	125	\$63,979	\$35,433	\$45,865	\$61,593	\$78,264	\$97,142
Top Finance Position	5	\$50,508			\$34,925		
Between \$500 thousand and \$1 million							
CEO/Executive Director	150	\$83,814	\$44,452	\$59,702	\$73,837	\$95,300	\$133,298
Top Administrative Position	9	\$74,161			\$59,710		
Top Finance Position	8	\$97,163			\$93,944		
Between \$1 million and \$2.5 million							
CEO/Executive Director	164	\$107,647	\$67,120	\$80,236	\$96,534	\$116,000	\$178,831
Top Administrative Position	10	\$69,666		\$59,359	\$70,758	\$82,073	
Top Finance Position	27	\$83,860	\$50,163	\$58,821	\$68,330	\$80,329	\$130,512
Top Operations Position	6	\$77,270			\$56,310		
Between \$2.5 million and \$5 million							
CEO/Executive Director	83	\$131,992	\$81,690	\$95,639	\$116,415	\$141,845	\$184,735
Top Finance Position	22	\$91,708	\$53,026	\$69,562	\$86,656	\$98,671	\$149,005
Between \$5 million and \$10 million							
CEO/Executive Director	60	\$149,825	\$92,513	\$109,408	\$129,222	\$173,743	\$224,786
Top Administrative Position	5	\$125,900			\$117,333		
Top Finance Position	32	\$106,692	\$59,222	\$82,813	\$92,036	\$124,087	\$169,489
Top Operations Position	11	\$137,091		\$95,550	\$121,107	\$154,968	
Between \$10 million and \$25 million							
CEO/Executive Director	53	\$240,509	\$106,139	\$127,689	\$200,038	\$319,390	\$430,826
Top Administrative Position	7	\$140,272			\$144,253		
Top Development Position	8	\$152,016			\$152,664		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Between \$10 million and \$25 million							
Top Finance Position	31	\$146,883	\$92,714	\$104,435	\$136,808	\$183,857	\$192,573
Top Operations Position	14	\$149,488		\$124,341	\$141,709	\$158,111	
Between \$25 million and \$50 million							
CEO/Executive Director	17	\$226,664		\$196,446	\$222,105	\$267,559	
Top Finance Position	16	\$154,356		\$131,744	\$152,682	\$175,958	
Top Operations Position	5	\$130,496			\$113,180		
Greater than \$50 million							
CEO/Executive Director	32	\$526,858	\$242,835	\$306,710	\$403,133	\$532,908	\$1,231,385
Top Administrative Position	9	\$255,058			\$251,057		
Top Development Position	8	\$284,098			\$276,335		
Top Education Position	6	\$282,702			\$275,301		
Top Finance Position	35	\$304,478	\$131,898	\$198,555	\$261,020	\$362,861	\$555,466
Top Operations Position	22	\$326,128	\$178,334	\$199,725	\$260,555	\$376,576	\$608,653
Top Technology Position	6	\$382,177			\$365,775		
Maryland							
\$250 thousand or less							
CEO/Executive Director	349	\$50,392	\$22,096	\$32,305	\$46,200	\$64,800	\$81,896
Top Administrative Position	9	\$41,556			\$30,390		
Top Finance Position	18	\$34,574		\$20,518	\$29,942	\$44,163	
Top Operations Position	5	\$29,299			\$29,933		
Top Program Position	11	\$37,350		\$20,450	\$41,022	\$52,643	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	303	\$77,692	\$37,050	\$51,642	\$72,000	\$95,054	\$124,915

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Between \$250 thousand and \$500 thousand							
Top Administrative Position	7	\$37,517			\$36,400		
Top Finance Position	12	\$50,324		\$30,750	\$40,325	\$54,597	
Top Operations Position	7	\$60,626			\$58,000		
Top Program Position	5	\$43,779			\$43,272		
Between \$500 thousand and \$1 million							
CEO/Executive Director	309	\$100,766	\$48,931	\$67,061	\$91,316	\$120,500	\$163,378
Top Administrative Position	8	\$70,264			\$66,500		
Top Finance Position	26	\$73,604	\$26,966	\$45,750	\$63,625	\$86,937	\$124,474
Top Operations Position	6	\$57,884			\$55,449		
Top Program Position	8	\$81,564			\$67,709		
Between \$1 million and \$2.5 million							
CEO/Executive Director	407	\$136,485	\$65,910	\$88,458	\$117,157	\$165,966	\$218,668
Top Administrative Position	16	\$96,909		\$60,171	\$101,369	\$121,996	
Top Business Position	15	\$126,652		\$104,874	\$124,535	\$165,377	
Top Finance Position	62	\$103,127	\$40,007	\$64,878	\$80,978	\$129,551	\$171,913
Top Operations Position	24	\$97,664	\$43,267	\$64,769	\$80,596	\$130,936	\$169,961
Top PR/Communications Position	5	\$107,472			\$101,103		
Top Program Position	10	\$127,256		\$124,663	\$127,046	\$136,370	
Between \$2.5 million and \$5 million							
CEO/Executive Director	248	\$171,488	\$87,738	\$115,944	\$150,257	\$210,277	\$272,324
Top Administrative Position	19	\$141,978		\$109,746	\$144,575	\$172,917	
Top Business Position	12	\$160,458		\$92,524	\$146,432	\$196,847	
Top Development Position	16	\$135,980		\$118,160	\$133,469	\$145,349	
Top Education Position	14	\$156,564		\$124,365	\$152,715	\$188,284	
Top Finance Position	87	\$118,462	\$61,558	\$85,729	\$112,151	\$137,479	\$182,676
Top Human Resources Position	6	\$127,552			\$134,430		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Between \$2.5 million and \$5 million							
Top Legal Position	5	\$196,769			\$176,716		
Top Marketing Position	6	\$207,878			\$158,544		
Top Operations Position	31	\$158,652	\$99,225	\$110,179	\$147,603	\$183,931	\$222,437
Top PR/Communications Position	9	\$128,150			\$130,789		
Top Program Position	17	\$135,291		\$122,083	\$136,167	\$147,103	
Top Technology Position	5	\$160,767			\$164,759		
Between \$5 million and \$10 million							
CEO/Executive Director	209	\$212,278	\$105,041	\$131,092	\$176,780	\$254,000	\$363,546
Top Administrative Position	24	\$205,778	\$109,479	\$137,097	\$164,643	\$259,475	\$328,479
Top Business Position	14	\$142,612		\$116,479	\$140,153	\$177,157	
Top Development Position	17	\$145,382		\$120,000	\$130,065	\$154,222	
Top Education Position	12	\$154,611		\$121,842	\$145,803	\$173,632	
Top Facilities Position	7	\$172,730			\$189,117		
Top Finance Position	104	\$132,297	\$77,913	\$95,931	\$125,733	\$152,530	\$184,515
Top Human Resources Position	10	\$132,876		\$110,382	\$124,363	\$136,467	
Top Marketing Position	11	\$160,575		\$135,644	\$146,206	\$160,704	
Top Operations Position	40	\$164,633	\$107,639	\$126,834	\$145,077	\$201,619	\$251,647
Top PR/Communications Position	17	\$150,345		\$117,165	\$130,877	\$163,518	
Top Program Position	19	\$139,901		\$121,235	\$126,576	\$160,485	
Top Technology Position	22	\$145,009	\$116,676	\$126,185	\$135,069	\$149,355	\$178,327
Between \$10 million and \$25 million							
CEO/Executive Director	194	\$293,938	\$135,910	\$184,733	\$244,813	\$368,562	\$498,852
Top Administrative Position	35	\$178,676	\$120,268	\$136,528	\$167,601	\$195,703	\$231,907
Top Business Position	30	\$179,106	\$121,447	\$129,134	\$159,303	\$217,782	\$231,691
Top Development Position	34	\$154,370	\$107,154	\$120,436	\$142,914	\$166,711	\$229,287
Top Education Position	22	\$180,374	\$123,561	\$137,326	\$178,396	\$203,574	\$250,856

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Between \$10 million and \$25 million							
Top Facilities Position	10	\$167,817		\$114,025	\$132,136	\$161,856	
Top Finance Position	139	\$168,189	\$92,287	\$123,253	\$165,107	\$196,940	\$247,293
Top Human Resources Position	14	\$179,822		\$138,360	\$167,681	\$194,768	
Top Legal Position	9	\$304,447			\$274,757		
Top Marketing Position	20	\$189,319	\$128,688	\$139,613	\$185,382	\$210,073	\$236,634
Top Operations Position	69	\$186,927	\$115,830	\$134,532	\$158,204	\$235,623	\$304,958
Top PR/Communications Position	25	\$177,801	\$123,009	\$134,087	\$179,656	\$201,779	\$213,970
Top Program Position	24	\$166,269	\$124,312	\$131,700	\$145,039	\$195,191	\$214,565
Top Technology Position	38	\$175,166	\$118,698	\$132,196	\$166,976	\$194,066	\$229,676
Between \$25 million and \$50 million							
CEO/Executive Director	91	\$379,021	\$164,100	\$210,054	\$342,549	\$471,712	\$636,902
Top Administrative Position	25	\$197,540	\$115,296	\$130,666	\$173,810	\$214,474	\$272,853
Top Business Position	16	\$190,425		\$140,362	\$169,219	\$211,020	
Top Development Position	28	\$196,259	\$134,428	\$151,933	\$182,728	\$207,748	\$255,391
Top Education Position	13	\$178,257		\$134,172	\$156,100	\$182,432	
Top Facilities Position	6	\$192,050			\$176,689		
Top Finance Position	76	\$197,656	\$105,220	\$145,570	\$188,168	\$241,672	\$274,116
Top Human Resources Position	26	\$161,368	\$127,939	\$137,102	\$157,940	\$186,797	\$198,223
Top Legal Position	14	\$215,304		\$165,914	\$215,557	\$244,074	
Top Operations Position	45	\$216,656	\$125,661	\$146,946	\$191,036	\$269,242	\$312,053
Top PR/Communications Position	14	\$187,106		\$138,670	\$170,043	\$209,805	
Top Program Position	14	\$223,761		\$141,029	\$189,250	\$235,573	
Top Technology Position	21	\$150,288	\$123,499	\$132,276	\$144,037	\$162,030	\$180,047
Greater than \$50 million							
CEO/Executive Director	80	\$776,198	\$235,353	\$361,407	\$540,196	\$882,829	\$1,424,475
Top Administrative Position	21	\$288,208	\$160,028	\$191,187	\$260,209	\$332,756	\$475,318

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Greater than \$50 million							
Top Business Position	12	\$249,139		\$193,187	\$239,620	\$282,951	
Top Development Position	28	\$263,526	\$157,644	\$201,008	\$225,613	\$314,664	\$363,811
Top Education Position	14	\$309,108		\$221,442	\$268,432	\$344,164	
Top Facilities Position	7	\$189,417			\$165,197		
Top Finance Position	73	\$355,647	\$155,614	\$199,128	\$285,344	\$387,374	\$591,581
Top Human Resources Position	30	\$235,376	\$153,502	\$181,579	\$202,799	\$272,180	\$330,054
Top Legal Position	20	\$406,446	\$198,991	\$243,073	\$361,513	\$580,379	\$708,691
Top Marketing Position	15	\$188,742		\$145,775	\$180,121	\$216,602	
Top Operations Position	46	\$378,790	\$168,074	\$241,531	\$324,543	\$421,018	\$695,722
Top PR/Communications Position	19	\$244,383		\$184,940	\$218,286	\$269,710	
Top Program Position	16	\$250,517		\$186,187	\$210,274	\$286,322	
Top Technology Position	33	\$283,431	\$162,960	\$185,989	\$216,726	\$311,229	\$438,194

Massachusetts

\$250 thousand or less

CEO/Executive Director	497	\$49,113	\$22,788	\$32,240	\$44,324	\$61,343	\$79,918
Top Administrative Position	10	\$38,352		\$26,584	\$35,860	\$52,623	
Top Finance Position	39	\$45,524	\$15,600	\$22,267	\$37,308	\$61,662	\$88,193
Top Operations Position	10	\$42,325		\$35,059	\$38,948	\$55,298	
Top Program Position	17	\$41,749		\$32,352	\$40,000	\$43,531	

Between \$250 thousand and \$500 thousand

CEO/Executive Director	414	\$75,480	\$35,321	\$54,254	\$72,433	\$90,708	\$113,724
Top Administrative Position	8	\$75,974			\$58,283		
Top Business Position	13	\$128,855		\$98,119	\$135,463	\$143,575	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Between \$250 thousand and \$500 thousand							
Top Finance Position	40	\$72,871	\$29,965	\$47,561	\$65,181	\$87,531	\$118,727
Top Operations Position	5	\$64,466			\$67,517		
Top Program Position	8	\$52,970			\$45,243		
Between \$500 thousand and \$1 million							
CEO/Executive Director	491	\$98,591	\$55,686	\$69,920	\$89,574	\$115,027	\$157,621
Top Administrative Position	10	\$63,756		\$48,280	\$60,447	\$73,090	
Top Business Position	13	\$142,600		\$121,727	\$146,586	\$161,002	
Top Finance Position	60	\$88,754	\$32,977	\$55,207	\$84,005	\$116,360	\$147,283
Top Operations Position	10	\$81,110		\$72,625	\$79,010	\$98,774	
Top Program Position	12	\$82,938		\$65,781	\$85,925	\$110,784	
Between \$1 million and \$2.5 million							
CEO/Executive Director	664	\$132,846	\$66,244	\$92,227	\$117,085	\$154,989	\$213,224
Top Administrative Position	26	\$117,338	\$71,828	\$79,926	\$109,403	\$146,108	\$162,900
Top Business Position	24	\$137,364	\$50,295	\$75,235	\$157,228	\$191,495	\$210,810
Top Development Position	15	\$117,034		\$109,300	\$115,549	\$137,102	
Top Education Position	8	\$139,363			\$130,287		
Top Finance Position	105	\$119,937	\$54,433	\$70,411	\$100,483	\$142,989	\$185,748
Top Legal Position	7	\$143,880			\$146,996		
Top Marketing Position	5	\$132,787			\$131,462		
Top Operations Position	39	\$136,856	\$71,277	\$92,640	\$115,661	\$163,914	\$227,855
Top PR/Communications Position	8	\$125,081			\$128,059		
Top Program Position	19	\$105,762		\$89,603	\$107,870	\$127,557	
Between \$2.5 million and \$5 million							
CEO/Executive Director	359	\$172,760	\$93,234	\$117,552	\$154,500	\$194,730	\$268,328
Top Administrative Position	44	\$155,727	\$71,848	\$119,280	\$146,646	\$199,629	\$238,392
Top Business Position	16	\$144,026		\$94,536	\$112,402	\$188,180	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Between \$2.5 million and \$5 million							
Top Development Position	31	\$139,657	\$109,356	\$116,512	\$131,477	\$156,394	\$196,245
Top Education Position	10	\$141,750		\$117,180	\$135,311	\$169,650	
Top Facilities Position	14	\$137,103		\$121,748	\$139,113	\$149,189	
Top Finance Position	128	\$135,664	\$72,743	\$91,206	\$116,752	\$150,770	\$222,689
Top Legal Position	10	\$208,178		\$141,109	\$165,400	\$211,791	
Top Marketing Position	5	\$172,499			\$138,541		
Top Operations Position	61	\$153,381	\$88,832	\$113,789	\$134,612	\$155,921	\$241,481
Top PR/Communications Position	6	\$170,435			\$149,126		
Top Program Position	20	\$122,068	\$87,091	\$116,415	\$124,083	\$134,591	\$140,927
Top Technology Position	8	\$166,817			\$147,068		
Between \$5 million and \$10 million							
CEO/Executive Director	284	\$229,046	\$120,364	\$157,767	\$200,645	\$263,729	\$360,083
Top Administrative Position	55	\$175,459	\$88,700	\$117,065	\$155,002	\$212,793	\$302,946
Top Business Position	21	\$146,865	\$101,870	\$118,598	\$139,128	\$164,681	\$218,207
Top Development Position	42	\$151,086	\$104,752	\$109,980	\$135,662	\$173,945	\$196,836
Top Education Position	11	\$155,103		\$119,600	\$132,801	\$171,350	
Top Facilities Position	20	\$171,391	\$120,072	\$131,358	\$168,438	\$212,164	\$222,694
Top Finance Position	175	\$154,638	\$85,354	\$112,807	\$136,577	\$173,456	\$229,022
Top Human Resources Position	17	\$148,847		\$122,404	\$148,050	\$172,339	
Top Legal Position	9	\$180,929			\$171,664		
Top Marketing Position	8	\$166,194			\$154,729		
Top Operations Position	46	\$173,237	\$114,404	\$126,510	\$157,564	\$195,582	\$231,142
Top PR/Communications Position	15	\$158,432		\$134,176	\$145,292	\$179,867	
Top Program Position	18	\$134,403		\$118,891	\$123,726	\$141,540	
Top Technology Position	17	\$165,217		\$134,941	\$151,736	\$178,884	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Between \$10 million and \$25 million							
CEO/Executive Director	297	\$307,123	\$136,209	\$174,947	\$239,408	\$339,159	\$451,270
Top Administrative Position	64	\$172,525	\$116,710	\$126,612	\$147,507	\$178,561	\$288,345
Top Business Position	27	\$198,012	\$120,562	\$133,109	\$176,148	\$252,653	\$288,510
Top Development Position	65	\$168,403	\$116,865	\$136,732	\$158,671	\$183,104	\$228,314
Top Education Position	23	\$174,048	\$130,702	\$135,030	\$148,315	\$216,305	\$261,783
Top Facilities Position	13	\$151,598		\$121,244	\$130,274	\$139,828	
Top Finance Position	223	\$187,058	\$104,196	\$123,917	\$154,097	\$201,002	\$265,129
Top Human Resources Position	32	\$142,458	\$113,065	\$118,991	\$130,686	\$154,190	\$168,193
Top Legal Position	15	\$214,418		\$170,135	\$197,439	\$237,429	
Top Marketing Position	19	\$177,351		\$129,500	\$152,169	\$235,802	
Top Operations Position	114	\$182,358	\$112,122	\$132,048	\$168,979	\$210,469	\$257,671
Top PR/Communications Position	20	\$186,305	\$117,994	\$135,432	\$159,497	\$191,227	\$275,165
Top Program Position	44	\$151,723	\$112,320	\$125,244	\$142,931	\$173,427	\$193,369
Top Technology Position	35	\$162,635	\$128,481	\$142,232	\$158,717	\$172,473	\$197,732
Between \$25 million and \$50 million							
CEO/Executive Director	145	\$368,664	\$151,020	\$204,508	\$306,004	\$438,650	\$639,242
Top Administrative Position	22	\$182,471	\$115,160	\$131,486	\$170,916	\$229,883	\$256,887
Top Business Position	15	\$181,723		\$142,720	\$165,256	\$210,587	
Top Development Position	49	\$218,360	\$128,010	\$168,017	\$216,464	\$267,508	\$290,497
Top Education Position	21	\$206,147	\$123,809	\$138,176	\$164,549	\$230,513	\$267,560
Top Facilities Position	11	\$175,267		\$147,264	\$162,790	\$196,009	
Top Finance Position	127	\$223,246	\$127,487	\$151,273	\$196,754	\$267,903	\$319,039
Top Human Resources Position	20	\$158,745	\$121,067	\$129,949	\$147,040	\$176,991	\$202,375
Top Legal Position	7	\$235,118			\$240,369		
Top Marketing Position	19	\$187,888		\$141,761	\$186,324	\$213,609	
Top Operations Position	68	\$213,988	\$126,379	\$150,241	\$202,702	\$249,021	\$318,844

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Between \$25 million and \$50 million							
Top PR/Communications Position	16	\$180,068		\$130,694	\$173,075	\$220,345	
Top Program Position	19	\$181,785		\$150,477	\$161,105	\$224,247	
Top Technology Position	29	\$174,349	\$122,329	\$139,549	\$155,351	\$195,113	\$203,325
Greater than \$50 million							
CEO/Executive Director	177	\$806,417	\$235,185	\$369,041	\$565,406	\$952,293	\$1,475,018
Top Administrative Position	46	\$304,033	\$160,921	\$201,110	\$261,788	\$358,304	\$506,444
Top Business Position	27	\$308,525	\$156,280	\$181,199	\$267,434	\$428,619	\$499,242
Top Development Position	67	\$338,109	\$178,361	\$234,699	\$279,332	\$426,236	\$570,721
Top Education Position	50	\$364,677	\$194,990	\$236,537	\$295,904	\$391,863	\$672,294
Top Facilities Position	20	\$272,113	\$160,555	\$179,061	\$216,151	\$355,773	\$413,238
Top Finance Position	156	\$439,364	\$161,190	\$204,464	\$315,133	\$455,322	\$766,441
Top Human Resources Position	62	\$288,254	\$158,389	\$189,163	\$221,785	\$375,970	\$482,828
Top Legal Position	39	\$377,807	\$142,453	\$247,293	\$311,061	\$470,381	\$672,897
Top Marketing Position	26	\$273,143	\$174,703	\$209,894	\$240,743	\$319,031	\$421,948
Top Operations Position	80	\$473,478	\$198,540	\$255,185	\$346,886	\$480,778	\$706,706
Top PR/Communications Position	37	\$272,226	\$149,809	\$196,860	\$254,166	\$350,322	\$431,150
Top Program Position	27	\$301,109	\$145,166	\$188,394	\$243,984	\$329,732	\$426,491
Top Technology Position	78	\$403,124	\$157,581	\$193,324	\$267,103	\$337,135	\$581,486
Michigan							
\$250 thousand or less							
CEO/Executive Director	549	\$44,296	\$20,350	\$29,540	\$41,391	\$54,629	\$71,236
Top Administrative Position	18	\$35,489		\$22,609	\$31,439	\$45,246	
Top Education Position	5	\$68,298			\$54,444		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
\$250 thousand or less							
Top Finance Position	44	\$34,514	\$16,570	\$19,412	\$32,030	\$41,858	\$55,474
Top Operations Position	6	\$39,474			\$44,353		
Top Program Position	14	\$39,802		\$31,625	\$35,106	\$45,789	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	421	\$65,922	\$33,500	\$45,280	\$58,899	\$80,000	\$105,846
Top Administrative Position	18	\$44,614		\$28,227	\$43,502	\$55,956	
Top Business Position	5	\$86,168			\$112,070		
Top Finance Position	26	\$39,007	\$23,002	\$25,381	\$37,161	\$45,158	\$58,312
Top Operations Position	7	\$62,229			\$57,544		
Between \$500 thousand and \$1 million							
CEO/Executive Director	458	\$82,223	\$38,844	\$56,764	\$71,185	\$97,807	\$132,700
Top Administrative Position	23	\$60,740	\$39,089	\$47,820	\$59,427	\$66,204	\$76,631
Top Business Position	15	\$90,747		\$62,283	\$90,442	\$125,765	
Top Finance Position	51	\$66,770	\$29,901	\$44,202	\$56,600	\$74,950	\$120,055
Top Operations Position	9	\$76,658			\$64,595		
Top Program Position	7	\$45,879			\$33,673		
Between \$1 million and \$2.5 million							
CEO/Executive Director	536	\$111,582	\$53,348	\$73,525	\$95,674	\$132,086	\$182,833
Top Administrative Position	33	\$91,763	\$40,330	\$69,984	\$81,675	\$118,206	\$136,684
Top Business Position	20	\$155,664	\$87,529	\$119,221	\$152,590	\$188,850	\$245,289
Top Development Position	5	\$98,103			\$108,014		
Top Education Position	6	\$119,331			\$136,923		
Top Finance Position	83	\$92,656	\$38,394	\$52,949	\$77,699	\$111,103	\$171,743
Top Operations Position	19	\$112,512		\$62,247	\$80,923	\$143,609	
Between \$2.5 million and \$5 million							
CEO/Executive Director	333	\$145,924	\$75,226	\$97,920	\$125,126	\$175,893	\$236,838

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Between \$2.5 million and \$5 million							
Top Administrative Position	27	\$118,919	\$62,710	\$79,781	\$121,021	\$132,709	\$159,416
Top Business Position	19	\$142,385		\$109,424	\$133,552	\$179,238	
Top Development Position	11	\$123,008		\$81,393	\$120,615	\$157,994	
Top Education Position	5	\$206,535			\$170,580		
Top Finance Position	105	\$105,156	\$54,241	\$69,958	\$96,977	\$125,243	\$161,567
Top Operations Position	32	\$121,491	\$75,121	\$95,599	\$112,050	\$132,050	\$172,539
Top PR/Communications Position	5	\$134,971			\$129,356		
Top Program Position	10	\$120,909		\$84,474	\$122,971	\$141,817	
Between \$5 million and \$10 million							
CEO/Executive Director	219	\$188,078	\$93,541	\$123,488	\$162,632	\$214,548	\$284,651
Top Administrative Position	27	\$151,807	\$91,853	\$111,392	\$126,553	\$168,148	\$258,616
Top Business Position	10	\$178,990		\$158,226	\$171,018	\$208,740	
Top Development Position	14	\$158,186		\$109,824	\$129,156	\$173,412	
Top Education Position	9	\$154,348			\$135,926		
Top Facilities Position	12	\$163,087		\$144,851	\$159,180	\$181,886	
Top Finance Position	100	\$118,086	\$64,535	\$82,294	\$108,733	\$138,286	\$180,080
Top Human Resources Position	6	\$121,182			\$127,219		
Top Marketing Position	5	\$134,422			\$140,775		
Top Operations Position	29	\$154,800	\$89,538	\$106,932	\$128,006	\$150,861	\$224,594
Top PR/Communications Position	6	\$166,991			\$144,236		
Top Program Position	8	\$138,390			\$120,473		
Top Technology Position	5	\$170,464			\$129,679		
Between \$10 million and \$25 million							
CEO/Executive Director	202	\$248,591	\$120,067	\$151,823	\$208,103	\$292,457	\$396,187
Top Administrative Position	23	\$174,471	\$122,268	\$131,307	\$175,655	\$199,918	\$233,658
Top Business Position	16	\$157,357		\$132,093	\$152,472	\$179,235	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Between \$10 million and \$25 million							
Top Development Position	17	\$152,628		\$121,068	\$143,657	\$182,503	
Top Education Position	7	\$134,396			\$136,451		
Top Finance Position	127	\$141,369	\$78,971	\$106,235	\$134,500	\$175,206	\$207,135
Top Human Resources Position	15	\$118,649		\$109,581	\$116,198	\$119,683	
Top Marketing Position	8	\$139,395			\$132,741		
Top Operations Position	69	\$153,386	\$102,788	\$120,636	\$148,331	\$181,622	\$200,467
Top PR/Communications Position	5	\$155,741			\$157,785		
Top Program Position	9	\$135,093			\$128,027		
Top Technology Position	22	\$148,000	\$118,299	\$124,931	\$132,278	\$172,330	\$186,927
Between \$25 million and \$50 million							
CEO/Executive Director	84	\$326,928	\$137,690	\$203,308	\$287,913	\$417,345	\$575,847
Top Administrative Position	10	\$199,574		\$147,088	\$189,872	\$220,040	
Top Business Position	9	\$204,124			\$178,790		
Top Development Position	12	\$161,467		\$138,820	\$149,293	\$175,360	
Top Finance Position	67	\$204,649	\$106,553	\$139,684	\$183,162	\$226,398	\$260,146
Top Human Resources Position	23	\$164,050	\$111,477	\$130,314	\$154,437	\$191,516	\$224,408
Top Marketing Position	14	\$162,138		\$129,723	\$153,028	\$175,007	
Top Operations Position	25	\$209,868	\$155,928	\$166,145	\$187,133	\$212,941	\$322,567
Top PR/Communications Position	5	\$168,876			\$144,068		
Top Program Position	5	\$176,116			\$160,498		
Top Technology Position	23	\$172,787	\$131,866	\$140,634	\$162,351	\$185,664	\$246,804
Greater than \$50 million							
CEO/Executive Director	114	\$910,850	\$191,918	\$313,112	\$531,080	\$868,473	\$1,743,652
Top Administrative Position	24	\$252,380	\$139,348	\$186,352	\$232,966	\$289,311	\$430,940
Top Business Position	18	\$300,190		\$189,309	\$221,696	\$257,349	
Top Development Position	25	\$233,787	\$130,221	\$176,026	\$221,479	\$284,439	\$338,584

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Greater than \$50 million							
Top Education Position	20	\$249,461	\$156,084	\$169,949	\$248,580	\$314,276	\$336,105
Top Facilities Position	5	\$386,883			\$190,857		
Top Finance Position	99	\$353,191	\$140,472	\$197,894	\$267,885	\$367,719	\$556,470
Top Human Resources Position	28	\$392,400	\$141,230	\$183,079	\$257,074	\$429,785	\$910,431
Top Legal Position	18	\$393,749		\$238,556	\$281,900	\$352,896	
Top Marketing Position	21	\$288,809	\$133,407	\$155,081	\$189,265	\$286,204	\$695,358
Top Operations Position	56	\$492,957	\$127,242	\$199,309	\$284,899	\$388,739	\$1,104,225
Top PR/Communications Position	8	\$310,927			\$238,112		
Top Program Position	13	\$238,892		\$177,701	\$225,055	\$318,175	
Top Technology Position	42	\$402,797	\$155,175	\$172,462	\$240,529	\$423,377	\$941,018
Minnesota							
\$250 thousand or less							
CEO/Executive Director	512	\$45,801	\$20,680	\$29,829	\$42,314	\$57,239	\$74,893
Top Administrative Position	8	\$41,166			\$38,349		
Top Finance Position	30	\$35,952	\$16,793	\$20,395	\$30,393	\$44,351	\$59,485
Top Operations Position	8	\$41,395			\$42,090		
Top Program Position	16	\$43,692		\$36,704	\$40,350	\$55,361	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	384	\$69,488	\$37,971	\$51,392	\$63,330	\$83,287	\$107,004
Top Administrative Position	11	\$57,612		\$51,135	\$53,901	\$64,197	
Top Development Position	6	\$37,684			\$35,337		
Top Finance Position	12	\$56,614		\$29,171	\$47,088	\$70,195	
Top Operations Position	9	\$62,007			\$47,598		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Between \$250 thousand and \$500 thousand							
Top Program Position	6	\$53,024			\$52,956		
Between \$500 thousand and \$1 million							
CEO/Executive Director	383	\$87,648	\$48,128	\$61,971	\$80,702	\$104,106	\$137,147
Top Administrative Position	12	\$73,055		\$62,697	\$71,489	\$83,707	
Top Business Position	8	\$131,230			\$141,976		
Top Finance Position	38	\$75,090	\$33,325	\$48,692	\$61,942	\$92,673	\$136,594
Top Operations Position	9	\$75,900			\$75,000		
Top Program Position	7	\$87,646			\$62,875		
Between \$1 million and \$2.5 million							
CEO/Executive Director	501	\$110,921	\$59,306	\$75,025	\$98,987	\$131,844	\$175,000
Top Administrative Position	25	\$95,254	\$56,301	\$75,061	\$99,861	\$122,205	\$126,132
Top Business Position	16	\$99,280		\$40,200	\$87,036	\$147,539	
Top Education Position	8	\$114,140			\$117,192		
Top Finance Position	79	\$80,041	\$44,661	\$54,701	\$69,408	\$90,966	\$138,421
Top Operations Position	24	\$97,365	\$48,298	\$66,961	\$87,116	\$118,292	\$164,125
Top PR/Communications Position	7	\$125,720			\$128,316		
Top Program Position	6	\$116,832			\$116,270		
Between \$2.5 million and \$5 million							
CEO/Executive Director	267	\$145,523	\$74,764	\$97,578	\$127,224	\$167,064	\$224,604
Top Administrative Position	35	\$111,393	\$66,344	\$76,502	\$101,625	\$124,851	\$179,502
Top Business Position	20	\$132,445	\$49,023	\$57,113	\$141,145	\$174,620	\$244,433
Top Development Position	9	\$129,203			\$129,120		
Top Education Position	5	\$126,625			\$139,242		
Top Finance Position	106	\$98,848	\$53,564	\$67,880	\$84,394	\$111,170	\$173,572
Top Human Resources Position	7	\$107,445			\$107,211		
Top Marketing Position	5	\$132,845			\$119,036		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Between \$2.5 million and \$5 million							
Top Operations Position	23	\$127,053	\$62,954	\$93,920	\$126,387	\$156,807	\$184,844
Top Program Position	5	\$101,467			\$111,071		
Between \$5 million and \$10 million							
CEO/Executive Director	225	\$172,914	\$89,317	\$114,158	\$149,597	\$211,201	\$265,259
Top Administrative Position	38	\$129,932	\$78,658	\$99,868	\$112,243	\$145,258	\$241,826
Top Business Position	20	\$154,906	\$79,624	\$120,824	\$166,597	\$202,535	\$232,668
Top Development Position	15	\$133,540		\$125,029	\$136,218	\$140,974	
Top Education Position	8	\$133,714			\$126,369		
Top Facilities Position	5	\$146,868			\$141,199		
Top Finance Position	118	\$112,211	\$55,974	\$77,889	\$104,975	\$129,857	\$180,734
Top Marketing Position	6	\$122,013			\$116,299		
Top Operations Position	38	\$146,324	\$86,413	\$113,982	\$129,827	\$182,013	\$198,921
Top PR/Communications Position	5	\$139,820			\$133,029		
Top Program Position	6	\$116,278			\$119,287		
Top Technology Position	9	\$157,391			\$138,649		
Between \$10 million and \$25 million							
CEO/Executive Director	176	\$214,204	\$118,851	\$145,941	\$187,745	\$244,632	\$326,301
Top Administrative Position	47	\$185,343	\$116,730	\$129,738	\$161,419	\$212,925	\$301,830
Top Business Position	16	\$155,300		\$119,629	\$142,143	\$210,311	
Top Development Position	20	\$172,838	\$115,941	\$128,426	\$168,048	\$184,273	\$217,990
Top Finance Position	109	\$131,202	\$76,282	\$96,480	\$125,607	\$153,299	\$181,814
Top Human Resources Position	11	\$153,090		\$124,510	\$144,133	\$161,097	
Top Marketing Position	13	\$149,426		\$119,368	\$144,143	\$173,983	
Top Operations Position	50	\$167,609	\$103,151	\$127,909	\$157,579	\$192,937	\$248,448
Top PR/Communications Position	8	\$173,026			\$165,756		
Top Program Position	7	\$126,574			\$127,186		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Between \$10 million and \$25 million							
Top Technology Position	9	\$182,595			\$155,541		
Between \$25 million and \$50 million							
CEO/Executive Director	73	\$357,828	\$149,654	\$203,106	\$274,649	\$421,967	\$614,555
Top Administrative Position	26	\$176,610	\$119,658	\$133,128	\$152,204	\$188,486	\$299,195
Top Business Position	9	\$188,243			\$193,612		
Top Development Position	20	\$176,847	\$119,628	\$132,952	\$152,081	\$214,744	\$246,320
Top Education Position	10	\$143,061		\$120,612	\$153,322	\$161,557	
Top Finance Position	65	\$202,870	\$114,161	\$134,947	\$178,161	\$218,014	\$299,984
Top Human Resources Position	18	\$169,572		\$125,172	\$146,799	\$199,055	
Top Legal Position	8	\$266,211			\$258,915		
Top Marketing Position	8	\$169,891			\$173,896		
Top Operations Position	36	\$215,773	\$139,936	\$156,795	\$191,984	\$246,482	\$305,153
Top PR/Communications Position	8	\$189,552			\$161,933		
Top Program Position	7	\$193,062			\$181,019		
Top Technology Position	12	\$167,573		\$132,179	\$159,098	\$181,204	
Greater than \$50 million							
CEO/Executive Director	81	\$716,855	\$233,220	\$352,464	\$440,748	\$771,425	\$1,178,990
Top Administrative Position	25	\$299,597	\$166,740	\$216,743	\$255,966	\$336,350	\$490,259
Top Business Position	11	\$380,871		\$294,235	\$378,204	\$423,505	
Top Development Position	31	\$245,086	\$149,010	\$169,173	\$200,269	\$298,822	\$367,723
Top Education Position	16	\$239,320		\$180,856	\$222,952	\$274,008	
Top Facilities Position	6	\$189,058			\$185,042		
Top Finance Position	80	\$402,828	\$172,116	\$202,443	\$287,337	\$442,012	\$711,696
Top Human Resources Position	27	\$380,835	\$181,327	\$209,678	\$287,367	\$518,056	\$741,433
Top Legal Position	15	\$685,706		\$286,349	\$499,850	\$730,562	
Top Marketing Position	17	\$350,616		\$160,080	\$248,090	\$319,019	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Greater than \$50 million							
Top Operations Position	43	\$409,635	\$176,691	\$188,533	\$268,435	\$422,835	\$706,325
Top PR/Communications Position	13	\$296,469		\$187,586	\$302,188	\$385,081	
Top Program Position	6	\$319,549			\$259,207		
Top Technology Position	36	\$328,879	\$157,276	\$167,806	\$252,629	\$420,870	\$594,596
Mississippi							
\$250 thousand or less							
CEO/Executive Director	143	\$43,379	\$19,702	\$30,500	\$41,212	\$53,034	\$65,156
Top Administrative Position	6	\$32,950			\$30,623		
Top Finance Position	10	\$41,492		\$24,688	\$36,198	\$47,919	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	94	\$68,542	\$30,000	\$44,303	\$60,227	\$85,769	\$117,642
Top Finance Position	7	\$51,746			\$42,083		
Between \$500 thousand and \$1 million							
CEO/Executive Director	105	\$82,335	\$36,004	\$47,950	\$68,860	\$105,504	\$142,375
Top Administrative Position	6	\$54,148			\$42,583		
Top Business Position	7	\$109,260			\$103,447		
Top Finance Position	13	\$54,665		\$30,381	\$41,918	\$62,246	
Between \$1 million and \$2.5 million							
CEO/Executive Director	96	\$119,972	\$56,532	\$75,226	\$97,996	\$140,972	\$217,900
Top Finance Position	8	\$85,017			\$62,900		
Between \$2.5 million and \$5 million							
CEO/Executive Director	55	\$138,046	\$74,382	\$87,229	\$108,061	\$153,045	\$214,347
Top Administrative Position	7	\$109,524			\$112,080		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Between \$2.5 million and \$5 million							
Top Finance Position	23	\$90,131	\$57,867	\$60,831	\$82,065	\$99,669	\$134,962
Top Operations Position	6	\$104,279			\$69,213		
Between \$5 million and \$10 million							
CEO/Executive Director	48	\$187,881	\$78,300	\$120,345	\$155,506	\$235,352	\$269,656
Top Administrative Position	5	\$146,474			\$117,175		
Top Finance Position	25	\$116,725	\$58,484	\$72,800	\$101,941	\$135,818	\$187,872
Top Operations Position	9	\$125,642			\$110,000		
Between \$10 million and \$25 million							
CEO/Executive Director	33	\$246,340	\$119,663	\$151,207	\$199,548	\$235,781	\$366,205
Top Administrative Position	6	\$267,907			\$149,271		
Top Finance Position	23	\$153,891	\$77,744	\$88,838	\$116,493	\$143,824	\$204,848
Top Operations Position	7	\$159,953			\$158,216		
Between \$25 million and \$50 million							
CEO/Executive Director	19	\$217,206		\$143,097	\$166,980	\$261,422	
Top Administrative Position	9	\$173,510			\$171,227		
Top Finance Position	11	\$163,428		\$111,113	\$116,109	\$196,336	
Top Technology Position	6	\$127,581			\$134,542		
Greater than \$50 million							
CEO/Executive Director	21	\$501,921	\$279,590	\$314,618	\$388,616	\$567,888	\$900,754
Top Administrative Position	14	\$280,277		\$216,557	\$308,704	\$355,903	
Top Education Position	5	\$200,457			\$195,426		
Top Finance Position	19	\$242,858		\$161,105	\$195,010	\$235,695	
Top Human Resources Position	5	\$227,750			\$192,775		
Top Operations Position	6	\$357,692			\$302,618		
Top Technology Position	5	\$220,534			\$174,203		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
\$250 thousand or less							
CEO/Executive Director	359	\$43,467	\$20,584	\$26,061	\$37,500	\$55,239	\$72,948
Top Administrative Position	15	\$30,418		\$20,317	\$30,000	\$36,934	
Top Finance Position	24	\$41,406	\$19,667	\$22,981	\$36,445	\$50,317	\$72,304
Top Operations Position	10	\$38,972		\$29,132	\$33,661	\$40,407	
Top Program Position	6	\$38,331			\$36,500		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	270	\$63,854	\$27,976	\$43,515	\$58,914	\$80,822	\$102,523
Top Administrative Position	10	\$33,654		\$26,333	\$31,838	\$40,118	
Top Business Position	11	\$99,923		\$78,555	\$98,881	\$123,314	
Top Finance Position	26	\$62,704	\$23,599	\$30,950	\$46,827	\$91,289	\$125,737
Top Operations Position	5	\$64,207			\$58,415		
Between \$500 thousand and \$1 million							
CEO/Executive Director	325	\$84,165	\$40,200	\$58,190	\$75,980	\$106,610	\$138,565
Top Administrative Position	14	\$39,411		\$22,819	\$39,808	\$52,180	
Top Business Position	10	\$109,736		\$99,882	\$114,473	\$128,381	
Top Education Position	5	\$109,929			\$67,500		
Top Finance Position	21	\$97,535	\$33,400	\$48,237	\$88,591	\$122,153	\$200,918
Top Operations Position	5	\$62,630			\$73,909		
Between \$1 million and \$2.5 million							
CEO/Executive Director	386	\$114,762	\$56,554	\$73,075	\$98,250	\$141,713	\$195,736
Top Administrative Position	22	\$130,615	\$60,980	\$77,113	\$110,557	\$157,663	\$236,306
Top Business Position	17	\$143,361		\$89,860	\$140,684	\$175,112	
Top Development Position	5	\$92,383			\$108,114		
Top Finance Position	42	\$95,884	\$46,250	\$66,319	\$89,684	\$119,700	\$149,199
Top Operations Position	12	\$117,839		\$74,000	\$101,288	\$115,775	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Between \$2.5 million and \$5 million							
CEO/Executive Director	222	\$148,846	\$73,832	\$94,041	\$117,914	\$178,179	\$237,154
Top Administrative Position	28	\$109,847	\$61,701	\$78,719	\$108,166	\$137,307	\$167,845
Top Business Position	12	\$140,049		\$92,050	\$152,385	\$192,457	
Top Development Position	9	\$129,198			\$128,101		
Top Finance Position	71	\$109,586	\$57,091	\$75,570	\$101,071	\$129,854	\$162,258
Top Operations Position	26	\$134,719	\$74,111	\$89,641	\$132,931	\$164,763	\$208,890
Top Program Position	5	\$101,477			\$113,196		
Between \$5 million and \$10 million							
CEO/Executive Director	164	\$181,107	\$80,200	\$112,990	\$164,100	\$212,872	\$292,549
Top Administrative Position	27	\$170,160	\$81,023	\$104,986	\$171,935	\$213,885	\$272,457
Top Business Position	19	\$152,500		\$127,328	\$145,280	\$185,727	
Top Development Position	8	\$122,058			\$126,745		
Top Education Position	5	\$137,549			\$142,947		
Top Facilities Position	5	\$169,145			\$167,248		
Top Finance Position	93	\$113,793	\$58,732	\$79,878	\$106,526	\$135,059	\$169,097
Top Human Resources Position	5	\$97,281			\$102,538		
Top Marketing Position	5	\$162,194			\$124,279		
Top Operations Position	29	\$144,047	\$95,471	\$107,479	\$126,252	\$150,132	\$206,115
Top PR/Communications Position	7	\$120,577			\$124,279		
Top Technology Position	11	\$107,742		\$101,793	\$124,882	\$127,705	
Between \$10 million and \$25 million							
CEO/Executive Director	161	\$261,389	\$108,954	\$150,154	\$215,680	\$316,691	\$406,707
Top Administrative Position	25	\$188,314	\$111,300	\$120,044	\$156,880	\$216,903	\$279,423
Top Business Position	14	\$149,427		\$117,725	\$132,130	\$170,272	
Top Development Position	21	\$157,385	\$111,236	\$131,851	\$143,796	\$177,489	\$211,298
Top Education Position	5	\$146,671			\$122,946		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Between \$10 million and \$25 million							
Top Facilities Position	5	\$180,102			\$149,541		
Top Finance Position	104	\$149,021	\$72,305	\$101,132	\$127,224	\$163,871	\$197,322
Top Human Resources Position	12	\$134,906		\$112,101	\$136,569	\$158,844	
Top Marketing Position	15	\$175,219		\$130,756	\$157,455	\$172,822	
Top Operations Position	52	\$165,541	\$101,647	\$119,462	\$149,371	\$196,953	\$231,476
Top PR/Communications Position	13	\$190,374		\$157,281	\$169,605	\$181,833	
Top Program Position	6	\$147,484			\$140,942		
Top Technology Position	19	\$136,868		\$119,315	\$134,622	\$154,719	
Between \$25 million and \$50 million							
CEO/Executive Director	69	\$291,555	\$142,477	\$189,251	\$276,545	\$365,414	\$471,284
Top Administrative Position	26	\$210,185	\$140,056	\$161,001	\$207,032	\$271,707	\$283,789
Top Business Position	5	\$152,554			\$144,747		
Top Development Position	17	\$160,765		\$143,079	\$158,041	\$171,098	
Top Education Position	11	\$171,205		\$150,412	\$168,425	\$184,954	
Top Finance Position	47	\$170,758	\$89,757	\$120,259	\$151,931	\$213,939	\$257,626
Top Human Resources Position	8	\$148,261			\$134,087		
Top Operations Position	32	\$202,633	\$125,603	\$153,764	\$189,456	\$246,432	\$332,400
Top Program Position	7	\$161,959			\$136,396		
Top Technology Position	9	\$176,839			\$184,472		
Greater than \$50 million							
CEO/Executive Director	81	\$990,979	\$301,137	\$417,724	\$596,954	\$958,581	\$1,800,225
Top Administrative Position	33	\$358,140	\$139,999	\$187,845	\$268,578	\$442,645	\$682,216
Top Business Position	15	\$298,587		\$151,717	\$204,235	\$342,273	
Top Development Position	20	\$333,374	\$147,115	\$164,847	\$218,753	\$315,303	\$445,194
Top Education Position	16	\$248,462		\$197,219	\$218,029	\$319,229	
Top Finance Position	73	\$466,743	\$177,415	\$203,563	\$288,063	\$401,140	\$728,651

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Greater than \$50 million							
Top Human Resources Position	24	\$322,801	\$167,560	\$174,187	\$251,865	\$305,645	\$645,982
Top Legal Position	16	\$516,534		\$237,218	\$344,744	\$709,197	
Top Marketing Position	13	\$247,511		\$159,141	\$204,605	\$271,579	
Top Operations Position	46	\$423,352	\$176,735	\$222,559	\$290,112	\$389,971	\$730,179
Top PR/Communications Position	7	\$232,038			\$204,605		
Top Program Position	6	\$250,144			\$252,623		
Top Technology Position	30	\$264,947	\$141,768	\$175,405	\$226,487	\$298,974	\$381,319
Montana							
\$250 thousand or less							
CEO/Executive Director	173	\$44,344	\$22,438	\$30,623	\$41,520	\$52,741	\$69,800
Top Administrative Position	7	\$30,489			\$31,320		
Top Finance Position	7	\$35,724			\$34,976		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	138	\$64,566	\$31,325	\$42,896	\$55,667	\$71,790	\$99,386
Top Administrative Position	8	\$90,688			\$58,354		
Top Finance Position	8	\$34,919			\$31,186		
Between \$500 thousand and \$1 million							
CEO/Executive Director	130	\$70,781	\$33,250	\$47,948	\$67,464	\$85,294	\$106,010
Top Administrative Position	5	\$68,295			\$64,408		
Top Business Position	5	\$109,402			\$105,661		
Top Finance Position	11	\$47,887		\$32,286	\$45,895	\$55,006	
Between \$1 million and \$2.5 million							
CEO/Executive Director	131	\$89,429	\$54,998	\$61,989	\$83,614	\$104,966	\$130,510

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Between \$1 million and \$2.5 million							
Top Administrative Position	7	\$104,807			\$115,003		
Top Business Position	5	\$95,302			\$74,919		
Top Finance Position	21	\$75,996	\$48,378	\$55,622	\$74,474	\$82,830	\$109,572
Top Operations Position	6	\$71,742			\$61,065		
Between \$2.5 million and \$5 million							
CEO/Executive Director	59	\$114,191	\$55,998	\$73,930	\$105,126	\$140,939	\$178,782
Top Administrative Position	5	\$106,027			\$105,288		
Top Finance Position	20	\$85,960	\$40,518	\$52,378	\$70,720	\$97,652	\$134,175
Top Operations Position	8	\$87,761			\$80,333		
Between \$5 million and \$10 million							
CEO/Executive Director	53	\$144,434	\$81,759	\$99,520	\$128,606	\$175,210	\$219,081
Top Administrative Position	9	\$162,888			\$120,435		
Top Finance Position	36	\$94,185	\$62,736	\$74,459	\$85,840	\$108,564	\$125,031
Top Operations Position	10	\$108,311		\$83,154	\$104,245	\$137,537	
Between \$10 million and \$25 million							
CEO/Executive Director	29	\$214,349	\$96,676	\$149,014	\$221,538	\$286,626	\$313,678
Top Administrative Position	11	\$201,716		\$153,472	\$194,966	\$238,527	
Top Finance Position	27	\$118,016	\$68,941	\$81,304	\$116,986	\$152,544	\$179,550
Top Operations Position	9	\$167,380			\$164,919		
Between \$25 million and \$50 million							
CEO/Executive Director	18	\$262,793		\$150,132	\$226,185	\$288,404	
Top Finance Position	17	\$153,271		\$125,377	\$136,747	\$164,100	
Top Operations Position	5	\$146,214			\$138,940		
Greater than \$50 million							
CEO/Executive Director	10	\$572,415		\$358,298	\$430,910	\$741,158	
Top Finance Position	11	\$290,973		\$133,253	\$160,086	\$295,730	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
\$250 thousand or less							
CEO/Executive Director	167	\$42,532	\$18,976	\$28,101	\$39,867	\$51,798	\$65,580
Top Finance Position	13	\$45,131		\$21,123	\$39,413	\$52,001	
Top Program Position	5	\$35,231			\$36,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	146	\$66,327	\$32,764	\$46,801	\$64,718	\$80,558	\$100,782
Top Finance Position	9	\$47,637			\$51,300		
Between \$500 thousand and \$1 million							
CEO/Executive Director	111	\$75,068	\$36,208	\$55,240	\$70,092	\$96,010	\$121,137
Top Business Position	5	\$115,857			\$119,852		
Top Finance Position	14	\$64,997		\$33,264	\$47,812	\$88,252	
Between \$1 million and \$2.5 million							
CEO/Executive Director	140	\$108,656	\$58,820	\$73,153	\$96,973	\$120,477	\$187,424
Top Administrative Position	10	\$80,800		\$37,909	\$72,677	\$100,593	
Top Business Position	5	\$78,769			\$79,791		
Top Finance Position	16	\$73,754		\$52,485	\$59,138	\$73,288	
Top Operations Position	7	\$82,390			\$71,116		
Between \$2.5 million and \$5 million							
CEO/Executive Director	78	\$139,603	\$82,310	\$101,848	\$121,270	\$152,397	\$212,214
Top Administrative Position	7	\$106,754			\$100,431		
Top Finance Position	26	\$99,481	\$53,015	\$67,649	\$80,925	\$114,205	\$165,447
Top Operations Position	8	\$114,416			\$95,728		
Between \$5 million and \$10 million							
CEO/Executive Director	47	\$179,329	\$90,146	\$110,599	\$142,008	\$193,079	\$310,506
Top Development Position	7	\$124,789			\$120,717		
Top Finance Position	24	\$117,920	\$50,364	\$82,650	\$100,646	\$115,780	\$171,842
Top Operations Position	5	\$202,417			\$143,313		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Between \$10 million and \$25 million							
CEO/Executive Director	45	\$216,270	\$120,869	\$146,689	\$193,562	\$250,828	\$323,709
Top Finance Position	28	\$151,543	\$95,425	\$110,504	\$132,961	\$153,902	\$246,542
Top Marketing Position	5	\$134,577			\$127,523		
Top Operations Position	11	\$156,902		\$132,189	\$148,241	\$172,044	
Between \$25 million and \$50 million							
CEO/Executive Director	23	\$327,128	\$145,033	\$230,900	\$265,723	\$335,248	\$452,022
Top Finance Position	18	\$215,255		\$155,541	\$166,469	\$197,155	
Top Operations Position	5	\$178,532			\$182,717		
Top Technology Position	8	\$204,692			\$160,821		
Greater than \$50 million							
CEO/Executive Director	28	\$577,695	\$321,115	\$363,397	\$537,552	\$641,543	\$875,614
Top Administrative Position	6	\$202,769			\$178,092		
Top Development Position	8	\$225,687			\$192,082		
Top Education Position	6	\$277,116			\$157,698		
Top Finance Position	19	\$316,734		\$200,050	\$260,398	\$352,724	
Top Human Resources Position	6	\$331,285			\$344,574		
Top Legal Position	7	\$286,802			\$266,595		
Top Operations Position	11	\$401,623		\$202,714	\$373,435	\$559,599	
Top Technology Position	5	\$285,876			\$241,286		

Nevada

\$250 thousand or less

CEO/Executive Director	85	\$41,748	\$18,000	\$28,000	\$38,000	\$50,179	\$68,214
Top Finance Position	6	\$31,871			\$22,997		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	60	\$68,309	\$26,655	\$45,600	\$65,314	\$79,503	\$102,652
Top Finance Position	6	\$73,697			\$61,897		
Between \$500 thousand and \$1 million							
CEO/Executive Director	76	\$94,529	\$53,402	\$62,033	\$82,191	\$117,122	\$153,156
Top Finance Position	6	\$49,602			\$55,838		
Between \$1 million and \$2.5 million							
CEO/Executive Director	110	\$116,877	\$64,911	\$76,565	\$98,108	\$142,667	\$192,754
Top Business Position	7	\$143,843			\$136,967		
Top Education Position	6	\$109,266			\$109,264		
Top Finance Position	28	\$98,065	\$36,000	\$59,227	\$83,271	\$135,257	\$188,622
Top Operations Position	8	\$104,284			\$98,455		
Between \$2.5 million and \$5 million							
CEO/Executive Director	46	\$151,019	\$64,903	\$95,526	\$126,100	\$189,622	\$253,176
Top Finance Position	15	\$89,445		\$51,263	\$92,190	\$121,854	
Between \$5 million and \$10 million							
CEO/Executive Director	35	\$200,044	\$115,520	\$156,940	\$189,704	\$238,918	\$322,156
Top Finance Position	16	\$174,881		\$117,125	\$141,119	\$185,488	
Top Operations Position	8	\$154,116			\$134,590		
Between \$10 million and \$25 million							
CEO/Executive Director	21	\$227,945	\$120,570	\$145,848	\$216,328	\$272,427	\$391,099
Top Finance Position	13	\$163,273		\$114,184	\$155,855	\$188,150	
Top Operations Position	6	\$168,620			\$138,970		
Top Technology Position	5	\$156,710			\$125,430		
Between \$25 million and \$50 million							
CEO/Executive Director	23	\$322,775	\$127,247	\$187,491	\$367,668	\$412,911	\$519,234
Top Finance Position	21	\$191,871	\$103,846	\$125,338	\$170,803	\$237,949	\$279,253

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Between \$25 million and \$50 million							
Top Human Resources Position	5	\$213,054			\$174,504		
Top Operations Position	13	\$223,229		\$167,525	\$212,278	\$224,394	
Top Technology Position	5	\$163,025			\$161,917		
Greater than \$50 million							
CEO/Executive Director	11	\$433,781		\$297,351	\$421,874	\$463,335	
Top Finance Position	5	\$178,910			\$224,893		
Top Operations Position	5	\$387,529			\$314,448		

New Hampshire

\$250 thousand or less

CEO/Executive Director	130	\$46,022	\$19,242	\$29,547	\$45,010	\$57,946	\$70,907
Top Finance Position	9	\$41,903			\$39,670		

Between \$250 thousand and \$500 thousand

CEO/Executive Director	111	\$68,472	\$34,000	\$48,431	\$62,400	\$82,603	\$108,915
Top Finance Position	6	\$35,592			\$28,800		

Between \$500 thousand and \$1 million

CEO/Executive Director	107	\$81,876	\$47,179	\$61,737	\$75,935	\$98,797	\$119,585
Top Administrative Position	7	\$69,559			\$57,400		
Top Finance Position	7	\$83,776			\$94,385		

Between \$1 million and \$2.5 million

CEO/Executive Director	119	\$109,865	\$55,236	\$70,720	\$95,419	\$131,564	\$173,759
Top Administrative Position	5	\$92,263			\$93,914		
Top Finance Position	14	\$70,173		\$46,346	\$57,143	\$84,820	
Top Operations Position	5	\$107,440			\$128,677		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Between \$2.5 million and \$5 million							
CEO/Executive Director	61	\$136,235	\$84,706	\$98,866	\$121,301	\$159,555	\$220,709
Top Finance Position	15	\$122,053		\$73,793	\$91,272	\$136,435	
Between \$5 million and \$10 million							
CEO/Executive Director	38	\$173,445	\$100,319	\$127,874	\$157,651	\$204,637	\$261,899
Top Administrative Position	7	\$131,428			\$113,724		
Top Finance Position	19	\$114,447		\$94,922	\$108,075	\$130,027	
Top Operations Position	5	\$140,805			\$130,323		
Between \$10 million and \$25 million							
CEO/Executive Director	47	\$239,495	\$138,084	\$166,327	\$188,697	\$250,048	\$385,365
Top Finance Position	34	\$145,722	\$91,662	\$107,538	\$137,409	\$148,902	\$186,236
Top Operations Position	13	\$178,380		\$126,596	\$146,934	\$198,731	
Top Technology Position	5	\$144,846			\$130,087		
Between \$25 million and \$50 million							
CEO/Executive Director	24	\$293,929	\$150,453	\$172,866	\$239,106	\$368,475	\$475,076
Top Finance Position	21	\$159,613	\$104,337	\$122,942	\$152,011	\$176,860	\$219,332
Top Operations Position	6	\$219,175			\$197,700		
Greater than \$50 million							
CEO/Executive Director	30	\$571,407	\$309,345	\$360,995	\$443,603	\$610,078	\$1,094,976
Top Administrative Position	5	\$241,516			\$150,435		
Top Development Position	8	\$285,040			\$283,965		
Top Education Position	6	\$315,977			\$204,911		
Top Finance Position	32	\$303,095	\$125,993	\$209,567	\$252,615	\$348,448	\$524,467
Top Human Resources Position	13	\$287,796		\$198,836	\$255,281	\$315,921	
Top Legal Position	5	\$412,730			\$324,519		
Top Operations Position	12	\$374,575		\$246,463	\$324,121	\$508,486	
Top Technology Position	9	\$285,641			\$250,070		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
\$250 thousand or less							
CEO/Executive Director	297	\$46,331	\$19,966	\$27,000	\$40,626	\$60,000	\$77,890
Top Administrative Position	6	\$39,629			\$42,141		
Top Finance Position	16	\$39,397		\$24,000	\$35,175	\$41,102	
Top Program Position	5	\$53,310			\$45,111		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	270	\$67,921	\$28,297	\$45,624	\$62,005	\$84,875	\$110,370
Top Administrative Position	7	\$43,853			\$44,816		
Top Finance Position	21	\$48,990	\$22,450	\$27,776	\$44,458	\$61,000	\$89,334
Top Operations Position	6	\$46,275			\$49,224		
Between \$500 thousand and \$1 million							
CEO/Executive Director	319	\$100,604	\$50,000	\$71,246	\$90,000	\$116,317	\$166,214
Top Administrative Position	10	\$73,413		\$63,353	\$74,617	\$85,819	
Top Business Position	5	\$137,372			\$128,074		
Top Finance Position	35	\$80,541	\$25,058	\$44,067	\$64,413	\$116,359	\$134,157
Top Operations Position	9	\$77,164			\$68,988		
Top Program Position	7	\$112,243			\$103,208		
Between \$1 million and \$2.5 million							
CEO/Executive Director	442	\$139,162	\$59,501	\$88,852	\$123,293	\$167,762	\$242,182
Top Administrative Position	21	\$120,065	\$48,082	\$65,978	\$128,389	\$162,324	\$182,171
Top Business Position	8	\$140,380			\$105,510		
Top Development Position	7	\$123,602			\$125,472		
Top Education Position	6	\$154,052			\$154,885		
Top Finance Position	59	\$104,527	\$48,155	\$66,739	\$83,522	\$146,832	\$171,804
Top Operations Position	23	\$110,935	\$57,887	\$89,097	\$104,073	\$139,735	\$151,667
Top PR/Communications Position	5	\$132,357			\$118,036		
Top Program Position	11	\$107,407		\$75,894	\$111,347	\$135,366	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Between \$2.5 million and \$5 million							
CEO/Executive Director	274	\$173,477	\$87,868	\$112,086	\$148,626	\$199,860	\$309,453
Top Administrative Position	29	\$132,589	\$70,912	\$100,054	\$119,985	\$154,875	\$210,574
Top Business Position	20	\$210,739	\$94,735	\$109,614	\$159,999	\$295,192	\$362,571
Top Development Position	11	\$169,064		\$115,737	\$127,837	\$190,299	
Top Education Position	6	\$169,331			\$166,733		
Top Facilities Position	8	\$119,899			\$122,664		
Top Finance Position	79	\$130,297	\$59,986	\$84,167	\$112,661	\$157,628	\$215,279
Top Operations Position	25	\$132,144	\$80,193	\$106,529	\$124,502	\$143,531	\$200,972
Top PR/Communications Position	5	\$128,275			\$127,837		
Top Program Position	10	\$119,864		\$78,308	\$124,934	\$151,451	
Top Technology Position	6	\$136,423			\$134,684		
Between \$5 million and \$10 million							
CEO/Executive Director	260	\$205,878	\$112,954	\$137,584	\$180,022	\$249,899	\$307,541
Top Administrative Position	52	\$201,220	\$106,109	\$145,017	\$181,511	\$263,251	\$302,342
Top Business Position	30	\$180,529	\$87,450	\$112,036	\$162,636	\$206,379	\$316,290
Top Development Position	15	\$158,134		\$119,820	\$158,964	\$177,220	
Top Education Position	12	\$145,672		\$132,675	\$142,304	\$155,445	
Top Facilities Position	28	\$181,806	\$123,906	\$142,650	\$188,952	\$210,495	\$226,628
Top Finance Position	140	\$139,137	\$81,990	\$102,957	\$119,648	\$152,635	\$214,399
Top Human Resources Position	7	\$133,131			\$141,261		
Top Legal Position	6	\$166,389			\$177,493		
Top Operations Position	44	\$162,250	\$108,001	\$118,041	\$134,697	\$191,970	\$218,763
Top PR/Communications Position	6	\$141,361			\$141,039		
Top Program Position	9	\$153,641			\$163,918		
Top Technology Position	9	\$145,845			\$126,134		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Between \$10 million and \$25 million							
CEO/Executive Director	183	\$243,446	\$123,230	\$158,052	\$216,648	\$289,507	\$395,283
Top Administrative Position	34	\$211,411	\$119,812	\$165,589	\$180,557	\$243,885	\$317,159
Top Business Position	14	\$173,360		\$129,846	\$171,482	\$199,015	
Top Development Position	28	\$175,698	\$130,860	\$136,628	\$162,372	\$195,386	\$222,055
Top Education Position	21	\$160,849	\$110,631	\$125,767	\$146,159	\$182,372	\$231,701
Top Facilities Position	13	\$229,110		\$149,001	\$228,338	\$295,101	
Top Finance Position	118	\$162,865	\$96,235	\$124,276	\$152,834	\$190,170	\$221,518
Top Human Resources Position	10	\$138,576		\$125,647	\$128,403	\$145,004	
Top Marketing Position	16	\$142,616		\$126,730	\$132,235	\$165,878	
Top Operations Position	53	\$172,264	\$108,154	\$120,583	\$166,268	\$199,146	\$230,018
Top PR/Communications Position	12	\$189,545		\$136,015	\$171,735	\$203,081	
Top Program Position	17	\$143,110		\$128,247	\$136,541	\$143,681	
Top Technology Position	13	\$179,080		\$132,458	\$142,494	\$223,470	
Between \$25 million and \$50 million							
CEO/Executive Director	71	\$393,597	\$176,040	\$213,046	\$322,677	\$494,310	\$632,314
Top Administrative Position	12	\$172,911		\$122,446	\$168,021	\$182,070	
Top Business Position	7	\$236,583			\$219,633		
Top Development Position	18	\$219,749		\$165,557	\$221,711	\$264,169	
Top Education Position	11	\$201,367		\$149,771	\$198,156	\$201,252	
Top Facilities Position	8	\$157,757			\$164,986		
Top Finance Position	55	\$215,741	\$116,039	\$153,935	\$208,144	\$251,732	\$344,858
Top Human Resources Position	14	\$187,361		\$140,582	\$167,694	\$200,236	
Top Marketing Position	9	\$153,383			\$149,275		
Top Operations Position	30	\$201,764	\$127,768	\$140,195	\$169,422	\$241,667	\$278,828
Top PR/Communications Position	6	\$190,126			\$188,572		
Top Technology Position	10	\$193,326		\$137,860	\$189,237	\$220,752	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Greater than \$50 million							
CEO/Executive Director	72	\$994,163	\$308,241	\$412,528	\$760,921	\$1,276,195	\$1,835,573
Top Administrative Position	26	\$441,352	\$171,600	\$217,183	\$317,200	\$495,972	\$838,031
Top Business Position	14	\$290,898		\$161,795	\$214,480	\$459,369	
Top Development Position	20	\$302,043	\$175,472	\$196,743	\$268,687	\$375,267	\$423,158
Top Education Position	19	\$296,787		\$199,666	\$213,002	\$335,700	
Top Facilities Position	10	\$349,070		\$254,068	\$345,173	\$397,496	
Top Finance Position	70	\$474,242	\$170,697	\$232,401	\$360,446	\$575,558	\$811,885
Top Human Resources Position	41	\$412,390	\$166,933	\$250,884	\$316,481	\$462,264	\$646,968
Top Legal Position	22	\$575,214	\$234,597	\$314,467	\$494,152	\$684,047	\$801,626
Top Marketing Position	12	\$291,142		\$218,980	\$229,510	\$338,105	
Top Operations Position	45	\$468,944	\$170,133	\$322,803	\$436,506	\$617,973	\$801,097
Top Program Position	6	\$346,332			\$307,576		
Top Technology Position	32	\$419,986	\$152,291	\$209,275	\$328,379	\$513,251	\$576,278
New Mexico							
\$250 thousand or less							
CEO/Executive Director	167	\$45,872	\$20,300	\$29,928	\$42,300	\$54,417	\$69,507
Top Administrative Position	8	\$32,698			\$28,062		
Top Finance Position	10	\$33,449		\$18,355	\$25,551	\$37,575	
Top Program Position	5	\$34,309			\$29,086		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	133	\$64,401	\$27,617	\$41,234	\$58,000	\$77,242	\$102,864
Top Finance Position	5	\$42,933			\$25,800		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Between \$500 thousand and \$1 million							
CEO/Executive Director	151	\$84,547	\$47,406	\$58,171	\$72,301	\$101,754	\$136,685
Top Finance Position	7	\$61,494			\$63,740		
Between \$1 million and \$2.5 million							
CEO/Executive Director	152	\$102,780	\$54,369	\$70,619	\$90,117	\$116,795	\$171,340
Top Administrative Position	8	\$106,425			\$78,858		
Top Finance Position	22	\$84,194	\$42,800	\$58,650	\$73,911	\$99,702	\$139,970
Top Operations Position	6	\$84,763			\$91,989		
Between \$2.5 million and \$5 million							
CEO/Executive Director	70	\$135,688	\$80,003	\$95,374	\$124,189	\$163,786	\$213,976
Top Administrative Position	5	\$95,674			\$116,665		
Top Business Position	5	\$136,580			\$126,751		
Top Finance Position	36	\$88,576	\$58,952	\$70,358	\$83,995	\$107,523	\$119,700
Top Operations Position	11	\$98,478		\$80,258	\$101,088	\$113,965	
Between \$5 million and \$10 million							
CEO/Executive Director	48	\$140,315	\$79,045	\$101,667	\$128,424	\$162,281	\$225,007
Top Administrative Position	9	\$134,331			\$122,953		
Top Business Position	5	\$109,121			\$125,643		
Top Finance Position	19	\$107,824		\$89,777	\$104,246	\$119,733	
Top Operations Position	7	\$110,270			\$105,450		
Between \$10 million and \$25 million							
CEO/Executive Director	38	\$276,734	\$108,224	\$150,368	\$205,223	\$268,086	\$410,965
Top Administrative Position	10	\$140,462		\$93,132	\$143,396	\$162,339	
Top Business Position	6	\$148,020			\$159,370		
Top Development Position	5	\$133,282			\$118,286		
Top Finance Position	20	\$124,189	\$82,556	\$96,046	\$110,031	\$156,543	\$185,573
Top Human Resources Position	7	\$170,061			\$173,882		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Between \$10 million and \$25 million							
Top Operations Position	12	\$152,409		\$115,005	\$134,603	\$180,228	
Top Technology Position	7	\$149,389			\$153,888		
Between \$25 million and \$50 million							
CEO/Executive Director	14	\$307,554		\$204,643	\$245,499	\$379,589	
Top Administrative Position	5	\$193,265			\$193,620		
Top Finance Position	9	\$182,693			\$168,549		
Top Operations Position	5	\$195,952			\$194,118		
Greater than \$50 million							
CEO/Executive Director	7	\$618,733			\$309,443		
Top Finance Position	5	\$413,578			\$368,011		

New York

\$250 thousand or less

CEO/Executive Director	919	\$46,020	\$20,290	\$26,681	\$41,667	\$59,063	\$78,455
Top Administrative Position	27	\$31,629	\$18,167	\$22,050	\$25,192	\$38,781	\$54,505
Top Business Position	7	\$69,031			\$56,000		
Top Finance Position	66	\$39,163	\$17,472	\$21,795	\$29,745	\$47,588	\$74,749
Top Operations Position	13	\$40,741		\$24,960	\$31,773	\$40,000	
Top Program Position	23	\$34,729	\$20,967	\$22,877	\$32,850	\$39,855	\$52,800

Between \$250 thousand and \$500 thousand

CEO/Executive Director	879	\$73,056	\$35,061	\$48,000	\$66,316	\$88,508	\$119,355
Top Administrative Position	21	\$57,442	\$20,500	\$26,000	\$50,677	\$75,966	\$93,184
Top Business Position	17	\$91,299		\$67,248	\$82,323	\$119,648	
Top Development Position	6	\$84,576			\$60,045		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Between \$250 thousand and \$500 thousand							
Top Education Position	8	\$68,830			\$70,200		
Top Finance Position	67	\$52,890	\$21,608	\$29,886	\$42,688	\$64,575	\$85,411
Top Operations Position	13	\$48,301		\$29,314	\$37,107	\$55,843	
Top Program Position	14	\$63,737		\$34,069	\$62,685	\$76,636	
Between \$500 thousand and \$1 million							
CEO/Executive Director	1,105	\$95,868	\$43,201	\$61,818	\$85,000	\$117,174	\$161,029
Top Administrative Position	26	\$80,038	\$26,512	\$38,482	\$80,060	\$107,523	\$130,527
Top Business Position	25	\$147,835	\$43,684	\$109,619	\$134,438	\$181,865	\$208,984
Top Development Position	7	\$124,599			\$144,694		
Top Education Position	7	\$121,259			\$144,887		
Top Finance Position	120	\$85,360	\$30,497	\$49,793	\$71,091	\$110,021	\$143,580
Top Operations Position	33	\$89,196	\$47,423	\$68,452	\$91,191	\$106,100	\$135,465
Top Program Position	12	\$72,222		\$44,528	\$55,225	\$78,720	
Between \$1 million and \$2.5 million							
CEO/Executive Director	1,466	\$132,503	\$64,995	\$84,998	\$114,138	\$164,906	\$218,977
Top Administrative Position	87	\$111,159	\$50,015	\$75,753	\$112,018	\$144,157	\$172,703
Top Business Position	39	\$189,573	\$73,343	\$134,609	\$170,982	\$237,056	\$366,503
Top Development Position	33	\$153,962	\$99,750	\$119,447	\$139,231	\$155,700	\$195,807
Top Education Position	27	\$140,270	\$60,101	\$81,056	\$113,142	\$161,021	\$262,188
Top Facilities Position	6	\$92,090			\$84,979		
Top Finance Position	225	\$109,566	\$45,198	\$62,128	\$91,350	\$136,052	\$204,289
Top Human Resources Position	8	\$121,986			\$128,023		
Top Legal Position	18	\$153,163		\$137,012	\$149,301	\$173,402	
Top Marketing Position	5	\$125,439			\$134,224		
Top Operations Position	88	\$116,477	\$59,104	\$74,945	\$110,039	\$147,923	\$184,074
Top PR/Communications Position	12	\$125,528		\$117,429	\$123,160	\$133,426	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Between \$1 million and \$2.5 million							
Top Program Position	27	\$130,803	\$65,877	\$103,097	\$119,999	\$137,663	\$197,490
Top Technology Position	5	\$133,783			\$135,092		
Between \$2.5 million and \$5 million							
CEO/Executive Director	925	\$188,074	\$90,224	\$119,583	\$161,347	\$221,254	\$306,726
Top Administrative Position	100	\$160,751	\$90,414	\$112,011	\$141,889	\$191,275	\$266,663
Top Business Position	47	\$189,393	\$104,825	\$133,806	\$165,285	\$220,749	\$324,026
Top Development Position	86	\$140,403	\$106,389	\$117,679	\$134,238	\$157,827	\$187,338
Top Education Position	33	\$148,937	\$104,936	\$119,687	\$130,039	\$181,990	\$214,546
Top Facilities Position	16	\$142,139		\$114,093	\$126,249	\$139,401	
Top Finance Position	329	\$126,883	\$67,107	\$85,784	\$109,302	\$148,273	\$204,616
Top Human Resources Position	15	\$138,986		\$102,642	\$121,600	\$147,611	
Top Legal Position	27	\$190,441	\$121,118	\$143,087	\$173,650	\$215,490	\$247,843
Top Marketing Position	17	\$163,353		\$122,604	\$147,893	\$170,551	
Top Operations Position	107	\$143,819	\$83,524	\$105,855	\$138,848	\$168,773	\$195,441
Top PR/Communications Position	29	\$145,000	\$107,079	\$115,190	\$137,312	\$170,551	\$193,135
Top Program Position	73	\$141,538	\$104,587	\$121,799	\$140,310	\$154,232	\$182,465
Top Technology Position	13	\$142,776		\$122,481	\$141,200	\$146,446	
Between \$5 million and \$10 million							
CEO/Executive Director	857	\$231,374	\$114,849	\$145,274	\$201,239	\$275,309	\$371,698
Top Administrative Position	159	\$210,078	\$119,739	\$142,916	\$184,280	\$267,995	\$325,170
Top Business Position	54	\$195,381	\$105,297	\$134,232	\$150,858	\$236,670	\$361,230
Top Development Position	113	\$158,219	\$113,259	\$128,603	\$148,444	\$185,361	\$212,316
Top Education Position	48	\$142,708	\$111,422	\$120,995	\$135,522	\$160,792	\$184,484
Top Facilities Position	53	\$213,976	\$127,907	\$154,524	\$203,213	\$255,633	\$299,113
Top Finance Position	451	\$147,184	\$74,415	\$101,051	\$138,210	\$173,911	\$225,910
Top Human Resources Position	35	\$141,843	\$89,851	\$117,929	\$131,609	\$161,932	\$208,870

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Between \$5 million and \$10 million							
Top Legal Position	37	\$206,078	\$123,033	\$138,555	\$183,572	\$213,613	\$323,109
Top Marketing Position	19	\$156,690		\$132,293	\$147,476	\$161,572	
Top Operations Position	194	\$164,580	\$94,933	\$119,416	\$149,389	\$191,655	\$238,986
Top PR/Communications Position	51	\$162,393	\$122,577	\$138,880	\$160,080	\$179,090	\$216,537
Top Program Position	82	\$150,057	\$108,049	\$122,604	\$151,314	\$168,927	\$200,369
Top Technology Position	43	\$175,899	\$114,804	\$130,589	\$163,200	\$188,185	\$208,950
Between \$10 million and \$25 million							
CEO/Executive Director	756	\$295,540	\$140,168	\$182,238	\$249,858	\$351,681	\$485,335
Top Administrative Position	163	\$211,726	\$114,645	\$140,619	\$186,004	\$239,066	\$377,701
Top Business Position	65	\$206,394	\$113,943	\$133,208	\$181,820	\$263,633	\$344,095
Top Development Position	165	\$179,061	\$116,473	\$138,646	\$167,904	\$204,887	\$246,156
Top Education Position	73	\$164,604	\$112,022	\$126,610	\$155,974	\$189,437	\$228,142
Top Facilities Position	49	\$192,861	\$117,663	\$130,867	\$161,142	\$212,134	\$319,758
Top Finance Position	526	\$180,114	\$98,516	\$126,684	\$162,703	\$206,276	\$296,088
Top Human Resources Position	76	\$152,611	\$118,554	\$127,840	\$140,480	\$171,858	\$198,741
Top Legal Position	56	\$209,373	\$140,157	\$164,643	\$199,585	\$250,547	\$288,684
Top Marketing Position	54	\$187,936	\$113,331	\$134,164	\$160,099	\$220,486	\$303,491
Top Operations Position	205	\$197,578	\$121,217	\$144,455	\$179,330	\$227,162	\$296,500
Top PR/Communications Position	74	\$193,007	\$125,023	\$148,555	\$165,891	\$222,131	\$266,310
Top Program Position	99	\$168,172	\$121,334	\$130,716	\$156,150	\$192,105	\$232,397
Top Technology Position	66	\$187,342	\$119,769	\$139,101	\$167,996	\$205,849	\$274,318
Between \$25 million and \$50 million							
CEO/Executive Director	318	\$397,337	\$163,161	\$221,528	\$316,750	\$459,534	\$737,173
Top Administrative Position	73	\$222,464	\$126,873	\$154,738	\$196,939	\$286,774	\$333,018
Top Business Position	27	\$228,962	\$131,985	\$150,763	\$193,862	\$251,886	\$331,469
Top Development Position	91	\$220,863	\$128,069	\$155,329	\$206,118	\$254,824	\$312,804

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Between \$25 million and \$50 million							
Top Education Position	35	\$184,608	\$123,404	\$136,650	\$170,450	\$218,791	\$246,059
Top Facilities Position	33	\$203,365	\$120,092	\$128,730	\$163,034	\$220,189	\$320,230
Top Finance Position	263	\$217,110	\$123,462	\$153,705	\$194,217	\$255,480	\$338,038
Top Human Resources Position	67	\$195,350	\$126,226	\$136,355	\$157,530	\$187,167	\$239,244
Top Legal Position	40	\$239,068	\$151,281	\$190,230	\$220,690	\$243,998	\$331,015
Top Marketing Position	32	\$211,950	\$131,567	\$163,049	\$193,583	\$215,989	\$307,406
Top Operations Position	129	\$223,271	\$132,191	\$158,225	\$192,830	\$260,924	\$360,800
Top PR/Communications Position	37	\$224,458	\$132,956	\$192,976	\$213,380	\$245,928	\$305,472
Top Program Position	51	\$176,341	\$115,989	\$138,514	\$171,340	\$208,761	\$223,692
Top Technology Position	63	\$201,260	\$124,657	\$140,830	\$179,492	\$218,837	\$293,175
Greater than \$50 million							
CEO/Executive Director	442	\$817,061	\$264,481	\$369,347	\$543,254	\$869,306	\$1,421,942
Top Administrative Position	117	\$317,266	\$161,881	\$204,487	\$260,233	\$362,716	\$469,176
Top Business Position	58	\$352,603	\$142,643	\$185,315	\$253,032	\$414,634	\$631,917
Top Development Position	137	\$322,265	\$175,092	\$213,354	\$276,967	\$369,410	\$453,251
Top Education Position	104	\$439,546	\$163,618	\$216,685	\$276,332	\$428,815	\$650,964
Top Facilities Position	52	\$286,329	\$160,371	\$191,027	\$240,086	\$338,090	\$404,974
Top Finance Position	399	\$359,879	\$165,444	\$209,937	\$289,918	\$414,177	\$600,744
Top Human Resources Position	129	\$310,044	\$162,382	\$190,688	\$243,878	\$338,050	\$461,392
Top Legal Position	142	\$424,283	\$175,218	\$230,637	\$347,726	\$484,631	\$747,661
Top Marketing Position	56	\$313,126	\$173,587	\$220,978	\$275,681	\$373,066	\$552,340
Top Operations Position	229	\$432,074	\$182,140	\$225,387	\$301,834	\$457,582	\$672,074
Top PR/Communications Position	85	\$316,668	\$174,460	\$201,326	\$269,057	\$364,197	\$522,132
Top Program Position	81	\$297,258	\$180,789	\$208,288	\$250,000	\$295,910	\$397,828
Top Technology Position	156	\$308,460	\$153,276	\$192,482	\$256,408	\$348,117	\$486,155

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
\$250 thousand or less							
CEO/Executive Director	649	\$44,532	\$21,092	\$28,258	\$39,573	\$55,298	\$71,834
Top Administrative Position	28	\$32,769	\$18,847	\$22,829	\$30,100	\$38,343	\$52,225
Top Finance Position	30	\$36,750	\$17,834	\$26,637	\$34,870	\$40,881	\$54,000
Top Operations Position	11	\$37,385		\$25,910	\$36,339	\$42,384	
Top Program Position	17	\$30,257		\$19,059	\$22,803	\$40,096	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	503	\$64,312	\$34,516	\$45,167	\$59,252	\$75,436	\$99,866
Top Administrative Position	10	\$44,527		\$28,681	\$42,500	\$50,569	
Top Finance Position	33	\$44,301	\$22,243	\$25,097	\$36,000	\$54,699	\$84,487
Top Operations Position	8	\$55,013			\$51,271		
Between \$500 thousand and \$1 million							
CEO/Executive Director	477	\$84,323	\$43,489	\$57,632	\$75,658	\$98,536	\$134,343
Top Administrative Position	10	\$65,837		\$45,784	\$65,760	\$78,817	
Top Business Position	5	\$93,827			\$49,268		
Top Finance Position	34	\$76,485	\$29,878	\$39,073	\$51,940	\$79,269	\$138,527
Top Operations Position	15	\$59,345		\$41,625	\$48,896	\$74,261	
Top Program Position	6	\$75,039			\$51,569		
Between \$1 million and \$2.5 million							
CEO/Executive Director	534	\$107,195	\$58,620	\$73,262	\$93,897	\$124,807	\$170,601
Top Administrative Position	12	\$107,047		\$80,843	\$100,297	\$127,058	
Top Business Position	10	\$69,846		\$43,857	\$53,646	\$104,082	
Top Development Position	9	\$91,653			\$99,900		
Top Finance Position	69	\$66,727	\$36,699	\$44,680	\$58,542	\$81,452	\$111,252
Top Legal Position	6	\$116,255			\$126,558		
Top Operations Position	25	\$95,556	\$47,390	\$58,504	\$88,169	\$111,166	\$180,220

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Between \$2.5 million and \$5 million							
CEO/Executive Director	302	\$134,891	\$63,591	\$82,149	\$114,711	\$159,555	\$228,058
Top Administrative Position	28	\$137,141	\$54,860	\$87,515	\$113,481	\$179,785	\$232,052
Top Business Position	9	\$115,456			\$132,468		
Top Facilities Position	5	\$128,020			\$123,524		
Top Finance Position	73	\$94,212	\$49,715	\$67,047	\$84,106	\$112,554	\$152,346
Top Operations Position	23	\$127,162	\$58,148	\$76,386	\$112,224	\$173,087	\$219,707
Between \$5 million and \$10 million							
CEO/Executive Director	220	\$171,563	\$88,754	\$117,018	\$146,712	\$200,539	\$280,925
Top Administrative Position	29	\$168,505	\$116,504	\$129,764	\$156,750	\$189,156	\$231,479
Top Business Position	8	\$114,673			\$123,502		
Top Development Position	9	\$125,671			\$144,067		
Top Education Position	6	\$110,917			\$108,752		
Top Facilities Position	11	\$143,682		\$122,732	\$133,019	\$151,582	
Top Finance Position	100	\$105,287	\$64,087	\$79,519	\$99,639	\$125,007	\$152,460
Top Marketing Position	6	\$138,579			\$138,738		
Top Operations Position	37	\$142,971	\$65,588	\$90,117	\$120,170	\$158,098	\$220,947
Top PR/Communications Position	6	\$142,111			\$141,838		
Between \$10 million and \$25 million							
CEO/Executive Director	162	\$238,699	\$108,766	\$140,387	\$189,562	\$273,391	\$427,787
Top Administrative Position	28	\$206,655	\$88,891	\$126,774	\$153,420	\$232,852	\$429,783
Top Business Position	16	\$136,605		\$107,253	\$123,034	\$169,372	
Top Development Position	24	\$142,848	\$92,484	\$121,265	\$142,079	\$170,313	\$188,586
Top Education Position	10	\$133,706		\$124,557	\$138,355	\$146,959	
Top Facilities Position	11	\$195,873		\$140,840	\$167,811	\$237,585	
Top Finance Position	114	\$147,299	\$84,430	\$111,188	\$129,484	\$169,076	\$211,970
Top Human Resources Position	7	\$139,368			\$112,276		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Between \$10 million and \$25 million							
Top Marketing Position	7	\$141,569			\$121,206		
Top Operations Position	42	\$160,682	\$85,845	\$119,591	\$145,307	\$185,624	\$220,059
Top PR/Communications Position	9	\$173,538			\$147,825		
Top Program Position	12	\$170,325		\$115,999	\$140,487	\$227,812	
Top Technology Position	11	\$165,553		\$116,513	\$139,314	\$175,571	
Between \$25 million and \$50 million							
CEO/Executive Director	74	\$301,352	\$155,798	\$213,608	\$282,445	\$365,654	\$452,560
Top Administrative Position	17	\$209,679		\$145,038	\$165,559	\$203,041	
Top Business Position	10	\$191,669		\$157,232	\$176,427	\$230,072	
Top Development Position	26	\$146,613	\$111,353	\$118,679	\$139,445	\$170,926	\$190,088
Top Education Position	15	\$142,915		\$121,661	\$143,657	\$156,301	
Top Facilities Position	6	\$135,379			\$132,231		
Top Finance Position	58	\$188,095	\$109,445	\$138,480	\$169,352	\$214,457	\$261,457
Top Human Resources Position	16	\$149,615		\$126,208	\$144,788	\$158,154	
Top Marketing Position	12	\$151,924		\$134,036	\$156,241	\$162,451	
Top Operations Position	26	\$187,971	\$127,674	\$154,880	\$169,465	\$224,401	\$265,137
Top Technology Position	13	\$171,103		\$116,585	\$129,992	\$226,918	
Greater than \$50 million							
CEO/Executive Director	102	\$605,805	\$236,383	\$311,948	\$445,398	\$659,371	\$1,203,132
Top Administrative Position	24	\$369,080	\$164,484	\$190,393	\$296,107	\$497,734	\$715,750
Top Business Position	8	\$236,273			\$202,998		
Top Development Position	23	\$259,940	\$107,680	\$141,326	\$196,024	\$272,749	\$348,929
Top Education Position	18	\$329,440		\$193,393	\$237,943	\$340,351	
Top Facilities Position	7	\$287,356			\$287,335		
Top Finance Position	81	\$341,835	\$139,682	\$175,000	\$254,762	\$415,657	\$648,229
Top Human Resources Position	30	\$265,243	\$132,730	\$175,400	\$226,908	\$301,613	\$463,027

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Greater than \$50 million							
Top Legal Position	13	\$317,311		\$208,271	\$264,599	\$435,585	
Top Marketing Position	10	\$236,905		\$168,887	\$202,200	\$300,033	
Top Operations Position	60	\$329,949	\$149,457	\$193,488	\$279,945	\$385,624	\$561,856
Top PR/Communications Position	9	\$237,596			\$198,576		
Top Program Position	10	\$248,256		\$159,372	\$189,171	\$281,004	
Top Technology Position	37	\$274,717	\$137,255	\$157,154	\$213,125	\$382,590	\$464,701
North Dakota							
\$250 thousand or less							
CEO/Executive Director	82	\$48,323	\$21,489	\$33,478	\$46,765	\$57,189	\$77,404
Top Finance Position	9	\$27,793			\$22,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	59	\$70,691	\$39,484	\$48,054	\$62,024	\$86,922	\$118,551
Between \$500 thousand and \$1 million							
CEO/Executive Director	66	\$90,556	\$52,383	\$62,743	\$81,275	\$100,716	\$139,726
Top Administrative Position	9	\$61,745			\$47,687		
Top Finance Position	5	\$59,279			\$49,541		
Between \$1 million and \$2.5 million							
CEO/Executive Director	76	\$119,539	\$61,617	\$77,269	\$106,421	\$139,387	\$193,749
Top Business Position	5	\$143,098			\$138,891		
Top Finance Position	15	\$89,409		\$68,230	\$77,242	\$118,013	
Top Operations Position	5	\$95,268			\$89,306		
Between \$2.5 million and \$5 million							
CEO/Executive Director	37	\$141,585	\$74,562	\$97,075	\$122,581	\$166,921	\$238,601

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Between \$2.5 million and \$5 million							
Top Administrative Position	12	\$114,386		\$92,070	\$106,220	\$121,918	
Top Finance Position	18	\$101,995		\$73,271	\$89,659	\$119,005	
Between \$5 million and \$10 million							
CEO/Executive Director	17	\$246,003		\$150,510	\$183,831	\$251,198	
Top Administrative Position	11	\$132,827		\$106,429	\$116,444	\$149,476	
Top Finance Position	18	\$125,486		\$79,552	\$93,518	\$121,415	
Top Operations Position	8	\$108,814			\$101,723		
Between \$10 million and \$25 million							
CEO/Executive Director	33	\$215,325	\$128,015	\$152,630	\$188,505	\$251,761	\$328,451
Top Finance Position	29	\$115,105	\$83,932	\$89,589	\$104,076	\$132,571	\$160,177
Top Operations Position	6	\$135,056			\$129,874		
Between \$25 million and \$50 million							
CEO/Executive Director	17	\$264,883		\$203,006	\$267,458	\$313,179	
Top Finance Position	9	\$148,061			\$171,175		
Top Operations Position	8	\$173,185			\$159,720		
Greater than \$50 million							
CEO/Executive Director	11	\$442,098		\$291,705	\$397,383	\$594,488	
Top Administrative Position	7	\$292,512			\$291,235		
Top Finance Position	7	\$405,459			\$373,248		
Top Operations Position	11	\$323,606		\$224,345	\$288,749	\$371,354	

Ohio

\$250 thousand or less

CEO/Executive Director	726	\$45,418	\$21,700	\$29,125	\$41,600	\$55,471	\$72,568
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All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
\$250 thousand or less							
Top Administrative Position	34	\$30,268	\$19,333	\$23,700	\$28,979	\$38,016	\$41,442
Top Business Position	6	\$60,029			\$71,775		
Top Education Position	5	\$44,956			\$40,943		
Top Finance Position	44	\$37,429	\$16,717	\$20,078	\$29,903	\$43,837	\$65,516
Top Operations Position	10	\$33,709		\$26,814	\$28,881	\$43,827	
Top Program Position	18	\$28,629		\$20,069	\$25,050	\$33,482	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	548	\$65,439	\$33,154	\$48,000	\$61,027	\$77,935	\$99,455
Top Administrative Position	31	\$43,218	\$15,800	\$25,994	\$35,925	\$53,232	\$76,687
Top Business Position	11	\$80,183		\$62,291	\$76,421	\$104,803	
Top Finance Position	46	\$51,025	\$20,840	\$28,405	\$43,260	\$59,830	\$79,761
Top Operations Position	5	\$37,979			\$38,159		
Top Program Position	7	\$40,780			\$37,750		
Between \$500 thousand and \$1 million							
CEO/Executive Director	549	\$82,934	\$41,935	\$56,346	\$75,000	\$100,441	\$132,732
Top Administrative Position	31	\$58,868	\$31,200	\$35,730	\$44,573	\$60,840	\$81,579
Top Business Position	22	\$116,110	\$87,306	\$97,311	\$113,896	\$137,791	\$147,736
Top Education Position	5	\$108,059			\$130,734		
Top Finance Position	72	\$72,172	\$23,622	\$45,227	\$62,072	\$93,437	\$123,551
Top Operations Position	22	\$70,015	\$35,681	\$40,977	\$64,657	\$76,828	\$129,119
Top Program Position	8	\$63,390			\$54,292		
Between \$1 million and \$2.5 million							
CEO/Executive Director	689	\$109,285	\$54,810	\$72,261	\$94,918	\$127,321	\$177,913
Top Administrative Position	48	\$89,104	\$47,638	\$65,046	\$81,911	\$115,035	\$139,333
Top Business Position	25	\$107,249	\$49,041	\$63,768	\$96,492	\$139,489	\$173,863
Top Development Position	5	\$82,334			\$96,480		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Between \$1 million and \$2.5 million							
Top Education Position	8	\$92,897			\$92,456		
Top Finance Position	119	\$86,919	\$34,096	\$49,011	\$77,676	\$107,812	\$157,311
Top Operations Position	42	\$100,771	\$51,309	\$67,758	\$97,161	\$113,738	\$151,868
Top Program Position	11	\$85,126		\$69,922	\$90,053	\$100,398	
Between \$2.5 million and \$5 million							
CEO/Executive Director	410	\$147,820	\$76,500	\$93,356	\$126,883	\$170,855	\$226,426
Top Administrative Position	40	\$121,576	\$61,387	\$80,554	\$117,608	\$152,982	\$191,621
Top Business Position	20	\$153,199	\$83,277	\$103,576	\$132,970	\$198,117	\$248,351
Top Development Position	13	\$120,272		\$116,005	\$125,421	\$132,710	
Top Facilities Position	9	\$143,144			\$147,933		
Top Finance Position	149	\$106,366	\$55,734	\$69,904	\$86,419	\$125,251	\$180,993
Top Human Resources Position	7	\$123,075			\$118,521		
Top Legal Position	7	\$170,002			\$191,859		
Top Operations Position	52	\$107,672	\$52,917	\$76,894	\$103,657	\$129,510	\$159,634
Top Program Position	10	\$114,387		\$76,322	\$104,897	\$143,720	
Top Technology Position	6	\$132,366			\$142,878		
Between \$5 million and \$10 million							
CEO/Executive Director	297	\$174,946	\$93,907	\$121,452	\$152,796	\$202,778	\$280,378
Top Administrative Position	30	\$143,116	\$78,190	\$108,418	\$136,251	\$171,900	\$195,915
Top Business Position	15	\$168,228		\$149,528	\$163,217	\$192,700	
Top Development Position	25	\$130,254	\$82,363	\$110,441	\$133,637	\$148,125	\$159,138
Top Education Position	10	\$130,173		\$110,304	\$138,831	\$149,084	
Top Facilities Position	9	\$166,369			\$146,667		
Top Finance Position	172	\$125,944	\$68,238	\$85,620	\$105,674	\$148,733	\$190,085
Top Human Resources Position	9	\$120,399			\$114,646		
Top Legal Position	5	\$153,536			\$159,702		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Between \$5 million and \$10 million							
Top Marketing Position	9	\$148,203			\$134,382		
Top Operations Position	55	\$142,236	\$74,483	\$98,134	\$122,791	\$174,196	\$245,270
Top PR/Communications Position	9	\$137,348			\$134,769		
Top Program Position	5	\$123,922			\$112,206		
Top Technology Position	12	\$164,182		\$140,263	\$156,055	\$188,085	
Between \$10 million and \$25 million							
CEO/Executive Director	262	\$248,080	\$111,777	\$149,069	\$200,536	\$289,578	\$359,536
Top Administrative Position	32	\$186,354	\$103,562	\$120,644	\$157,485	\$213,861	\$326,590
Top Business Position	12	\$192,872		\$145,371	\$197,992	\$239,510	
Top Development Position	37	\$161,383	\$120,149	\$135,421	\$158,868	\$182,974	\$216,750
Top Education Position	11	\$137,875		\$103,180	\$141,592	\$153,935	
Top Finance Position	176	\$151,938	\$83,996	\$109,230	\$139,426	\$173,397	\$219,959
Top Human Resources Position	24	\$130,044	\$88,964	\$105,817	\$126,428	\$143,559	\$169,604
Top Legal Position	10	\$227,042		\$194,216	\$214,948	\$265,478	
Top Marketing Position	15	\$153,018		\$127,885	\$139,524	\$178,431	
Top Operations Position	77	\$172,679	\$101,889	\$128,012	\$148,040	\$186,086	\$258,640
Top PR/Communications Position	14	\$140,888		\$113,258	\$131,703	\$151,046	
Top Program Position	12	\$141,014		\$111,036	\$121,704	\$155,470	
Top Technology Position	24	\$167,195	\$110,784	\$119,997	\$149,429	\$170,800	\$231,817
Between \$25 million and \$50 million							
CEO/Executive Director	113	\$347,477	\$176,013	\$224,116	\$291,747	\$382,082	\$512,643
Top Administrative Position	24	\$166,075	\$127,638	\$133,032	\$144,985	\$190,870	\$239,257
Top Business Position	17	\$189,619		\$146,605	\$160,534	\$223,605	
Top Development Position	30	\$179,580	\$123,133	\$137,768	\$154,968	\$196,966	\$289,512
Top Education Position	16	\$144,300		\$118,632	\$146,569	\$168,106	
Top Facilities Position	7	\$145,365			\$150,806		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Between \$25 million and \$50 million							
Top Finance Position	92	\$180,862	\$111,246	\$130,075	\$159,311	\$200,938	\$250,812
Top Human Resources Position	18	\$143,088		\$126,732	\$135,351	\$155,196	
Top Legal Position	9	\$200,477			\$150,766		
Top Marketing Position	16	\$155,066		\$131,648	\$148,930	\$168,580	
Top Operations Position	46	\$185,309	\$122,719	\$140,777	\$167,380	\$215,875	\$271,665
Top PR/Communications Position	12	\$154,086		\$129,296	\$135,957	\$153,331	
Top Program Position	14	\$157,899		\$130,960	\$156,855	\$176,815	
Top Technology Position	24	\$171,417	\$115,511	\$127,739	\$150,651	\$163,805	\$193,081
Greater than \$50 million							
CEO/Executive Director	120	\$776,925	\$238,038	\$346,952	\$533,471	\$837,725	\$1,394,828
Top Administrative Position	44	\$293,345	\$136,425	\$166,003	\$213,017	\$297,240	\$482,110
Top Business Position	25	\$221,475	\$132,385	\$167,882	\$208,360	\$255,594	\$352,318
Top Development Position	38	\$284,814	\$153,445	\$175,237	\$226,152	\$300,842	\$411,527
Top Education Position	40	\$305,650	\$146,841	\$163,996	\$239,499	\$317,523	\$481,094
Top Facilities Position	5	\$166,728			\$175,282		
Top Finance Position	108	\$392,515	\$135,415	\$175,520	\$244,688	\$387,771	\$906,966
Top Human Resources Position	50	\$305,719	\$135,259	\$175,048	\$222,093	\$355,293	\$579,149
Top Legal Position	33	\$492,424	\$179,179	\$242,032	\$394,498	\$585,498	\$855,931
Top Marketing Position	23	\$250,748	\$121,879	\$132,563	\$196,962	\$263,642	\$484,533
Top Operations Position	58	\$472,377	\$155,132	\$188,199	\$299,838	\$466,560	\$1,019,369
Top PR/Communications Position	14	\$196,587		\$127,036	\$178,537	\$231,092	
Top Program Position	10	\$229,009		\$133,872	\$168,247	\$327,218	
Top Technology Position	40	\$366,949	\$153,654	\$181,541	\$253,619	\$409,965	\$575,891

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
\$250 thousand or less							
CEO/Executive Director	266	\$48,173	\$22,596	\$30,189	\$44,521	\$61,757	\$80,768
Top Administrative Position	8	\$23,133			\$18,830		
Top Finance Position	16	\$41,180		\$28,202	\$34,599	\$57,883	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	166	\$69,813	\$32,628	\$45,650	\$63,334	\$87,969	\$109,578
Top Administrative Position	10	\$47,985		\$23,410	\$41,071	\$51,562	
Top Finance Position	5	\$50,899			\$60,921		
Between \$500 thousand and \$1 million							
CEO/Executive Director	165	\$76,790	\$38,029	\$52,052	\$69,435	\$90,450	\$129,339
Top Administrative Position	8	\$73,773			\$55,247		
Top Business Position	8	\$96,664			\$98,167		
Top Finance Position	12	\$62,101		\$23,274	\$47,150	\$103,111	
Top Operations Position	6	\$56,807			\$48,631		
Between \$1 million and \$2.5 million							
CEO/Executive Director	178	\$101,113	\$54,319	\$70,909	\$92,404	\$117,348	\$155,397
Top Administrative Position	13	\$69,658		\$55,000	\$62,500	\$97,328	
Top Business Position	5	\$104,293			\$102,608		
Top Finance Position	25	\$81,509	\$33,416	\$53,825	\$75,217	\$108,453	\$138,030
Top Operations Position	9	\$71,249			\$71,435		
Between \$2.5 million and \$5 million							
CEO/Executive Director	95	\$129,982	\$68,677	\$82,281	\$122,025	\$142,576	\$194,892
Top Administrative Position	10	\$105,307		\$69,752	\$120,747	\$139,974	
Top Finance Position	27	\$82,568	\$36,894	\$58,059	\$76,619	\$105,634	\$135,370
Top Operations Position	12	\$104,466		\$67,008	\$93,095	\$154,680	
Between \$5 million and \$10 million							
CEO/Executive Director	69	\$247,270	\$84,704	\$114,558	\$156,534	\$212,919	\$268,842

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Between \$5 million and \$10 million							
Top Administrative Position	11	\$142,666		\$112,131	\$135,928	\$156,809	
Top Finance Position	22	\$104,736	\$59,992	\$72,849	\$92,061	\$131,921	\$143,722
Top Operations Position	6	\$304,271			\$143,646		
Between \$10 million and \$25 million							
CEO/Executive Director	61	\$236,053	\$117,445	\$145,684	\$181,875	\$266,268	\$373,114
Top Administrative Position	9	\$252,061			\$144,564		
Top Development Position	5	\$112,368			\$119,628		
Top Finance Position	36	\$133,260	\$71,644	\$88,914	\$117,937	\$163,535	\$200,928
Top Human Resources Position	6	\$131,976			\$127,019		
Top Operations Position	15	\$168,146		\$121,816	\$146,191	\$178,583	
Between \$25 million and \$50 million							
CEO/Executive Director	22	\$301,435	\$176,508	\$203,713	\$288,422	\$393,915	\$426,520
Top Administrative Position	7	\$197,146			\$202,153		
Top Finance Position	17	\$202,351		\$135,012	\$183,857	\$247,966	
Top Operations Position	11	\$196,485		\$143,455	\$176,200	\$216,778	
Top Technology Position	6	\$142,933			\$143,866		
Greater than \$50 million							
CEO/Executive Director	39	\$559,227	\$219,408	\$312,281	\$449,075	\$574,590	\$786,812
Top Administrative Position	16	\$346,049		\$209,279	\$277,880	\$468,240	
Top Development Position	9	\$181,401			\$162,429		
Top Education Position	5	\$213,155			\$254,356		
Top Finance Position	33	\$258,936	\$149,997	\$182,673	\$228,607	\$280,492	\$352,789
Top Human Resources Position	9	\$178,296			\$172,722		
Top Legal Position	7	\$264,320			\$188,458		
Top Operations Position	27	\$262,794	\$160,280	\$186,225	\$231,057	\$284,586	\$324,181
Top Technology Position	10	\$232,531		\$175,814	\$199,392	\$245,410	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
\$250 thousand or less							
CEO/Executive Director	401	\$47,254	\$22,154	\$30,000	\$42,843	\$60,040	\$77,000
Top Administrative Position	13	\$41,784		\$30,000	\$39,000	\$52,082	
Top Finance Position	15	\$40,852		\$17,850	\$29,236	\$49,208	
Top Operations Position	5	\$42,006			\$34,914		
Top Program Position	17	\$32,517		\$25,200	\$30,812	\$36,874	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	330	\$65,414	\$33,500	\$46,308	\$60,180	\$77,849	\$102,851
Top Administrative Position	16	\$50,813		\$34,847	\$52,315	\$59,750	
Top Finance Position	15	\$54,312		\$26,105	\$42,495	\$66,217	
Between \$500 thousand and \$1 million							
CEO/Executive Director	354	\$79,141	\$42,425	\$57,365	\$73,023	\$93,268	\$123,027
Top Administrative Position	11	\$77,190		\$48,841	\$66,944	\$98,628	
Top Finance Position	17	\$64,280		\$41,371	\$63,964	\$78,849	
Top Operations Position	9	\$68,343			\$60,907		
Between \$1 million and \$2.5 million							
CEO/Executive Director	363	\$110,645	\$60,793	\$78,907	\$96,188	\$129,290	\$172,463
Top Administrative Position	23	\$102,055	\$46,449	\$69,423	\$92,622	\$118,371	\$161,786
Top Business Position	12	\$119,720		\$66,492	\$103,560	\$145,882	
Top Finance Position	46	\$98,372	\$52,020	\$65,580	\$82,672	\$125,834	\$168,536
Top Operations Position	17	\$107,811		\$74,118	\$97,128	\$133,791	
Top Program Position	5	\$117,600			\$115,680		
Between \$2.5 million and \$5 million							
CEO/Executive Director	202	\$139,474	\$74,790	\$97,587	\$121,640	\$161,946	\$221,569
Top Administrative Position	14	\$134,081		\$94,405	\$127,910	\$141,117	
Top Business Position	9	\$141,163			\$127,577		
Top Finance Position	64	\$100,972	\$44,880	\$64,252	\$99,056	\$128,789	\$169,167

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Between \$2.5 million and \$5 million							
Top Legal Position	5	\$215,592			\$193,371		
Top Operations Position	15	\$136,752		\$101,466	\$118,723	\$174,735	
Top Program Position	7	\$144,933			\$130,614		
Between \$5 million and \$10 million							
CEO/Executive Director	124	\$154,892	\$83,163	\$105,850	\$140,752	\$178,418	\$234,280
Top Administrative Position	10	\$156,724		\$138,057	\$144,006	\$195,026	
Top Finance Position	57	\$98,430	\$58,046	\$72,846	\$90,682	\$116,666	\$141,594
Top Operations Position	23	\$131,467	\$74,777	\$100,289	\$113,230	\$137,706	\$197,910
Between \$10 million and \$25 million							
CEO/Executive Director	106	\$208,852	\$113,580	\$135,809	\$192,486	\$258,553	\$308,394
Top Administrative Position	9	\$207,224			\$213,948		
Top Business Position	6	\$124,945			\$120,219		
Top Development Position	15	\$145,390		\$127,928	\$140,034	\$163,425	
Top Education Position	8	\$160,644			\$152,450		
Top Finance Position	72	\$140,805	\$74,899	\$100,764	\$134,980	\$168,344	\$193,872
Top Human Resources Position	12	\$138,112		\$117,540	\$140,815	\$162,166	
Top Marketing Position	9	\$161,725			\$128,894		
Top Operations Position	37	\$166,730	\$85,566	\$121,603	\$152,931	\$182,417	\$256,894
Top PR/Communications Position	5	\$179,997			\$142,733		
Top Program Position	5	\$165,753			\$148,162		
Top Technology Position	11	\$146,888		\$115,151	\$146,752	\$157,137	
Between \$25 million and \$50 million							
CEO/Executive Director	37	\$318,888	\$176,820	\$208,237	\$261,772	\$346,420	\$467,923
Top Administrative Position	14	\$193,071		\$136,888	\$173,235	\$243,886	
Top Business Position	5	\$169,633			\$176,407		
Top Development Position	5	\$175,725			\$182,275		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Between \$25 million and \$50 million							
Top Finance Position	23	\$174,984	\$94,819	\$114,012	\$148,551	\$208,427	\$279,410
Top Human Resources Position	6	\$149,759			\$148,141		
Top Marketing Position	6	\$196,029			\$191,598		
Top Operations Position	16	\$191,653		\$136,692	\$180,876	\$223,173	
Top Program Position	5	\$156,276			\$170,291		
Top Technology Position	10	\$179,633		\$133,441	\$161,991	\$199,797	
Greater than \$50 million							
CEO/Executive Director	47	\$608,794	\$198,207	\$374,325	\$500,196	\$654,552	\$960,415
Top Administrative Position	12	\$260,334		\$200,919	\$222,949	\$273,990	
Top Development Position	11	\$226,489		\$184,333	\$219,813	\$251,412	
Top Education Position	8	\$274,429			\$282,606		
Top Finance Position	37	\$320,505	\$151,739	\$197,920	\$259,580	\$310,769	\$597,783
Top Human Resources Position	15	\$287,322		\$178,442	\$252,210	\$298,613	
Top Legal Position	7	\$232,086			\$232,658		
Top Marketing Position	6	\$211,569			\$219,011		
Top Operations Position	20	\$321,737	\$134,590	\$244,132	\$310,233	\$361,020	\$443,401
Top Program Position	7	\$210,431			\$217,993		
Top Technology Position	16	\$270,091		\$152,941	\$223,817	\$306,190	
Pennsylvania							
\$250 thousand or less							
CEO/Executive Director	740	\$44,916	\$20,918	\$29,078	\$40,743	\$54,003	\$71,988
Top Administrative Position	33	\$32,437	\$17,002	\$20,964	\$26,500	\$38,313	\$60,702
Top Finance Position	55	\$31,544	\$16,066	\$19,750	\$25,000	\$36,596	\$50,125

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
\$250 thousand or less							
Top Program Position	22	\$32,976	\$22,127	\$24,292	\$31,536	\$39,325	\$49,507
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	648	\$67,248	\$31,659	\$45,277	\$60,400	\$80,115	\$110,773
Top Administrative Position	27	\$39,968	\$17,006	\$22,858	\$34,087	\$53,515	\$67,803
Top Business Position	11	\$85,519		\$51,441	\$67,338	\$117,798	
Top Education Position	12	\$74,719		\$31,042	\$58,250	\$113,267	
Top Finance Position	46	\$46,485	\$18,371	\$24,494	\$40,300	\$57,953	\$76,452
Top Operations Position	7	\$42,144			\$40,000		
Top Program Position	7	\$48,835			\$42,104		
Between \$500 thousand and \$1 million							
CEO/Executive Director	735	\$86,924	\$44,235	\$60,752	\$79,891	\$103,390	\$145,336
Top Administrative Position	40	\$62,515	\$17,017	\$29,936	\$51,972	\$78,435	\$118,092
Top Business Position	21	\$100,881	\$35,077	\$51,103	\$99,104	\$136,637	\$151,870
Top Finance Position	85	\$76,823	\$28,116	\$43,123	\$69,783	\$95,862	\$135,230
Top Operations Position	16	\$62,203		\$51,048	\$58,467	\$65,544	
Top Program Position	8	\$76,574			\$71,162		
Between \$1 million and \$2.5 million							
CEO/Executive Director	858	\$119,810	\$57,969	\$75,615	\$102,138	\$137,338	\$190,399
Top Administrative Position	42	\$100,264	\$37,795	\$63,626	\$92,241	\$124,247	\$166,920
Top Business Position	35	\$149,232	\$69,042	\$101,943	\$152,166	\$184,436	\$225,329
Top Development Position	10	\$118,515		\$85,412	\$118,759	\$133,466	
Top Education Position	7	\$135,722			\$113,124		
Top Finance Position	136	\$96,836	\$42,535	\$59,440	\$81,677	\$123,245	\$169,684
Top Operations Position	38	\$104,045	\$56,838	\$74,396	\$95,380	\$116,196	\$151,926
Top Program Position	9	\$101,948			\$116,345		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Between \$2.5 million and \$5 million							
CEO/Executive Director	534	\$146,074	\$80,257	\$98,199	\$125,573	\$176,174	\$235,494
Top Administrative Position	55	\$131,555	\$76,123	\$95,477	\$125,919	\$149,821	\$180,924
Top Business Position	31	\$192,961	\$81,843	\$135,570	\$192,107	\$262,326	\$306,094
Top Development Position	21	\$122,255	\$77,344	\$108,156	\$120,328	\$135,864	\$143,173
Top Education Position	9	\$139,554			\$135,436		
Top Facilities Position	20	\$141,063	\$102,189	\$110,074	\$143,598	\$159,972	\$189,046
Top Finance Position	172	\$118,421	\$55,617	\$75,936	\$104,813	\$141,137	\$221,453
Top Human Resources Position	5	\$133,031			\$133,928		
Top Legal Position	10	\$185,908		\$150,732	\$170,262	\$200,140	
Top Marketing Position	13	\$128,190		\$122,617	\$129,703	\$138,556	
Top Operations Position	56	\$115,256	\$73,549	\$84,487	\$107,550	\$134,977	\$158,954
Top Program Position	14	\$102,113		\$75,959	\$115,207	\$117,988	
Top Technology Position	8	\$163,978			\$148,547		
Between \$5 million and \$10 million							
CEO/Executive Director	409	\$187,318	\$96,269	\$122,807	\$163,679	\$218,021	\$310,524
Top Administrative Position	42	\$167,871	\$98,158	\$124,475	\$145,471	\$182,243	\$252,132
Top Business Position	24	\$164,415	\$82,423	\$100,392	\$164,398	\$201,687	\$255,739
Top Development Position	27	\$146,042	\$108,340	\$111,390	\$133,911	\$168,201	\$200,617
Top Education Position	16	\$146,842		\$119,892	\$134,605	\$150,934	
Top Facilities Position	13	\$195,087		\$181,302	\$185,545	\$215,779	
Top Finance Position	184	\$124,888	\$68,657	\$88,378	\$116,686	\$142,937	\$193,515
Top Human Resources Position	11	\$136,944		\$122,638	\$132,163	\$136,558	
Top Legal Position	7	\$168,381			\$168,089		
Top Marketing Position	15	\$151,244		\$120,376	\$136,201	\$157,203	
Top Operations Position	64	\$166,517	\$88,452	\$108,866	\$140,250	\$183,605	\$269,453
Top PR/Communications Position	14	\$143,623		\$119,353	\$128,561	\$165,716	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Between \$5 million and \$10 million							
Top Program Position	15	\$145,529		\$120,372	\$129,110	\$160,074	
Top Technology Position	25	\$155,879	\$116,389	\$128,983	\$153,673	\$172,992	\$218,595
Between \$10 million and \$25 million							
CEO/Executive Director	390	\$229,018	\$119,652	\$149,039	\$191,789	\$260,892	\$377,640
Top Administrative Position	60	\$181,141	\$108,042	\$122,150	\$150,105	\$198,798	\$298,633
Top Business Position	35	\$182,109	\$117,159	\$128,210	\$167,424	\$195,256	\$287,481
Top Development Position	56	\$156,467	\$109,454	\$122,647	\$150,893	\$170,365	\$223,567
Top Education Position	19	\$160,148		\$127,037	\$156,135	\$183,633	
Top Facilities Position	15	\$183,343		\$130,236	\$147,652	\$204,553	
Top Finance Position	245	\$148,664	\$92,670	\$108,411	\$133,977	\$173,301	\$222,078
Top Human Resources Position	38	\$141,208	\$97,453	\$120,063	\$135,083	\$159,261	\$167,180
Top Legal Position	7	\$146,365			\$156,023		
Top Marketing Position	17	\$170,858		\$130,603	\$165,719	\$192,400	
Top Operations Position	104	\$158,591	\$103,417	\$115,781	\$141,983	\$174,393	\$242,745
Top PR/Communications Position	16	\$166,996		\$126,281	\$160,930	\$200,648	
Top Program Position	29	\$143,543	\$106,627	\$115,886	\$125,089	\$167,991	\$193,060
Top Technology Position	27	\$171,342	\$110,286	\$130,037	\$166,234	\$182,992	\$247,661
Between \$25 million and \$50 million							
CEO/Executive Director	170	\$364,581	\$141,961	\$192,525	\$265,875	\$412,248	\$590,258
Top Administrative Position	37	\$210,131	\$119,967	\$131,057	\$182,142	\$237,414	\$287,168
Top Business Position	12	\$162,345		\$138,970	\$150,593	\$166,444	
Top Development Position	35	\$190,701	\$126,581	\$156,161	\$175,263	\$222,708	\$272,986
Top Education Position	20	\$161,946	\$111,509	\$137,939	\$156,455	\$188,581	\$216,740
Top Facilities Position	14	\$160,018		\$140,181	\$149,544	\$183,384	
Top Finance Position	130	\$197,847	\$118,116	\$143,679	\$175,913	\$239,489	\$281,008
Top Human Resources Position	37	\$157,986	\$120,599	\$130,731	\$154,406	\$169,482	\$200,198

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Between \$25 million and \$50 million							
Top Legal Position	6	\$178,514			\$148,955		
Top Marketing Position	23	\$172,840	\$124,719	\$134,007	\$151,041	\$200,571	\$246,281
Top Operations Position	56	\$234,504	\$126,869	\$146,676	\$183,992	\$273,427	\$364,478
Top PR/Communications Position	13	\$199,049		\$155,527	\$183,239	\$249,193	
Top Program Position	13	\$184,442		\$139,948	\$155,603	\$231,288	
Top Technology Position	26	\$183,513	\$133,267	\$150,149	\$162,591	\$201,753	\$260,634
Greater than \$50 million							
CEO/Executive Director	225	\$692,189	\$192,121	\$285,017	\$486,207	\$767,893	\$1,225,707
Top Administrative Position	84	\$300,679	\$145,508	\$176,287	\$237,753	\$350,022	\$440,597
Top Business Position	44	\$318,000	\$139,821	\$165,504	\$251,004	\$437,878	\$576,504
Top Development Position	94	\$286,702	\$143,821	\$180,838	\$224,698	\$317,354	\$453,991
Top Education Position	69	\$363,290	\$168,670	\$197,126	\$237,994	\$373,188	\$484,898
Top Facilities Position	22	\$279,822	\$149,666	\$193,794	\$251,433	\$319,561	\$494,640
Top Finance Position	187	\$360,513	\$142,334	\$197,673	\$285,798	\$395,969	\$572,283
Top Human Resources Position	71	\$305,351	\$146,711	\$186,013	\$246,835	\$306,257	\$511,387
Top Legal Position	62	\$394,999	\$183,007	\$224,254	\$307,218	\$436,388	\$566,939
Top Marketing Position	25	\$245,130	\$140,613	\$163,050	\$227,307	\$317,115	\$395,648
Top Operations Position	108	\$384,517	\$162,338	\$211,155	\$301,559	\$431,656	\$576,570
Top PR/Communications Position	32	\$253,486	\$129,867	\$167,405	\$236,812	\$311,236	\$432,807
Top Program Position	17	\$292,626		\$205,005	\$264,378	\$370,224	
Top Technology Position	81	\$299,147	\$157,974	\$181,474	\$248,193	\$322,935	\$514,710

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Puerto Rico							
\$250 thousand or less							
CEO/Executive Director	22	\$29,870	\$16,955	\$18,830	\$27,738	\$36,868	\$47,523
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	30	\$42,542	\$20,637	\$24,060	\$35,527	\$50,250	\$70,322
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	\$53,597	\$28,520	\$40,300	\$57,600	\$61,897	\$79,053
Top Administrative Position	7	\$31,760			\$30,000		
Top Finance Position	5	\$29,428			\$24,423		
Between \$1 million and \$2.5 million							
CEO/Executive Director	30	\$76,270	\$45,742	\$60,252	\$70,388	\$83,058	\$120,685
Top Administrative Position	7	\$57,098			\$56,962		
Top Finance Position	5	\$39,159			\$41,884		
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	\$80,004		\$52,437	\$73,153	\$87,300	
Top Finance Position	7	\$73,605			\$45,124		
Between \$5 million and \$10 million							
CEO/Executive Director	14	\$135,222		\$100,344	\$131,962	\$158,955	
Top Finance Position	7	\$66,963			\$63,812		
Top Operations Position	5	\$62,929			\$49,312		
Between \$10 million and \$25 million							
CEO/Executive Director	21	\$134,942	\$78,240	\$90,000	\$103,100	\$162,180	\$190,725
Top Administrative Position	5	\$68,209			\$65,388		
Top Finance Position	8	\$66,075			\$62,204		
Top Human Resources Position	10	\$55,640		\$46,705	\$55,606	\$62,270	
Top Operations Position	5	\$75,320			\$74,756		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Puerto Rico							
Greater than \$50 million							
CEO/Executive Director	6	\$255,609			\$197,240		
Top Finance Position	5	\$147,743			\$105,147		
Rhode Island							
\$250 thousand or less							
CEO/Executive Director	71	\$51,750	\$22,450	\$32,317	\$46,158	\$65,873	\$80,272
Top Finance Position	8	\$38,151			\$35,385		
Top Program Position	5	\$43,172			\$33,897		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	88	\$68,194	\$30,298	\$44,941	\$64,104	\$82,087	\$105,429
Top Finance Position	6	\$37,786			\$38,771		
Between \$500 thousand and \$1 million							
CEO/Executive Director	74	\$102,634	\$47,610	\$70,196	\$93,528	\$125,390	\$176,681
Between \$1 million and \$2.5 million							
CEO/Executive Director	104	\$124,605	\$70,269	\$89,795	\$109,832	\$145,834	\$193,085
Top Administrative Position	8	\$102,301			\$102,311		
Top Business Position	5	\$206,384			\$162,745		
Top Finance Position	15	\$101,148		\$80,054	\$97,348	\$122,703	
Top Operations Position	8	\$96,538			\$91,634		
Between \$2.5 million and \$5 million							
CEO/Executive Director	61	\$159,421	\$89,705	\$106,699	\$131,700	\$172,477	\$222,385
Top Administrative Position	13	\$174,243		\$117,686	\$172,477	\$220,948	
Top Finance Position	25	\$119,251	\$64,082	\$85,718	\$99,157	\$116,498	\$147,858
Top Operations Position	6	\$106,766			\$104,120		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Between \$5 million and \$10 million							
CEO/Executive Director	36	\$172,647	\$121,090	\$139,729	\$162,838	\$194,712	\$235,604
Top Administrative Position	9	\$159,514			\$146,215		
Top Finance Position	16	\$124,208		\$97,538	\$124,945	\$155,667	
Top Operations Position	5	\$152,008			\$145,603		
Between \$10 million and \$25 million							
CEO/Executive Director	42	\$287,861	\$118,695	\$165,567	\$261,043	\$357,249	\$493,813
Top Administrative Position	7	\$148,632			\$148,824		
Top Business Position	9	\$139,632			\$147,926		
Top Development Position	8	\$153,525			\$147,305		
Top Finance Position	32	\$173,065	\$104,781	\$129,517	\$151,602	\$202,803	\$246,194
Top Operations Position	16	\$174,077		\$133,337	\$177,617	\$200,794	
Top Technology Position	5	\$154,048			\$141,703		
Between \$25 million and \$50 million							
CEO/Executive Director	18	\$304,752		\$196,607	\$221,863	\$296,066	
Top Finance Position	15	\$178,604		\$110,703	\$146,529	\$208,614	
Top Operations Position	10	\$210,067		\$147,284	\$159,953	\$257,274	
Top Technology Position	5	\$190,581			\$207,797		
Greater than \$50 million							
CEO/Executive Director	26	\$1,026,927	\$180,347	\$270,242	\$574,317	\$981,705	\$1,711,956
Top Administrative Position	6	\$391,647			\$336,571		
Top Development Position	9	\$272,345			\$235,881		
Top Education Position	5	\$454,143			\$366,304		
Top Finance Position	20	\$418,644	\$216,299	\$260,061	\$341,163	\$491,810	\$699,789
Top Human Resources Position	5	\$350,448			\$300,220		
Top Operations Position	14	\$305,678		\$226,015	\$266,773	\$373,541	
Top Technology Position	11	\$278,930		\$194,755	\$230,869	\$259,224	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
\$250 thousand or less							
CEO/Executive Director	280	\$43,096	\$20,000	\$29,695	\$39,823	\$53,786	\$70,175
Top Administrative Position	7	\$27,554			\$26,050		
Top Finance Position	8	\$33,781			\$27,063		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	221	\$65,405	\$30,000	\$45,360	\$57,206	\$76,435	\$99,692
Top Finance Position	19	\$41,801		\$23,696	\$28,606	\$51,871	
Top Operations Position	5	\$44,678			\$32,633		
Between \$500 thousand and \$1 million							
CEO/Executive Director	191	\$80,102	\$47,264	\$57,083	\$71,376	\$92,104	\$127,143
Top Finance Position	14	\$60,293		\$35,047	\$61,713	\$85,080	
Between \$1 million and \$2.5 million							
CEO/Executive Director	252	\$107,741	\$57,753	\$72,987	\$95,100	\$124,470	\$176,921
Top Administrative Position	9	\$75,462			\$63,294		
Top Business Position	6	\$83,294			\$71,614		
Top Finance Position	17	\$68,504		\$55,000	\$68,842	\$86,272	
Top Operations Position	9	\$95,646			\$78,500		
Between \$2.5 million and \$5 million							
CEO/Executive Director	121	\$140,404	\$75,569	\$95,131	\$124,880	\$161,183	\$227,070
Top Administrative Position	11	\$121,227		\$88,108	\$124,496	\$125,547	
Top Finance Position	19	\$101,692		\$66,034	\$84,480	\$106,610	
Top Operations Position	10	\$107,162		\$71,734	\$106,227	\$129,455	
Between \$5 million and \$10 million							
CEO/Executive Director	84	\$169,890	\$67,397	\$107,516	\$146,735	\$202,705	\$239,448
Top Administrative Position	8	\$170,983			\$188,678		
Top Facilities Position	5	\$175,010			\$191,356		
Top Finance Position	30	\$115,598	\$77,947	\$88,357	\$104,205	\$133,994	\$173,735

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Between \$5 million and \$10 million							
Top Operations Position	11	\$146,161		\$104,980	\$119,964	\$172,676	
Between \$10 million and \$25 million							
CEO/Executive Director	76	\$238,631	\$122,657	\$143,596	\$210,549	\$293,040	\$423,290
Top Administrative Position	13	\$135,240		\$115,176	\$125,936	\$142,147	
Top Business Position	10	\$161,316		\$93,780	\$148,169	\$200,717	
Top Development Position	13	\$132,427		\$112,921	\$123,717	\$153,754	
Top Education Position	7	\$143,069			\$137,083		
Top Finance Position	50	\$146,462	\$89,457	\$109,635	\$137,266	\$172,860	\$229,615
Top Marketing Position	6	\$133,666			\$132,895		
Top Operations Position	23	\$179,766	\$106,322	\$137,661	\$168,304	\$209,287	\$286,803
Top PR/Communications Position	5	\$151,715			\$109,506		
Between \$25 million and \$50 million							
CEO/Executive Director	26	\$290,546	\$154,722	\$198,029	\$305,560	\$384,013	\$411,345
Top Administrative Position	5	\$105,770			\$114,058		
Top Development Position	6	\$159,833			\$146,953		
Top Education Position	5	\$167,852			\$146,614		
Top Finance Position	25	\$156,780	\$90,119	\$110,637	\$150,924	\$195,227	\$245,286
Top Operations Position	14	\$191,922		\$124,830	\$207,278	\$239,073	
Top Technology Position	6	\$165,878			\$155,652		
Greater than \$50 million							
CEO/Executive Director	37	\$458,092	\$162,515	\$238,407	\$411,397	\$537,665	\$908,078
Top Administrative Position	9	\$266,905			\$196,483		
Top Business Position	5	\$182,690			\$145,847		
Top Development Position	7	\$172,865			\$191,278		
Top Education Position	10	\$288,613		\$180,049	\$215,236	\$242,050	
Top Finance Position	28	\$258,701	\$101,506	\$126,148	\$201,867	\$288,043	\$571,556

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Greater than \$50 million							
Top Human Resources Position	9	\$264,369			\$266,803		
Top Operations Position	21	\$267,333	\$124,842	\$152,758	\$231,915	\$309,487	\$381,744
Top Program Position	7	\$136,132			\$141,255		
Top Technology Position	10	\$247,790		\$140,296	\$210,352	\$313,781	
South Dakota							
\$250 thousand or less							
CEO/Executive Director	100	\$46,215	\$21,149	\$30,900	\$44,034	\$57,698	\$75,871
Top Finance Position	5	\$41,701			\$37,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	73	\$68,004	\$37,226	\$50,000	\$62,367	\$83,654	\$100,788
Top Finance Position	8	\$49,263			\$43,164		
Between \$500 thousand and \$1 million							
CEO/Executive Director	65	\$79,940	\$41,333	\$53,663	\$72,940	\$101,231	\$125,411
Top Finance Position	9	\$49,038			\$38,560		
Between \$1 million and \$2.5 million							
CEO/Executive Director	70	\$98,751	\$57,804	\$68,979	\$87,311	\$113,407	\$155,525
Top Administrative Position	14	\$77,634		\$57,854	\$72,753	\$89,439	
Top Finance Position	12	\$66,151		\$44,390	\$56,557	\$97,667	
Top Operations Position	5	\$68,324			\$73,233		
Between \$2.5 million and \$5 million							
CEO/Executive Director	41	\$112,283	\$51,974	\$80,492	\$112,306	\$144,283	\$163,258
Top Administrative Position	12	\$113,015		\$74,927	\$107,365	\$148,366	
Top Finance Position	17	\$66,637		\$50,932	\$65,607	\$82,252	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
Between \$5 million and \$10 million							
CEO/Executive Director	39	\$144,409	\$71,483	\$101,768	\$136,819	\$195,595	\$220,848
Top Administrative Position	12	\$159,471		\$128,318	\$149,399	\$198,392	
Top Business Position	5	\$77,991			\$76,238		
Top Finance Position	11	\$93,671		\$73,629	\$91,471	\$104,058	
Between \$10 million and \$25 million							
CEO/Executive Director	37	\$193,393	\$127,932	\$143,185	\$176,671	\$231,357	\$305,368
Top Administrative Position	12	\$198,997		\$147,145	\$188,193	\$230,523	
Top Development Position	5	\$117,880			\$134,231		
Top Finance Position	26	\$127,622	\$87,399	\$95,004	\$108,059	\$153,698	\$206,033
Top Operations Position	7	\$161,357			\$155,482		
Between \$25 million and \$50 million							
CEO/Executive Director	10	\$232,212		\$196,778	\$228,082	\$258,538	
Top Finance Position	9	\$138,175			\$135,958		
Top Operations Position	6	\$176,211			\$179,508		
Greater than \$50 million							
CEO/Executive Director	11	\$527,509		\$290,091	\$383,318	\$702,642	
Top Finance Position	8	\$392,452			\$314,524		
Top Operations Position	6	\$495,337			\$323,241		
Top Technology Position	5	\$281,913			\$244,781		

Tennessee

\$250 thousand or less

CEO/Executive Director	509	\$43,826	\$20,000	\$27,000	\$38,636	\$55,000	\$76,295
Top Administrative Position	17	\$31,593		\$20,000	\$26,400	\$44,850	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
\$250 thousand or less							
Top Finance Position	23	\$33,843	\$20,363	\$24,088	\$32,445	\$41,990	\$47,400
Top Operations Position	10	\$31,483		\$23,301	\$28,242	\$36,335	
Top Program Position	12	\$31,477		\$22,864	\$26,232	\$28,028	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	323	\$70,506	\$32,169	\$44,893	\$62,740	\$83,300	\$115,981
Top Administrative Position	12	\$45,677		\$27,079	\$32,299	\$55,905	
Top Business Position	6	\$50,807			\$54,591		
Top Finance Position	29	\$60,366	\$18,130	\$29,120	\$53,300	\$83,607	\$105,391
Between \$500 thousand and \$1 million							
CEO/Executive Director	307	\$83,995	\$40,939	\$57,197	\$73,201	\$103,328	\$136,713
Top Administrative Position	8	\$50,303			\$45,938		
Top Business Position	7	\$89,517			\$90,264		
Top Finance Position	16	\$67,470		\$37,500	\$59,983	\$100,844	
Top Operations Position	16	\$76,790		\$56,046	\$71,874	\$83,577	
Between \$1 million and \$2.5 million							
CEO/Executive Director	357	\$114,438	\$55,852	\$78,000	\$103,109	\$138,966	\$184,816
Top Administrative Position	21	\$82,851	\$43,709	\$54,308	\$72,983	\$115,788	\$137,806
Top Business Position	7	\$96,519			\$78,874		
Top Development Position	5	\$104,185			\$88,268		
Top Finance Position	53	\$76,656	\$41,413	\$53,695	\$73,200	\$95,119	\$118,411
Top Operations Position	30	\$85,680	\$44,438	\$57,565	\$73,558	\$111,051	\$144,058
Top Program Position	5	\$61,452			\$63,540		
Between \$2.5 million and \$5 million							
CEO/Executive Director	216	\$139,492	\$64,389	\$92,440	\$119,494	\$163,436	\$226,539
Top Administrative Position	17	\$120,426		\$84,391	\$113,973	\$151,400	
Top Business Position	5	\$119,173			\$107,625		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Between \$2.5 million and \$5 million							
Top Development Position	7	\$132,210			\$143,457		
Top Finance Position	63	\$93,320	\$54,415	\$71,241	\$88,873	\$106,309	\$140,277
Top Operations Position	22	\$88,220	\$63,699	\$68,354	\$88,150	\$105,120	\$115,023
Top Program Position	8	\$133,958			\$123,977		
Between \$5 million and \$10 million							
CEO/Executive Director	154	\$173,808	\$91,216	\$115,715	\$148,420	\$207,375	\$288,961
Top Administrative Position	14	\$163,540		\$105,562	\$160,210	\$220,474	
Top Development Position	9	\$108,467			\$116,539		
Top Education Position	11	\$140,263		\$110,958	\$127,003	\$168,752	
Top Finance Position	75	\$107,139	\$55,812	\$75,569	\$96,082	\$127,948	\$168,671
Top Operations Position	27	\$120,460	\$78,130	\$83,348	\$115,839	\$137,595	\$180,157
Top Program Position	8	\$154,172			\$149,625		
Top Technology Position	7	\$156,836			\$127,319		
Between \$10 million and \$25 million							
CEO/Executive Director	140	\$235,707	\$101,077	\$129,754	\$202,997	\$282,453	\$396,080
Top Administrative Position	17	\$205,640		\$116,648	\$183,823	\$253,433	
Top Business Position	8	\$162,987			\$164,913		
Top Development Position	25	\$154,290	\$120,396	\$131,249	\$142,029	\$159,804	\$190,966
Top Education Position	8	\$138,942			\$127,973		
Top Facilities Position	5	\$197,270			\$196,584		
Top Finance Position	80	\$140,664	\$76,805	\$106,837	\$132,930	\$158,925	\$224,052
Top Marketing Position	7	\$122,187			\$119,328		
Top Operations Position	31	\$154,191	\$106,083	\$128,952	\$153,102	\$173,665	\$196,890
Top PR/Communications Position	5	\$139,975			\$129,898		
Top Program Position	7	\$141,411			\$146,454		
Top Technology Position	11	\$130,502		\$123,301	\$130,161	\$138,902	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Between \$25 million and \$50 million							
CEO/Executive Director	62	\$385,725	\$118,627	\$163,989	\$249,165	\$380,968	\$557,533
Top Administrative Position	18	\$160,582		\$115,396	\$155,469	\$192,472	
Top Business Position	12	\$171,663		\$122,451	\$160,914	\$190,564	
Top Development Position	16	\$141,143		\$111,665	\$146,279	\$154,747	
Top Education Position	10	\$142,613		\$107,787	\$123,682	\$162,090	
Top Finance Position	42	\$167,378	\$82,324	\$108,926	\$158,922	\$200,484	\$250,369
Top Marketing Position	10	\$183,701		\$141,935	\$159,777	\$218,650	
Top Operations Position	19	\$176,175		\$122,665	\$140,110	\$184,145	
Top Technology Position	9	\$186,794			\$161,364		
Greater than \$50 million							
CEO/Executive Director	73	\$663,645	\$214,901	\$265,344	\$405,144	\$893,589	\$1,384,309
Top Administrative Position	23	\$367,796	\$157,628	\$193,051	\$247,824	\$339,212	\$717,409
Top Business Position	8	\$271,009			\$286,187		
Top Development Position	14	\$261,771		\$186,573	\$255,992	\$308,566	
Top Education Position	13	\$307,939		\$216,018	\$250,056	\$419,335	
Top Finance Position	77	\$303,057	\$134,919	\$171,474	\$222,356	\$363,486	\$619,140
Top Human Resources Position	15	\$330,244		\$186,967	\$294,537	\$407,721	
Top Legal Position	12	\$406,901		\$230,520	\$274,017	\$576,949	
Top Marketing Position	5	\$295,177			\$254,066		
Top Operations Position	44	\$312,294	\$141,583	\$162,125	\$206,101	\$352,691	\$725,566
Top PR/Communications Position	7	\$236,442			\$215,337		
Top Technology Position	16	\$332,640		\$231,870	\$315,813	\$386,827	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
\$250 thousand or less							
CEO/Executive Director	1,244	\$46,481	\$20,071	\$28,981	\$41,634	\$59,517	\$77,304
Top Administrative Position	49	\$31,778	\$17,814	\$20,520	\$26,938	\$37,669	\$49,926
Top Development Position	7	\$33,826			\$42,000		
Top Education Position	8	\$34,638			\$34,194		
Top Finance Position	71	\$34,437	\$19,014	\$22,350	\$26,780	\$38,750	\$58,184
Top Operations Position	9	\$45,544			\$41,900		
Top Program Position	24	\$34,838	\$18,793	\$23,826	\$33,608	\$41,866	\$54,611
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	838	\$68,324	\$31,182	\$46,050	\$62,825	\$83,765	\$107,130
Top Administrative Position	24	\$46,162	\$26,108	\$31,706	\$43,794	\$58,806	\$73,074
Top Business Position	9	\$80,332			\$79,930		
Top Development Position	5	\$53,320			\$50,785		
Top Education Position	5	\$70,253			\$64,000		
Top Finance Position	49	\$50,515	\$17,704	\$24,158	\$48,000	\$66,667	\$92,369
Top Operations Position	18	\$53,731		\$36,447	\$48,368	\$72,570	
Top Program Position	17	\$43,103		\$31,000	\$41,441	\$57,476	
Between \$500 thousand and \$1 million							
CEO/Executive Director	861	\$88,413	\$41,250	\$60,000	\$77,901	\$105,415	\$145,580
Top Administrative Position	36	\$58,752	\$26,997	\$34,260	\$51,328	\$71,920	\$100,516
Top Business Position	7	\$77,129			\$62,553		
Top Development Position	7	\$60,402			\$54,474		
Top Education Position	8	\$79,181			\$81,819		
Top Finance Position	64	\$75,018	\$30,170	\$36,414	\$56,000	\$83,664	\$143,109
Top Operations Position	24	\$72,989	\$39,562	\$56,891	\$63,777	\$82,451	\$124,438
Top Program Position	14	\$69,601		\$44,069	\$57,441	\$101,528	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Between \$1 million and \$2.5 million							
CEO/Executive Director	1,015	\$118,395	\$56,668	\$75,002	\$100,333	\$140,563	\$199,583
Top Administrative Position	57	\$97,425	\$46,228	\$59,056	\$78,116	\$120,000	\$151,664
Top Business Position	27	\$101,974	\$51,347	\$64,885	\$86,046	\$132,767	\$168,170
Top Development Position	20	\$101,452	\$54,796	\$68,744	\$91,119	\$120,631	\$129,634
Top Education Position	8	\$124,422			\$109,100		
Top Finance Position	134	\$77,586	\$42,100	\$52,369	\$66,254	\$96,440	\$126,275
Top Legal Position	7	\$136,260			\$136,385		
Top Marketing Position	5	\$97,283			\$95,396		
Top Operations Position	64	\$97,379	\$38,013	\$61,689	\$83,699	\$124,946	\$174,684
Top PR/Communications Position	5	\$130,846			\$157,940		
Top Program Position	14	\$73,230		\$42,942	\$67,320	\$95,079	
Top Technology Position	10	\$137,638		\$94,861	\$135,549	\$199,095	
Between \$2.5 million and \$5 million							
CEO/Executive Director	565	\$151,904	\$74,220	\$99,892	\$128,621	\$176,210	\$255,662
Top Administrative Position	65	\$117,332	\$52,581	\$79,040	\$102,868	\$140,281	\$192,722
Top Business Position	23	\$135,459	\$56,483	\$64,159	\$113,393	\$174,449	\$203,736
Top Development Position	23	\$138,151	\$78,365	\$117,547	\$141,747	\$153,382	\$185,887
Top Facilities Position	5	\$145,662			\$121,172		
Top Finance Position	163	\$114,907	\$57,073	\$72,526	\$95,684	\$132,270	\$184,882
Top Human Resources Position	9	\$125,601			\$132,017		
Top Legal Position	9	\$206,114			\$211,357		
Top Marketing Position	9	\$152,387			\$120,412		
Top Operations Position	78	\$115,727	\$61,665	\$79,584	\$112,782	\$143,680	\$168,840
Top PR/Communications Position	7	\$166,142			\$181,176		
Top Program Position	12	\$114,162		\$90,297	\$115,826	\$137,518	
Top Technology Position	18	\$162,356		\$130,643	\$147,277	\$176,140	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Between \$5 million and \$10 million							
CEO/Executive Director	424	\$191,275	\$97,325	\$122,895	\$159,796	\$220,777	\$320,636
Top Administrative Position	63	\$164,836	\$86,874	\$113,495	\$144,963	\$184,077	\$267,151
Top Business Position	18	\$139,197		\$101,585	\$130,141	\$191,933	
Top Development Position	41	\$135,291	\$92,582	\$112,436	\$123,059	\$149,588	\$192,185
Top Education Position	12	\$117,942		\$104,548	\$127,411	\$139,968	
Top Facilities Position	8	\$153,984			\$143,866		
Top Finance Position	183	\$121,036	\$66,060	\$82,613	\$112,639	\$139,506	\$183,521
Top Human Resources Position	8	\$115,220			\$100,602		
Top Legal Position	12	\$193,699		\$150,519	\$182,229	\$219,317	
Top Marketing Position	14	\$139,928		\$112,739	\$129,029	\$175,903	
Top Operations Position	87	\$144,278	\$88,604	\$107,375	\$128,641	\$164,986	\$207,824
Top PR/Communications Position	12	\$146,926		\$124,230	\$132,055	\$167,401	
Top Program Position	18	\$141,241		\$105,435	\$118,001	\$161,871	
Top Technology Position	14	\$155,330		\$117,038	\$134,916	\$164,575	
Between \$10 million and \$25 million							
CEO/Executive Director	347	\$259,181	\$112,099	\$149,796	\$214,881	\$307,251	\$448,991
Top Administrative Position	82	\$184,738	\$102,520	\$126,585	\$160,659	\$240,788	\$283,239
Top Business Position	36	\$172,140	\$97,982	\$125,195	\$150,147	\$186,375	\$271,819
Top Development Position	61	\$139,450	\$89,713	\$112,305	\$140,667	\$160,515	\$206,281
Top Education Position	22	\$144,253	\$85,516	\$110,893	\$126,929	\$182,242	\$209,791
Top Facilities Position	16	\$169,148		\$129,036	\$161,822	\$219,411	
Top Finance Position	236	\$142,473	\$74,848	\$99,655	\$130,882	\$163,455	\$229,405
Top Human Resources Position	33	\$138,841	\$72,408	\$108,435	\$134,986	\$158,870	\$198,182
Top Legal Position	14	\$196,522		\$153,154	\$178,746	\$248,881	
Top Marketing Position	25	\$149,540	\$115,370	\$120,806	\$143,294	\$179,238	\$197,532
Top Operations Position	118	\$172,727	\$99,167	\$115,509	\$143,726	\$197,216	\$294,683

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Between \$10 million and \$25 million							
Top PR/Communications Position	27	\$183,114	\$118,362	\$129,825	\$173,867	\$217,531	\$259,086
Top Program Position	29	\$138,350	\$78,879	\$107,107	\$124,876	\$144,466	\$175,339
Top Technology Position	42	\$160,934	\$106,572	\$118,990	\$146,956	\$192,357	\$232,279
Between \$25 million and \$50 million							
CEO/Executive Director	178	\$356,841	\$146,319	\$204,587	\$281,348	\$426,451	\$586,772
Top Administrative Position	43	\$203,495	\$113,840	\$133,641	\$172,563	\$219,144	\$322,043
Top Business Position	24	\$194,088	\$111,868	\$139,727	\$178,204	\$228,128	\$261,667
Top Development Position	42	\$187,678	\$119,784	\$145,268	\$173,547	\$213,347	\$243,091
Top Education Position	20	\$168,934	\$121,547	\$140,517	\$165,658	\$183,530	\$212,129
Top Facilities Position	14	\$145,947		\$123,281	\$146,598	\$167,422	
Top Finance Position	124	\$185,778	\$96,531	\$128,311	\$172,590	\$225,509	\$283,575
Top Human Resources Position	31	\$167,275	\$114,103	\$121,813	\$154,157	\$216,550	\$233,299
Top Legal Position	17	\$221,636		\$150,352	\$220,384	\$239,937	
Top Marketing Position	22	\$160,174	\$111,655	\$121,618	\$147,274	\$191,700	\$220,032
Top Operations Position	69	\$210,789	\$110,569	\$156,302	\$198,668	\$248,417	\$318,943
Top PR/Communications Position	17	\$161,409		\$125,385	\$157,618	\$204,678	
Top Program Position	11	\$149,307		\$121,693	\$128,015	\$164,587	
Top Technology Position	46	\$200,587	\$120,404	\$133,527	\$166,460	\$206,125	\$318,209
Greater than \$50 million							
CEO/Executive Director	173	\$719,588	\$203,388	\$292,097	\$448,890	\$874,722	\$1,337,994
Top Administrative Position	55	\$332,195	\$142,145	\$178,329	\$266,550	\$373,933	\$530,746
Top Business Position	27	\$273,934	\$145,643	\$182,456	\$216,747	\$299,991	\$459,074
Top Development Position	43	\$277,840	\$150,355	\$183,958	\$247,296	\$317,989	\$446,731
Top Education Position	36	\$314,138	\$161,057	\$187,142	\$221,262	\$324,231	\$640,814
Top Facilities Position	18	\$222,226		\$164,766	\$197,742	\$265,635	
Top Finance Position	156	\$361,326	\$150,681	\$204,976	\$268,712	\$391,552	\$518,616

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Greater than \$50 million							
Top Human Resources Position	56	\$281,327	\$140,294	\$164,213	\$201,446	\$276,510	\$452,173
Top Legal Position	26	\$399,358	\$189,434	\$228,186	\$392,172	\$486,684	\$632,917
Top Marketing Position	30	\$280,181	\$148,707	\$170,619	\$241,302	\$359,376	\$464,606
Top Operations Position	110	\$388,795	\$156,649	\$199,597	\$270,535	\$385,608	\$577,856
Top PR/Communications Position	30	\$253,869	\$142,916	\$168,474	\$209,582	\$334,657	\$393,421
Top Program Position	14	\$210,149		\$179,555	\$211,661	\$230,854	
Top Technology Position	66	\$336,523	\$132,587	\$177,565	\$247,946	\$365,430	\$485,695
Utah							
\$250 thousand or less							
CEO/Executive Director	98	\$46,087	\$19,763	\$27,100	\$44,809	\$58,685	\$73,606
Top Administrative Position	5	\$30,928			\$23,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	93	\$72,503	\$36,012	\$53,254	\$67,804	\$86,598	\$110,162
Top Finance Position	5	\$46,004			\$41,980		
Between \$500 thousand and \$1 million							
CEO/Executive Director	97	\$88,253	\$45,736	\$62,160	\$77,335	\$95,121	\$149,470
Top Finance Position	5	\$57,636			\$60,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	132	\$118,090	\$54,199	\$72,963	\$95,433	\$132,152	\$207,001
Top Administrative Position	5	\$82,843			\$78,920		
Top Finance Position	14	\$82,474		\$46,538	\$56,976	\$120,665	
Top Operations Position	8	\$94,165			\$83,993		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Between \$2.5 million and \$5 million							
CEO/Executive Director	81	\$145,526	\$68,400	\$91,429	\$125,004	\$164,299	\$258,420
Top Administrative Position	5	\$139,629			\$120,240		
Top Finance Position	19	\$100,642		\$70,370	\$87,532	\$122,976	
Top Operations Position	9	\$150,160			\$113,337		
Between \$5 million and \$10 million							
CEO/Executive Director	45	\$159,396	\$89,768	\$107,900	\$148,805	\$191,580	\$228,525
Top Administrative Position	5	\$159,440			\$171,291		
Top Finance Position	19	\$114,320		\$89,082	\$102,118	\$140,222	
Top Operations Position	5	\$109,763			\$105,776		
Between \$10 million and \$25 million							
CEO/Executive Director	34	\$264,988	\$108,419	\$135,144	\$195,756	\$327,050	\$463,609
Top Development Position	7	\$158,236			\$138,190		
Top Finance Position	21	\$139,271	\$84,429	\$115,091	\$125,137	\$151,524	\$194,400
Top Operations Position	6	\$170,786			\$154,894		
Between \$25 million and \$50 million							
CEO/Executive Director	9	\$398,869			\$331,830		
Top Finance Position	6	\$173,644			\$163,395		
Top Operations Position	5	\$188,372			\$184,313		
Greater than \$50 million							
CEO/Executive Director	11	\$568,862		\$297,286	\$422,278	\$609,231	
Top Finance Position	10	\$294,735		\$198,216	\$261,019	\$355,364	
Top Operations Position	7	\$283,120			\$269,100		
Top Technology Position	7	\$206,805			\$193,842		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
\$250 thousand or less							
CEO/Executive Director	142	\$45,571	\$21,257	\$31,210	\$43,820	\$55,887	\$67,132
Top Administrative Position	7	\$30,184			\$29,120		
Top Program Position	6	\$37,010			\$34,217		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	121	\$69,043	\$38,200	\$49,160	\$60,351	\$77,179	\$110,403
Top Finance Position	10	\$57,661		\$44,702	\$57,376	\$65,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	118	\$74,514	\$44,618	\$56,698	\$68,744	\$85,092	\$108,105
Top Finance Position	5	\$87,365			\$78,338		
Between \$1 million and \$2.5 million							
CEO/Executive Director	115	\$97,198	\$55,998	\$72,312	\$87,784	\$107,447	\$144,902
Top Finance Position	12	\$93,364		\$48,918	\$79,963	\$106,059	
Between \$2.5 million and \$5 million							
CEO/Executive Director	50	\$126,574	\$82,494	\$95,701	\$121,397	\$142,945	\$163,096
Top Finance Position	12	\$104,865		\$77,977	\$85,249	\$134,463	
Between \$5 million and \$10 million							
CEO/Executive Director	49	\$162,382	\$87,750	\$117,467	\$140,867	\$202,400	\$257,540
Top Administrative Position	5	\$151,283			\$146,474		
Top Finance Position	23	\$114,809	\$67,453	\$85,574	\$107,005	\$130,199	\$149,329
Top Operations Position	6	\$141,631			\$150,403		
Top Program Position	6	\$165,194			\$138,237		
Between \$10 million and \$25 million							
CEO/Executive Director	31	\$185,540	\$114,559	\$128,565	\$182,938	\$222,263	\$263,275
Top Finance Position	24	\$126,393	\$84,467	\$98,545	\$118,922	\$152,207	\$181,239

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Between \$25 million and \$50 million							
CEO/Executive Director	13	\$246,012		\$186,551	\$240,636	\$279,134	
Top Finance Position	11	\$153,862		\$115,820	\$146,741	\$182,455	
Greater than \$50 million							
CEO/Executive Director	19	\$456,021		\$285,607	\$457,250	\$555,758	
Top Finance Position	21	\$256,900	\$161,407	\$193,184	\$244,659	\$296,090	\$433,143
Top Human Resources Position	7	\$270,649			\$265,165		
Top Legal Position	5	\$234,027			\$217,791		
Top Operations Position	8	\$347,416			\$193,584		
Virgin Islands							
\$250 thousand or less							
CEO/Executive Director	6	\$40,033			\$31,714		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$89,923			\$71,507		
Virginia							
\$250 thousand or less							
CEO/Executive Director	493	\$46,573	\$21,333	\$28,020	\$40,700	\$59,262	\$77,525
Top Administrative Position	15	\$30,865		\$22,657	\$25,000	\$35,360	
Top Finance Position	23	\$46,034	\$16,360	\$21,213	\$28,080	\$52,984	\$72,481
Top Operations Position	5	\$51,556			\$58,269		
Top Program Position	16	\$37,392		\$28,567	\$35,875	\$43,922	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	400	\$70,878	\$32,764	\$46,266	\$61,831	\$82,742	\$123,958
Top Administrative Position	15	\$38,739		\$29,142	\$38,700	\$48,050	
Top Finance Position	31	\$55,622	\$22,675	\$32,585	\$45,239	\$58,022	\$85,669
Top Operations Position	9	\$51,877			\$51,273		
Top Program Position	6	\$70,446			\$73,289		
Between \$500 thousand and \$1 million							
CEO/Executive Director	465	\$100,195	\$46,208	\$60,500	\$84,661	\$125,000	\$174,016
Top Administrative Position	16	\$67,466		\$49,000	\$65,842	\$89,783	
Top Business Position	5	\$92,088			\$67,693		
Top Finance Position	28	\$80,246	\$31,200	\$53,567	\$70,092	\$102,890	\$143,712
Top Operations Position	10	\$67,157		\$47,003	\$69,816	\$80,458	
Between \$1 million and \$2.5 million							
CEO/Executive Director	591	\$141,793	\$61,786	\$86,184	\$120,000	\$176,985	\$243,422
Top Administrative Position	32	\$80,582	\$34,515	\$44,154	\$63,723	\$118,720	\$144,071
Top Business Position	6	\$117,401			\$120,510		
Top Development Position	11	\$122,996		\$120,239	\$122,663	\$132,059	
Top Education Position	8	\$118,884			\$133,912		
Top Finance Position	79	\$96,073	\$36,460	\$52,500	\$82,352	\$136,917	\$172,063
Top Marketing Position	7	\$129,795			\$123,358		
Top Operations Position	37	\$132,489	\$56,461	\$83,863	\$117,714	\$163,989	\$221,100
Top PR/Communications Position	6	\$123,159			\$133,775		
Top Program Position	8	\$116,345			\$132,653		
Top Technology Position	11	\$115,383		\$83,899	\$117,714	\$152,413	
Between \$2.5 million and \$5 million							
CEO/Executive Director	410	\$210,060	\$86,377	\$114,342	\$167,404	\$267,558	\$389,517
Top Administrative Position	45	\$130,162	\$39,414	\$84,694	\$116,579	\$157,314	\$247,464

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Between \$2.5 million and \$5 million							
Top Business Position	24	\$147,552	\$108,164	\$121,916	\$143,316	\$171,346	\$198,631
Top Development Position	19	\$140,231		\$114,858	\$129,836	\$172,045	
Top Education Position	15	\$158,034		\$128,176	\$151,226	\$175,371	
Top Finance Position	105	\$132,072	\$51,173	\$82,942	\$113,343	\$155,823	\$218,140
Top Human Resources Position	7	\$124,378			\$120,651		
Top Legal Position	6	\$213,830			\$208,530		
Top Marketing Position	16	\$138,745		\$121,860	\$141,933	\$155,413	
Top Operations Position	67	\$169,870	\$109,806	\$127,394	\$154,254	\$192,527	\$248,728
Top PR/Communications Position	25	\$146,963	\$118,016	\$132,793	\$149,722	\$165,830	\$178,155
Top Program Position	21	\$154,175	\$112,933	\$131,989	\$151,018	\$173,477	\$201,391
Top Technology Position	31	\$169,049	\$113,472	\$133,199	\$161,028	\$173,719	\$237,452
Between \$5 million and \$10 million							
CEO/Executive Director	278	\$260,175	\$108,778	\$143,636	\$216,973	\$320,653	\$464,305
Top Administrative Position	49	\$169,331	\$112,594	\$130,582	\$167,232	\$206,798	\$231,750
Top Business Position	22	\$168,725	\$119,069	\$132,835	\$160,940	\$196,670	\$257,086
Top Development Position	30	\$152,592	\$118,927	\$125,415	\$136,929	\$186,837	\$207,001
Top Education Position	18	\$163,140		\$132,018	\$162,454	\$174,842	
Top Facilities Position	10	\$151,469		\$119,318	\$147,837	\$181,010	
Top Finance Position	136	\$145,473	\$76,714	\$105,029	\$129,551	\$170,074	\$219,260
Top Human Resources Position	7	\$165,109			\$147,803		
Top Legal Position	16	\$215,278		\$146,720	\$191,488	\$225,477	
Top Marketing Position	26	\$147,785	\$121,332	\$135,631	\$146,777	\$154,843	\$177,173
Top Operations Position	68	\$185,187	\$102,179	\$127,422	\$174,225	\$229,924	\$293,647
Top PR/Communications Position	31	\$168,230	\$124,699	\$142,324	\$151,320	\$193,783	\$228,383
Top Program Position	17	\$151,377		\$128,940	\$148,550	\$183,993	
Top Technology Position	28	\$159,704	\$120,229	\$130,198	\$157,845	\$183,415	\$201,999

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Between \$10 million and \$25 million							
CEO/Executive Director	223	\$386,503	\$150,852	\$211,960	\$313,770	\$473,540	\$724,772
Top Administrative Position	42	\$189,670	\$110,483	\$146,048	\$169,200	\$215,053	\$296,951
Top Business Position	28	\$173,712	\$109,287	\$130,172	\$175,570	\$215,181	\$227,910
Top Development Position	46	\$175,009	\$107,431	\$131,171	\$162,143	\$194,609	\$286,591
Top Education Position	37	\$170,474	\$115,886	\$132,487	\$158,314	\$192,893	\$236,379
Top Facilities Position	13	\$166,011		\$117,969	\$143,095	\$195,446	
Top Finance Position	154	\$198,009	\$114,793	\$135,570	\$172,449	\$232,979	\$306,647
Top Human Resources Position	41	\$169,393	\$106,549	\$127,598	\$165,534	\$210,263	\$247,054
Top Legal Position	29	\$339,850	\$204,395	\$224,802	\$288,535	\$441,377	\$500,581
Top Marketing Position	33	\$174,651	\$121,657	\$150,355	\$163,939	\$201,109	\$238,488
Top Operations Position	82	\$255,044	\$114,046	\$148,109	\$218,688	\$280,989	\$472,568
Top PR/Communications Position	48	\$191,141	\$131,744	\$142,157	\$168,658	\$241,803	\$278,324
Top Program Position	25	\$175,362	\$122,751	\$133,834	\$171,961	\$193,657	\$247,524
Top Technology Position	54	\$192,664	\$129,932	\$153,265	\$172,193	\$226,271	\$259,706
Between \$25 million and \$50 million							
CEO/Executive Director	110	\$549,589	\$186,751	\$274,464	\$367,083	\$533,414	\$933,373
Top Administrative Position	22	\$233,529	\$133,969	\$164,978	\$214,969	\$268,351	\$357,703
Top Business Position	20	\$234,410	\$145,521	\$175,420	\$191,066	\$234,209	\$264,616
Top Development Position	27	\$208,542	\$140,724	\$167,009	\$193,499	\$253,731	\$270,631
Top Education Position	15	\$183,313		\$141,025	\$178,476	\$197,517	
Top Facilities Position	8	\$196,367			\$166,694		
Top Finance Position	87	\$238,028	\$127,267	\$160,854	\$220,510	\$275,426	\$365,686
Top Human Resources Position	21	\$191,926	\$126,733	\$136,737	\$170,064	\$245,726	\$275,865
Top Legal Position	17	\$334,906		\$202,289	\$242,692	\$354,746	
Top Marketing Position	18	\$230,643		\$131,845	\$161,425	\$199,596	
Top Operations Position	50	\$269,530	\$145,806	\$181,552	\$248,628	\$334,304	\$441,740

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Between \$25 million and \$50 million							
Top PR/Communications Position	28	\$232,258	\$137,355	\$154,187	\$199,425	\$242,526	\$369,953
Top Program Position	19	\$246,388		\$152,190	\$187,293	\$216,893	
Top Technology Position	35	\$206,436	\$135,597	\$163,922	\$195,352	\$218,676	\$275,549
Greater than \$50 million							
CEO/Executive Director	128	\$780,438	\$240,500	\$352,512	\$497,575	\$893,510	\$1,396,331
Top Administrative Position	32	\$250,392	\$142,796	\$166,904	\$217,005	\$265,670	\$460,875
Top Business Position	31	\$265,108	\$149,368	\$170,042	\$222,145	\$319,415	\$425,064
Top Development Position	34	\$270,581	\$160,901	\$192,221	\$225,424	\$298,589	\$382,934
Top Education Position	25	\$315,613	\$171,164	\$196,401	\$242,596	\$397,966	\$447,825
Top Facilities Position	7	\$226,176			\$248,904		
Top Finance Position	101	\$338,568	\$165,809	\$206,891	\$279,162	\$423,572	\$602,442
Top Human Resources Position	44	\$285,815	\$164,090	\$205,536	\$273,124	\$340,390	\$440,960
Top Legal Position	41	\$404,826	\$215,748	\$267,998	\$347,079	\$489,653	\$680,191
Top Marketing Position	18	\$279,456		\$203,679	\$236,432	\$348,906	
Top Operations Position	58	\$372,972	\$204,276	\$236,044	\$302,559	\$423,474	\$635,740
Top PR/Communications Position	17	\$282,024		\$190,407	\$256,063	\$406,014	
Top Program Position	21	\$268,079	\$145,403	\$193,250	\$219,721	\$301,796	\$500,225
Top Technology Position	51	\$309,016	\$157,712	\$205,750	\$280,014	\$390,908	\$490,212
Washington							
\$250 thousand or less							
CEO/Executive Director	498	\$49,670	\$22,766	\$31,215	\$45,000	\$60,960	\$81,367
Top Administrative Position	14	\$46,875		\$26,552	\$34,490	\$48,579	
Top Finance Position	21	\$42,940	\$18,000	\$22,625	\$36,000	\$44,714	\$90,396

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
\$250 thousand or less							
Top Operations Position	11	\$40,218		\$35,170	\$36,929	\$45,413	
Top Program Position	13	\$37,636		\$24,000	\$32,161	\$48,048	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	404	\$71,003	\$32,158	\$47,865	\$62,831	\$83,518	\$115,962
Top Administrative Position	23	\$52,347	\$27,911	\$32,920	\$39,779	\$59,673	\$75,232
Top Finance Position	16	\$55,245		\$38,575	\$48,299	\$74,340	
Top Operations Position	11	\$65,839		\$35,275	\$61,388	\$89,616	
Top Program Position	6	\$49,305			\$44,776		
Between \$500 thousand and \$1 million							
CEO/Executive Director	414	\$87,170	\$44,672	\$60,669	\$77,947	\$100,216	\$143,602
Top Administrative Position	14	\$66,243		\$50,008	\$63,683	\$88,627	
Top Business Position	7	\$115,830			\$122,555		
Top Finance Position	41	\$74,349	\$26,642	\$40,607	\$53,397	\$78,247	\$142,059
Top Operations Position	10	\$68,414		\$45,937	\$60,345	\$72,325	
Top Program Position	7	\$58,619			\$59,375		
Between \$1 million and \$2.5 million							
CEO/Executive Director	483	\$107,142	\$56,133	\$73,284	\$99,936	\$126,310	\$156,660
Top Administrative Position	17	\$95,567		\$74,845	\$95,196	\$121,095	
Top Business Position	18	\$146,439		\$106,845	\$140,878	\$189,466	
Top Education Position	6	\$123,470			\$127,326		
Top Finance Position	76	\$102,152	\$35,385	\$60,989	\$90,532	\$133,412	\$160,822
Top Operations Position	24	\$98,168	\$62,068	\$69,130	\$97,608	\$120,877	\$145,434
Top Program Position	10	\$126,323		\$89,273	\$109,348	\$163,149	
Between \$2.5 million and \$5 million							
CEO/Executive Director	276	\$142,232	\$80,685	\$104,705	\$129,337	\$168,128	\$215,047
Top Administrative Position	26	\$119,598	\$68,269	\$88,917	\$124,996	\$138,475	\$173,131

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Between \$2.5 million and \$5 million							
Top Business Position	16	\$134,676		\$83,775	\$126,509	\$174,336	
Top Development Position	12	\$131,343		\$115,950	\$123,145	\$136,103	
Top Facilities Position	5	\$141,583			\$132,049		
Top Finance Position	90	\$109,440	\$60,674	\$78,268	\$97,126	\$133,994	\$180,668
Top Operations Position	24	\$110,757	\$60,640	\$77,498	\$102,872	\$136,847	\$156,227
Top Technology Position	7	\$119,772			\$108,744		
Between \$5 million and \$10 million							
CEO/Executive Director	186	\$185,350	\$99,120	\$122,771	\$151,670	\$205,635	\$270,272
Top Administrative Position	26	\$181,136	\$103,116	\$123,028	\$167,907	\$197,470	\$230,423
Top Business Position	11	\$175,615		\$142,267	\$164,510	\$214,838	
Top Development Position	15	\$131,443		\$113,644	\$125,942	\$138,919	
Top Facilities Position	5	\$183,309			\$169,931		
Top Finance Position	112	\$118,221	\$71,325	\$87,254	\$111,363	\$140,753	\$181,180
Top Legal Position	5	\$225,989			\$150,879		
Top Operations Position	25	\$115,003	\$77,176	\$90,959	\$116,807	\$132,943	\$157,374
Top PR/Communications Position	8	\$141,573			\$133,095		
Top Program Position	11	\$141,256		\$120,589	\$124,329	\$154,302	
Top Technology Position	9	\$173,457			\$143,760		
Between \$10 million and \$25 million							
CEO/Executive Director	140	\$219,593	\$122,335	\$161,674	\$193,395	\$255,667	\$357,446
Top Administrative Position	21	\$160,191	\$109,696	\$118,631	\$140,490	\$188,104	\$248,329
Top Business Position	13	\$192,035		\$177,523	\$189,856	\$218,968	
Top Development Position	21	\$152,534	\$117,679	\$124,739	\$137,960	\$176,088	\$183,592
Top Education Position	10	\$142,974		\$125,254	\$139,511	\$158,749	
Top Finance Position	104	\$139,967	\$93,631	\$111,045	\$134,410	\$160,401	\$197,655
Top Human Resources Position	12	\$114,545		\$110,173	\$120,283	\$125,794	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Between \$10 million and \$25 million							
Top Legal Position	6	\$181,384			\$163,151		
Top Marketing Position	14	\$137,276		\$115,529	\$132,482	\$161,189	
Top Operations Position	49	\$155,876	\$109,511	\$127,164	\$140,838	\$183,214	\$228,262
Top PR/Communications Position	8	\$144,571			\$154,683		
Top Program Position	11	\$167,488		\$135,085	\$155,800	\$197,814	
Top Technology Position	19	\$153,621		\$128,376	\$155,750	\$166,591	
Between \$25 million and \$50 million							
CEO/Executive Director	63	\$370,180	\$162,433	\$246,308	\$293,996	\$440,604	\$651,572
Top Administrative Position	17	\$216,778		\$163,579	\$204,748	\$234,368	
Top Business Position	11	\$178,158		\$144,640	\$172,542	\$206,120	
Top Development Position	16	\$180,885		\$143,727	\$165,654	\$200,602	
Top Education Position	8	\$189,387			\$164,527		
Top Finance Position	58	\$208,222	\$113,460	\$140,642	\$175,584	\$238,206	\$333,937
Top Human Resources Position	15	\$169,820		\$134,585	\$157,083	\$197,502	
Top Marketing Position	9	\$187,543			\$183,982		
Top Operations Position	31	\$208,897	\$129,667	\$156,759	\$185,522	\$250,462	\$284,736
Top PR/Communications Position	9	\$208,483			\$189,022		
Top Program Position	9	\$168,199			\$160,246		
Top Technology Position	23	\$177,537	\$113,153	\$131,830	\$161,959	\$232,302	\$274,654
Greater than \$50 million							
CEO/Executive Director	83	\$636,262	\$217,172	\$296,171	\$478,106	\$844,488	\$1,269,442
Top Administrative Position	18	\$303,138		\$172,481	\$197,848	\$405,488	
Top Business Position	17	\$343,031		\$187,300	\$225,307	\$280,561	
Top Development Position	19	\$269,686		\$180,306	\$228,283	\$314,481	
Top Education Position	10	\$249,896		\$200,361	\$256,474	\$290,920	
Top Facilities Position	5	\$296,706			\$302,655		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Greater than \$50 million							
Top Finance Position	68	\$393,988	\$144,889	\$207,775	\$307,466	\$440,623	\$593,094
Top Human Resources Position	26	\$342,634	\$170,614	\$191,581	\$229,758	\$338,994	\$617,914
Top Legal Position	11	\$427,561		\$230,271	\$286,660	\$443,975	
Top Marketing Position	15	\$209,978		\$149,688	\$205,481	\$254,742	
Top Operations Position	55	\$370,777	\$159,508	\$236,290	\$304,896	\$465,367	\$620,084
Top PR/Communications Position	14	\$243,859		\$189,450	\$211,697	\$228,502	
Top Program Position	9	\$220,562			\$167,132		
Top Technology Position	32	\$363,307	\$158,309	\$203,598	\$274,697	\$444,138	\$560,649
West Virginia							
\$250 thousand or less							
CEO/Executive Director	106	\$42,917	\$21,989	\$29,610	\$40,165	\$53,243	\$63,751
Top Finance Position	10	\$34,028		\$17,101	\$22,477	\$35,904	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	88	\$65,874	\$31,850	\$42,812	\$56,338	\$85,011	\$107,537
Top Administrative Position	5	\$35,840			\$42,608		
Between \$500 thousand and \$1 million							
CEO/Executive Director	102	\$73,296	\$37,482	\$45,549	\$56,902	\$85,566	\$134,161
Top Business Position	7	\$125,915			\$101,939		
Top Finance Position	7	\$61,863			\$51,890		
Between \$1 million and \$2.5 million							
CEO/Executive Director	125	\$90,749	\$50,525	\$62,487	\$78,047	\$99,406	\$148,196
Top Business Position	7	\$137,087			\$132,435		
Top Finance Position	23	\$89,832	\$26,984	\$42,458	\$77,737	\$119,510	\$171,284

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Between \$2.5 million and \$5 million							
CEO/Executive Director	57	\$121,940	\$67,580	\$75,909	\$92,059	\$121,281	\$163,593
Top Finance Position	22	\$82,193	\$48,855	\$54,099	\$83,475	\$91,699	\$110,009
Top Operations Position	9	\$147,920			\$80,804		
Between \$5 million and \$10 million							
CEO/Executive Director	33	\$130,572	\$76,132	\$89,724	\$100,900	\$125,993	\$195,305
Top Finance Position	21	\$73,691	\$50,212	\$56,322	\$69,767	\$94,497	\$100,272
Between \$10 million and \$25 million							
CEO/Executive Director	43	\$163,989	\$96,936	\$117,397	\$147,369	\$183,344	\$268,705
Top Administrative Position	7	\$120,537			\$121,000		
Top Finance Position	28	\$104,881	\$71,334	\$90,141	\$102,731	\$111,130	\$141,745
Top Operations Position	11	\$122,691		\$101,687	\$106,134	\$116,381	
Between \$25 million and \$50 million							
CEO/Executive Director	14	\$298,447		\$206,646	\$246,134	\$369,669	
Top Finance Position	14	\$172,247		\$125,641	\$160,787	\$213,766	
Top Operations Position	6	\$171,264			\$161,830		
Greater than \$50 million							
CEO/Executive Director	15	\$605,205		\$381,590	\$492,901	\$642,305	
Top Administrative Position	6	\$350,724			\$181,105		
Top Finance Position	14	\$377,094		\$219,985	\$365,150	\$397,693	
Top Human Resources Position	6	\$343,010			\$343,759		
Top Legal Position	7	\$442,024			\$403,579		
Top Operations Position	12	\$359,597		\$273,179	\$287,175	\$432,423	
Top Technology Position	6	\$463,371			\$444,581		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
\$250 thousand or less							
CEO/Executive Director	393	\$45,660	\$20,695	\$29,500	\$43,200	\$58,014	\$73,214
Top Administrative Position	12	\$36,342		\$27,251	\$34,462	\$47,114	
Top Finance Position	24	\$37,925	\$19,226	\$24,140	\$40,713	\$49,049	\$59,719
Top Program Position	7	\$33,317			\$30,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	361	\$65,671	\$31,700	\$47,500	\$60,171	\$77,468	\$101,701
Top Administrative Position	12	\$43,535		\$35,478	\$38,576	\$46,706	
Top Finance Position	22	\$46,625	\$20,657	\$30,237	\$44,613	\$52,764	\$80,463
Top Operations Position	8	\$59,156			\$54,172		
Between \$500 thousand and \$1 million							
CEO/Executive Director	369	\$84,728	\$47,604	\$60,000	\$77,939	\$102,552	\$135,891
Top Administrative Position	20	\$58,314	\$27,193	\$43,430	\$53,081	\$74,630	\$89,438
Top Business Position	8	\$84,095			\$73,760		
Top Finance Position	24	\$112,247	\$37,207	\$48,322	\$76,643	\$137,270	\$207,294
Top Operations Position	7	\$65,914			\$64,126		
Between \$1 million and \$2.5 million							
CEO/Executive Director	431	\$115,157	\$57,642	\$75,976	\$97,624	\$132,655	\$194,605
Top Administrative Position	24	\$92,059	\$55,216	\$60,299	\$99,109	\$114,755	\$131,510
Top Business Position	18	\$127,143		\$114,297	\$136,606	\$156,682	
Top Finance Position	65	\$91,281	\$33,303	\$55,706	\$75,904	\$122,326	\$151,063
Top Operations Position	18	\$82,772		\$53,951	\$73,298	\$98,472	
Between \$2.5 million and \$5 million							
CEO/Executive Director	236	\$142,917	\$79,230	\$98,467	\$124,572	\$170,227	\$219,296
Top Administrative Position	17	\$108,874		\$89,494	\$101,306	\$111,543	
Top Business Position	14	\$154,378		\$125,146	\$164,571	\$190,670	
Top Facilities Position	5	\$128,808			\$117,804		

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Between \$2.5 million and \$5 million							
Top Finance Position	71	\$104,116	\$57,334	\$76,526	\$92,718	\$125,443	\$156,992
Top Operations Position	23	\$112,772	\$65,131	\$84,865	\$111,475	\$130,165	\$154,036
Between \$5 million and \$10 million							
CEO/Executive Director	153	\$187,046	\$91,979	\$116,012	\$150,137	\$225,112	\$300,606
Top Administrative Position	27	\$151,381	\$81,267	\$102,969	\$122,144	\$174,442	\$215,409
Top Business Position	10	\$161,683		\$117,808	\$163,430	\$211,000	
Top Development Position	6	\$164,902			\$140,837		
Top Education Position	5	\$165,139			\$134,288		
Top Finance Position	86	\$117,316	\$68,785	\$78,259	\$100,252	\$152,656	\$201,027
Top Human Resources Position	7	\$123,914			\$118,486		
Top Operations Position	29	\$163,510	\$111,743	\$118,079	\$141,273	\$201,294	\$247,454
Top PR/Communications Position	5	\$175,591			\$166,263		
Top Program Position	6	\$154,687			\$121,329		
Top Technology Position	6	\$162,052			\$159,833		
Between \$10 million and \$25 million							
CEO/Executive Director	126	\$228,532	\$126,587	\$162,099	\$212,352	\$270,521	\$339,768
Top Administrative Position	18	\$182,174		\$133,348	\$160,181	\$203,183	
Top Business Position	9	\$146,752			\$136,860		
Top Development Position	13	\$130,451		\$123,220	\$127,341	\$139,916	
Top Education Position	5	\$150,161			\$149,691		
Top Finance Position	87	\$142,368	\$89,314	\$113,122	\$135,240	\$166,086	\$220,468
Top Human Resources Position	13	\$136,681		\$112,069	\$132,410	\$140,161	
Top Marketing Position	11	\$129,741		\$114,660	\$127,266	\$155,536	
Top Operations Position	49	\$148,949	\$103,902	\$121,127	\$142,925	\$172,578	\$206,845
Top Program Position	10	\$126,287		\$122,308	\$125,711	\$139,898	
Top Technology Position	11	\$162,704		\$135,604	\$178,817	\$186,733	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Between \$25 million and \$50 million							
CEO/Executive Director	58	\$313,471	\$187,850	\$259,240	\$307,363	\$347,447	\$444,524
Top Administrative Position	17	\$203,090		\$140,415	\$194,247	\$287,852	
Top Business Position	7	\$191,927			\$147,699		
Top Development Position	12	\$169,435		\$130,493	\$158,334	\$185,521	
Top Education Position	9	\$152,578			\$157,649		
Top Finance Position	41	\$185,277	\$113,890	\$133,490	\$168,562	\$222,316	\$286,096
Top Human Resources Position	10	\$148,273		\$130,567	\$138,089	\$170,314	
Top Marketing Position	8	\$186,518			\$162,442		
Top Operations Position	25	\$194,536	\$128,458	\$154,417	\$189,525	\$227,805	\$280,175
Top Technology Position	10	\$174,776		\$145,623	\$168,637	\$194,087	
Greater than \$50 million							
CEO/Executive Director	83	\$767,333	\$223,738	\$377,024	\$509,898	\$789,546	\$1,198,429
Top Administrative Position	17	\$313,744		\$201,033	\$215,762	\$308,529	
Top Business Position	20	\$277,412	\$180,697	\$201,778	\$216,459	\$274,775	\$509,202
Top Development Position	19	\$275,171		\$183,313	\$215,133	\$291,923	
Top Education Position	11	\$286,012		\$145,953	\$171,632	\$220,280	
Top Finance Position	70	\$387,459	\$181,423	\$214,462	\$275,963	\$438,380	\$780,174
Top Human Resources Position	22	\$281,378	\$178,486	\$193,695	\$242,692	\$352,836	\$494,800
Top Legal Position	10	\$522,808		\$277,992	\$545,666	\$649,463	
Top Marketing Position	17	\$237,363		\$151,916	\$177,002	\$233,346	
Top Operations Position	39	\$414,224	\$163,252	\$206,753	\$262,361	\$396,729	\$680,082
Top PR/Communications Position	9	\$216,307			\$202,705		
Top Program Position	9	\$227,128			\$210,927		
Top Technology Position	32	\$295,667	\$161,522	\$209,143	\$240,720	\$330,491	\$541,721

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
\$250 thousand or less							
CEO/Executive Director	84	\$46,019	\$22,293	\$34,973	\$43,133	\$54,250	\$66,121
Top Finance Position	5	\$28,277			\$30,000		
Top Program Position	5	\$36,769			\$33,035		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	69	\$64,115	\$35,530	\$46,100	\$62,810	\$77,533	\$85,823
Between \$500 thousand and \$1 million							
CEO/Executive Director	56	\$86,423	\$50,558	\$60,818	\$76,095	\$98,462	\$138,428
Between \$1 million and \$2.5 million							
CEO/Executive Director	58	\$91,603	\$51,215	\$65,047	\$80,269	\$113,809	\$138,491
Top Administrative Position	5	\$57,696			\$48,650		
Top Finance Position	10	\$66,064		\$29,306	\$46,088	\$84,195	
Between \$2.5 million and \$5 million							
CEO/Executive Director	32	\$131,073	\$74,316	\$84,788	\$116,362	\$159,677	\$193,916
Top Finance Position	8	\$79,217			\$78,353		
Between \$5 million and \$10 million							
CEO/Executive Director	13	\$139,799		\$101,102	\$118,956	\$153,540	
Between \$10 million and \$25 million							
CEO/Executive Director	14	\$229,930		\$197,763	\$203,234	\$246,972	
Top Administrative Position	6	\$214,309			\$203,234		
Top Finance Position	9	\$126,433			\$111,982		
Top Operations Position	6	\$153,239			\$159,237		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama								
\$500 thousand or less								
CEO/Executive Director								
	F	232	\$50,218	\$24,545	\$33,453	\$47,588	\$60,876	\$77,740
	M	220	\$62,672	\$23,490	\$36,919	\$56,420	\$77,877	\$112,101
	U	25	\$42,178	\$23,784	\$32,200	\$40,390	\$49,907	\$63,055
Top Administrative Position								
	F	5	\$37,110			\$38,648		
	M	6	\$44,146			\$42,698		
Top Finance Position								
	F	12	\$31,345		\$24,505	\$27,174	\$39,765	
	M	14	\$75,571		\$56,738	\$72,114	\$90,320	
Top Program Position								
	F	5	\$33,237			\$33,286		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	84	\$74,747	\$38,253	\$49,450	\$70,810	\$91,769	\$116,178
	M	62	\$95,576	\$40,823	\$55,082	\$95,245	\$114,819	\$180,927
	U	9	\$74,348			\$72,676		
Top Administrative Position								
	F	5	\$50,168			\$56,861		
Top Business Position								
	M	8	\$122,924			\$115,846		
Top Finance Position								
	M	8	\$98,615			\$100,366		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	124	\$96,597	\$54,508	\$71,106	\$89,764	\$117,290	\$146,579
	M	150	\$146,824	\$63,625	\$86,424	\$130,693	\$192,427	\$241,575
	U	14	\$100,759		\$78,270	\$109,325	\$121,535	
Top Administrative Position								
	F	5	\$91,508			\$81,959		
	M	8	\$95,252			\$92,575		
Top Business Position								
	M	7	\$121,973			\$104,161		
Top Finance Position								
	F	28	\$73,930	\$40,666	\$52,148	\$68,990	\$85,061	\$115,985
	M	19	\$112,798		\$70,340	\$91,181	\$130,399	
Top Operations Position								
	F	9	\$91,623			\$84,239		
	M	12	\$66,387		\$40,622	\$70,769	\$75,279	
Greater than \$5 million								
CEO/Executive Director								
	F	45	\$178,828	\$103,872	\$125,536	\$151,362	\$188,787	\$279,683
	M	129	\$307,952	\$106,725	\$140,174	\$228,371	\$347,616	\$559,402
	U	11	\$165,892		\$114,009	\$163,914	\$199,913	
Top Administrative Position								
	F	9	\$146,316			\$148,817		
	M	29	\$223,720	\$109,920	\$124,192	\$211,316	\$256,610	\$350,382
Top Business Position								
	M	9	\$250,746			\$144,600		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama								
Greater than \$5 million								
Top Development Position								
	F	8	\$156,802			\$144,420		
	M	6	\$188,832			\$152,663		
Top Education Position								
	M	9	\$187,651			\$152,662		
Top Facilities Position								
	M	7	\$606,659			\$166,200		
Top Finance Position								
	F	55	\$167,112	\$81,873	\$107,333	\$129,447	\$182,100	\$247,215
	M	54	\$201,612	\$76,687	\$109,811	\$168,332	\$235,948	\$332,623
Top Human Resources Position								
	F	15	\$165,392		\$112,495	\$131,642	\$170,446	
Top Legal Position								
	M	8	\$266,066			\$182,139		
Top Operations Position								
	F	20	\$168,319	\$87,971	\$130,201	\$148,286	\$207,137	\$260,517
	M	32	\$335,676	\$133,620	\$155,648	\$215,562	\$329,878	\$779,328
Top Technology Position								
	M	16	\$169,947		\$128,558	\$152,533	\$192,548	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska								
\$500 thousand or less								
CEO/Executive Director								
	F	92	\$53,001	\$28,534	\$36,753	\$48,242	\$63,053	\$81,147
	M	50	\$63,492	\$26,788	\$41,903	\$60,113	\$76,631	\$99,019
	U	7	\$45,818			\$45,914		
Top Administrative Position								
	F	6	\$37,175			\$39,725		
	M	7	\$61,946			\$65,000		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	54	\$80,763	\$54,584	\$65,017	\$79,037	\$89,310	\$111,557
	M	36	\$97,772	\$57,278	\$71,426	\$84,086	\$114,205	\$159,585
Top Finance Position								
	F	5	\$64,066			\$70,300		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	83	\$117,076	\$71,002	\$86,842	\$102,798	\$133,946	\$164,022
	M	60	\$129,788	\$78,842	\$97,442	\$122,965	\$147,669	\$197,692
Top Administrative Position								
	F	5	\$71,091			\$70,666		
	M	6	\$131,938			\$130,013		
Top Business Position								
	M	5	\$209,705			\$175,133		
Top Finance Position								
	F	17	\$82,289		\$70,017	\$83,485	\$92,850	
	M	10	\$139,658		\$99,831	\$132,212	\$166,951	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska								
Between \$1 million and \$5 million								
Top Operations Position								
	F	9	\$98,863			\$102,744		
Greater than \$5 million								
CEO/Executive Director								
	F	38	\$224,414	\$111,091	\$144,824	\$188,298	\$268,421	\$427,073
	M	42	\$303,415	\$115,349	\$150,880	\$182,745	\$392,592	\$601,197
Top Administrative Position								
	F	8	\$197,785			\$211,182		
	M	12	\$239,232		\$159,881	\$224,930	\$287,806	
Top Facilities Position								
	M	8	\$164,837			\$146,860		
Top Finance Position								
	F	33	\$145,695	\$84,746	\$96,059	\$135,917	\$177,309	\$228,870
	M	29	\$231,271	\$95,102	\$123,921	\$208,617	\$293,847	\$386,176
Top Human Resources Position								
	F	6	\$136,977			\$132,236		
Top Operations Position								
	F	8	\$230,184			\$187,819		
	M	20	\$226,058	\$117,724	\$120,603	\$189,766	\$316,573	\$359,566

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona								
\$500 thousand or less								
CEO/Executive Director								
	F	285	\$53,153	\$23,157	\$34,608	\$47,586	\$66,000	\$87,448
	M	223	\$54,998	\$22,905	\$33,863	\$52,800	\$71,690	\$93,260
	U	27	\$54,157	\$24,000	\$30,338	\$47,045	\$69,128	\$90,331
Top Administrative Position								
	F	12	\$33,804		\$21,482	\$28,588	\$38,300	
	M	8	\$31,360			\$27,500		
Top Finance Position								
	F	10	\$26,996		\$18,013	\$23,282	\$29,423	
	M	15	\$47,078		\$28,268	\$40,000	\$59,612	
Top Operations Position								
	F	10	\$43,933		\$25,584	\$36,737	\$59,681	
Top Program Position								
	F	13	\$36,066		\$29,440	\$33,756	\$40,684	
	M	9	\$42,578			\$42,501		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	132	\$89,660	\$48,162	\$59,812	\$79,588	\$105,047	\$145,702
	M	97	\$94,137	\$43,733	\$60,212	\$82,230	\$117,251	\$154,274
	U	11	\$102,770		\$72,851	\$78,333	\$117,356	
Top Administrative Position								
	F	6	\$93,193			\$93,542		
Top Finance Position								
	F	11	\$65,045		\$42,468	\$55,800	\$75,413	
	M	11	\$37,714		\$30,000	\$34,217	\$41,775	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	219	\$107,551	\$59,988	\$80,102	\$99,419	\$123,099	\$165,610
	M	231	\$137,141	\$62,953	\$83,104	\$115,093	\$170,036	\$241,557
	U	20	\$141,004	\$60,535	\$86,518	\$104,753	\$141,782	\$262,251
Top Administrative Position								
	F	16	\$71,108		\$52,868	\$69,975	\$88,092	
	M	14	\$113,690		\$82,376	\$105,207	\$138,045	
Top Business Position								
	F	12	\$82,099		\$50,843	\$67,440	\$101,268	
	M	12	\$148,498		\$113,284	\$136,344	\$185,561	
Top Development Position								
	F	8	\$88,638			\$93,973		
Top Finance Position								
	F	44	\$85,634	\$42,360	\$56,248	\$72,198	\$98,788	\$151,605
	M	41	\$102,062	\$30,533	\$61,167	\$88,174	\$129,444	\$183,410
Top Marketing Position								
	F	5	\$117,991			\$114,102		
Top Operations Position								
	F	21	\$117,346	\$61,744	\$72,512	\$115,188	\$149,141	\$196,686
	M	18	\$102,889		\$70,076	\$98,980	\$135,679	
Greater than \$5 million								
CEO/Executive Director								
	F	105	\$190,410	\$89,181	\$112,651	\$148,872	\$238,425	\$322,586
	M	202	\$352,341	\$111,412	\$149,211	\$224,738	\$318,877	\$555,595
	U	12	\$284,690		\$171,099	\$205,187	\$283,165	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona								
Greater than \$5 million								
Top Administrative Position								
	F	14	\$110,397		\$83,380	\$106,900	\$129,908	
	M	25	\$203,937	\$106,003	\$133,263	\$175,314	\$227,979	\$373,420
Top Business Position								
	F	7	\$146,271			\$162,166		
	M	16	\$178,194		\$126,765	\$158,648	\$218,814	
Top Development Position								
	F	20	\$176,801	\$94,821	\$116,053	\$170,081	\$204,944	\$258,474
	M	16	\$160,692		\$125,787	\$152,247	\$180,763	
Top Facilities Position								
	M	5	\$185,036			\$155,705		
Top Finance Position								
	F	100	\$143,969	\$77,047	\$99,789	\$127,750	\$169,510	\$201,325
	M	97	\$209,961	\$82,018	\$114,283	\$150,658	\$225,821	\$341,311
	U	6	\$132,884			\$108,670		
Top Human Resources Position								
	F	21	\$248,072	\$105,179	\$122,061	\$138,199	\$229,748	\$482,476
	M	8	\$254,398			\$240,913		
Top Legal Position								
	F	6	\$339,184			\$262,143		
	M	7	\$582,612			\$311,628		
Top Marketing Position								
	F	14	\$279,005		\$128,263	\$156,220	\$205,634	
	M	7	\$180,924			\$161,854		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona								
Greater than \$5 million								
Top Operations Position								
	F	51	\$230,142	\$84,104	\$103,870	\$131,867	\$183,729	\$256,469
	M	57	\$227,644	\$91,287	\$119,558	\$173,659	\$268,983	\$388,421
	U	6	\$220,380			\$205,575		
Top PR/Communications Position								
	F	16	\$164,571		\$122,345	\$145,064	\$175,778	
Top Program Position								
	F	9	\$139,993			\$128,058		
	M	8	\$317,600			\$223,614		
Top Technology Position								
	F	8	\$154,774			\$153,028		
	M	32	\$207,887	\$115,846	\$139,713	\$182,879	\$261,645	\$342,944

Arkansas

\$500 thousand or less

CEO/Executive Director

F	134	\$46,176	\$22,485	\$32,900	\$40,712	\$55,150	\$75,513
M	104	\$57,718	\$24,420	\$34,510	\$53,780	\$72,217	\$93,978
U	18	\$59,898		\$44,843	\$49,727	\$74,259	

Top Administrative Position

F	5	\$38,143			\$39,000		
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Top Finance Position

F	6	\$39,681			\$34,534		
M	7	\$45,717			\$51,669		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	43	\$69,497	\$34,505	\$47,139	\$58,625	\$89,316	\$114,562
	M	39	\$91,984	\$47,641	\$58,589	\$82,716	\$114,903	\$138,753
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	70	\$104,390	\$49,379	\$68,836	\$95,583	\$134,743	\$162,403
	M	84	\$124,068	\$58,066	\$82,512	\$110,543	\$150,992	\$197,384
	U	7	\$114,702			\$85,226		
Top Administrative Position								
	F	9	\$80,792			\$75,090		
	M	8	\$92,126			\$90,562		
Top Finance Position								
	F	20	\$95,722	\$57,202	\$66,354	\$78,494	\$120,017	\$142,067
	M	14	\$94,862		\$79,755	\$81,633	\$105,001	
Top Operations Position								
	M	7	\$121,803			\$109,987		
Greater than \$5 million								
CEO/Executive Director								
	F	69	\$130,674	\$63,825	\$78,867	\$109,959	\$163,171	\$221,835
	M	97	\$304,343	\$108,804	\$155,757	\$230,215	\$399,921	\$590,733
	U	7	\$300,717			\$156,196		
Top Administrative Position								
	F	9	\$170,406			\$164,906		
	M	17	\$254,088		\$164,139	\$238,767	\$287,946	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas								
Greater than \$5 million								
Top Education Position	M	5	\$215,271			\$176,409		
Top Finance Position	F	51	\$128,162	\$76,777	\$81,555	\$114,562	\$164,349	\$192,437
	M	45	\$166,989	\$57,310	\$89,728	\$139,690	\$209,260	\$308,843
Top Human Resources Position	F	5	\$151,576			\$122,170		
Top Operations Position	F	17	\$163,311		\$106,661	\$123,727	\$216,207	
	M	26	\$252,886	\$129,749	\$166,919	\$205,529	\$278,789	\$347,234
Top Technology Position	M	14	\$192,932		\$142,387	\$175,867	\$202,039	

California

\$500 thousand or less

CEO/Executive Director

F	1,635	\$58,184	\$23,885	\$36,000	\$52,307	\$73,906	\$97,098
M	1,308	\$60,682	\$21,326	\$32,238	\$54,047	\$79,903	\$106,685
U	209	\$52,948	\$21,658	\$29,174	\$45,837	\$68,800	\$92,343

Top Administrative Position

F	58	\$43,076	\$22,653	\$27,978	\$36,148	\$53,403	\$73,690
M	28	\$53,514	\$21,339	\$26,476	\$46,745	\$65,033	\$90,607
U	8	\$46,560			\$48,688		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
\$500 thousand or less								
Top Business Position								
	F	5	\$43,549			\$43,680		
	M	5	\$74,019			\$88,969		
Top Development Position								
	F	6	\$52,870			\$43,248		
Top Finance Position								
	F	125	\$47,481	\$22,260	\$29,660	\$40,000	\$59,043	\$80,242
	M	100	\$57,581	\$18,783	\$25,390	\$41,097	\$73,050	\$115,341
	U	19	\$36,190		\$23,815	\$27,630	\$38,045	
Top Operations Position								
	F	25	\$49,594	\$25,931	\$29,250	\$40,423	\$61,240	\$85,746
	M	22	\$80,765	\$27,600	\$33,519	\$57,836	\$70,421	\$180,000
Top Program Position								
	F	45	\$51,260	\$21,908	\$29,674	\$48,333	\$65,000	\$75,437
	M	11	\$39,367		\$21,096	\$33,775	\$46,563	
	U	6	\$53,893			\$49,600		
Top Technology Position								
	M	5	\$30,406			\$33,000		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	891	\$89,167	\$47,808	\$64,126	\$82,919	\$106,260	\$139,607
	M	707	\$105,809	\$43,877	\$64,100	\$92,826	\$130,035	\$178,952
	U	107	\$85,312	\$33,679	\$57,153	\$77,248	\$105,906	\$142,780

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Between \$500 thousand and \$1 million								
Top Administrative Position								
	F	21	\$70,104	\$35,004	\$50,600	\$64,200	\$78,421	\$124,428
	M	23	\$83,531	\$34,075	\$47,229	\$71,128	\$112,071	\$142,042
	U	6	\$99,826			\$98,908		
Top Business Position								
	M	10	\$141,279		\$93,137	\$143,548	\$190,625	
Top Development Position								
	F	6	\$117,778			\$111,507		
Top Education Position								
	M	5	\$165,839			\$176,573		
Top Finance Position								
	F	78	\$68,393	\$24,828	\$44,113	\$62,112	\$85,106	\$107,503
	M	72	\$83,544	\$25,909	\$46,994	\$64,242	\$112,161	\$185,771
	U	14	\$79,779		\$58,430	\$79,361	\$96,938	
Top Legal Position								
	M	5	\$136,820			\$107,638		
Top Operations Position								
	F	33	\$75,699	\$34,096	\$48,552	\$59,840	\$97,763	\$148,316
	M	25	\$71,138	\$33,380	\$50,800	\$60,733	\$80,000	\$131,141
	U	7	\$65,228			\$57,628		
Top Program Position								
	F	18	\$62,054		\$42,688	\$58,726	\$71,300	
	M	8	\$63,263			\$61,686		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	1,785	\$130,382	\$70,000	\$91,400	\$120,000	\$155,000	\$194,934
	M	1,573	\$152,726	\$70,164	\$97,165	\$133,234	\$185,840	\$252,859
	U	182	\$131,020	\$61,445	\$92,487	\$117,979	\$153,811	\$197,790
Top Administrative Position								
	F	98	\$111,570	\$56,824	\$79,720	\$108,904	\$142,261	\$177,921
	M	103	\$131,450	\$56,578	\$90,094	\$120,102	\$170,611	\$207,144
	U	11	\$111,960		\$89,682	\$105,116	\$149,399	
Top Business Position								
	F	46	\$123,468	\$59,847	\$78,320	\$97,369	\$124,949	\$202,223
	M	80	\$180,795	\$110,956	\$134,439	\$175,283	\$209,978	\$258,577
	U	7	\$128,777			\$121,298		
Top Development Position								
	F	84	\$117,741	\$65,510	\$99,608	\$117,329	\$136,224	\$157,626
	M	34	\$134,178	\$81,298	\$117,155	\$132,916	\$152,967	\$174,820
Top Education Position								
	F	29	\$132,387	\$80,906	\$115,457	\$132,833	\$140,027	\$175,616
	M	30	\$162,941	\$94,955	\$129,033	\$162,774	\$201,853	\$237,497
Top Facilities Position								
	F	7	\$120,739			\$142,270		
	M	14	\$127,716		\$106,735	\$124,225	\$147,914	
Top Finance Position								
	F	326	\$101,565	\$54,586	\$70,337	\$98,012	\$120,578	\$144,116
	M	302	\$122,724	\$53,051	\$81,931	\$116,156	\$153,180	\$199,021
	U	53	\$109,929	\$42,623	\$73,776	\$109,311	\$139,920	\$175,184

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Between \$1 million and \$5 million								
Top Human Resources Position								
	F	19	\$123,706		\$107,751	\$126,430	\$135,971	
Top Legal Position								
	F	23	\$161,106	\$86,647	\$122,107	\$149,683	\$186,092	\$251,491
	M	23	\$172,799	\$118,177	\$131,951	\$157,033	\$183,532	\$252,537
	U	6	\$129,861			\$127,152		
Top Marketing Position								
	F	17	\$130,689		\$114,604	\$123,640	\$142,011	
	M	7	\$174,645			\$153,040		
Top Operations Position								
	F	159	\$122,705	\$60,074	\$84,284	\$115,587	\$138,597	\$188,155
	M	105	\$126,317	\$65,209	\$96,538	\$115,000	\$149,783	\$194,832
	U	16	\$106,855		\$88,438	\$110,373	\$127,286	
Top PR/Communications Position								
	F	25	\$141,413	\$109,488	\$120,276	\$139,844	\$157,163	\$185,487
	M	17	\$140,036		\$114,928	\$137,160	\$189,722	
Top Program Position								
	F	69	\$116,247	\$66,429	\$96,443	\$118,108	\$133,335	\$167,644
	M	30	\$118,193	\$78,404	\$100,002	\$113,615	\$138,706	\$160,899
Top Technology Position								
	F	7	\$136,405			\$125,000		
	M	32	\$157,567	\$104,571	\$115,004	\$139,852	\$161,182	\$207,852
	U	5	\$169,949			\$165,754		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Greater than \$5 million								
CEO/Executive Director								
	F	965	\$251,384	\$116,754	\$153,858	\$203,677	\$280,381	\$428,946
	M	1,410	\$358,309	\$124,906	\$173,054	\$249,524	\$374,968	\$599,450
	U	144	\$340,672	\$126,229	\$162,418	\$221,520	\$379,621	\$663,629
Top Administrative Position								
	F	207	\$217,525	\$107,806	\$125,469	\$158,633	\$200,103	\$275,164
	M	214	\$223,413	\$114,343	\$142,748	\$194,014	\$281,080	\$352,372
	U	39	\$231,199	\$117,631	\$135,482	\$199,199	\$257,972	\$385,748
Top Business Position								
	F	125	\$207,343	\$98,167	\$123,478	\$163,612	\$246,389	\$344,991
	M	138	\$233,800	\$118,737	\$146,802	\$199,407	\$286,524	\$376,373
	U	14	\$258,181		\$146,388	\$194,300	\$325,781	
Top Development Position								
	F	315	\$171,748	\$111,244	\$131,675	\$156,823	\$196,766	\$243,652
	M	172	\$218,764	\$121,036	\$138,405	\$177,561	\$244,195	\$342,702
	U	29	\$178,339	\$110,270	\$128,232	\$164,141	\$222,529	\$263,816
Top Education Position								
	F	133	\$172,116	\$117,089	\$134,595	\$156,503	\$193,326	\$242,883
	M	107	\$300,806	\$128,228	\$157,049	\$209,890	\$288,298	\$453,120
	U	14	\$262,071		\$127,852	\$221,775	\$392,276	
Top Facilities Position								
	F	17	\$168,484		\$117,608	\$151,585	\$180,210	
	M	91	\$212,150	\$119,439	\$141,918	\$174,420	\$241,643	\$336,332
	U	5	\$230,356			\$162,312		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Greater than \$5 million								
Top Finance Position								
	F	675	\$182,104	\$90,885	\$118,160	\$154,398	\$207,886	\$275,869
	M	794	\$226,142	\$104,761	\$132,199	\$180,944	\$251,397	\$362,320
	U	127	\$183,087	\$98,388	\$120,034	\$151,281	\$222,312	\$341,523
Top Human Resources Position								
	F	263	\$196,832	\$114,530	\$130,247	\$160,681	\$218,154	\$315,681
	M	82	\$289,807	\$129,484	\$139,000	\$181,348	\$249,311	\$372,300
	U	27	\$189,227	\$111,015	\$125,515	\$163,781	\$210,585	\$289,191
Top Legal Position								
	F	76	\$267,448	\$126,811	\$164,914	\$210,403	\$283,136	\$378,623
	M	78	\$356,799	\$150,751	\$197,149	\$242,651	\$341,277	\$585,312
	U	12	\$260,467		\$132,733	\$230,047	\$312,840	
Top Marketing Position								
	F	132	\$195,453	\$117,054	\$133,429	\$171,579	\$218,184	\$300,363
	M	57	\$213,977	\$116,416	\$137,103	\$178,647	\$263,620	\$323,930
	U	13	\$179,160		\$132,908	\$149,996	\$236,029	
Top Operations Position								
	F	379	\$210,881	\$110,384	\$134,641	\$172,880	\$240,667	\$321,986
	M	395	\$275,432	\$114,868	\$146,203	\$189,955	\$282,477	\$411,553
	U	59	\$207,464	\$109,983	\$121,479	\$178,728	\$267,968	\$361,215
Top PR/Communications Position								
	F	127	\$205,151	\$120,913	\$143,259	\$167,193	\$216,472	\$283,923
	M	64	\$199,752	\$120,292	\$144,718	\$180,482	\$225,412	\$300,926
	U	15	\$203,501		\$170,473	\$202,472	\$235,423	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Greater than \$5 million								
Top Program Position								
	F	184	\$157,304	\$105,707	\$119,500	\$140,309	\$177,694	\$238,227
	M	106	\$176,174	\$110,627	\$127,457	\$156,353	\$203,388	\$257,665
	U	19	\$140,046		\$113,666	\$130,820	\$163,897	
Top Technology Position								
	F	72	\$260,206	\$134,868	\$150,238	\$199,581	\$270,266	\$356,098
	M	297	\$225,164	\$121,726	\$141,532	\$180,013	\$246,912	\$367,291
	U	38	\$210,078	\$123,900	\$154,282	\$197,047	\$235,854	\$302,880
Colorado								
\$500 thousand or less								
CEO/Executive Director								
	F	565	\$55,159	\$25,684	\$37,300	\$51,492	\$68,214	\$87,670
	M	387	\$59,061	\$22,000	\$33,451	\$53,423	\$76,258	\$96,611
	U	38	\$55,621	\$20,592	\$39,432	\$53,017	\$66,750	\$90,502
Top Administrative Position								
	F	5	\$28,143			\$23,969		
	M	7	\$49,243			\$46,951		
Top Finance Position								
	F	15	\$50,928		\$28,000	\$37,515	\$60,058	
	M	17	\$40,016		\$20,000	\$24,925	\$37,200	
Top Operations Position								
	F	9	\$42,245			\$42,733		
	M	10	\$41,848		\$28,847	\$42,163	\$50,120	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado								
\$500 thousand or less								
Top Program Position								
	F	17	\$39,468		\$30,000	\$34,728	\$42,500	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	273	\$83,578	\$49,224	\$62,622	\$77,545	\$98,404	\$121,212
	M	172	\$98,002	\$53,295	\$65,624	\$90,949	\$112,188	\$156,175
	U	21	\$79,475	\$36,258	\$53,000	\$68,092	\$105,500	\$130,098
Top Finance Position								
	F	11	\$61,652		\$40,895	\$49,420	\$74,305	
	M	17	\$83,386		\$53,900	\$63,297	\$87,975	
Top Operations Position								
	F	7	\$68,172			\$53,612		
	M	8	\$75,919			\$74,855		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	364	\$115,070	\$61,110	\$80,466	\$102,507	\$136,058	\$175,100
	M	374	\$137,797	\$61,483	\$88,620	\$120,000	\$169,271	\$241,601
	U	28	\$106,890	\$65,932	\$78,843	\$106,199	\$124,652	\$144,824
Top Administrative Position								
	F	13	\$118,253		\$80,921	\$106,559	\$137,891	
	M	21	\$104,554	\$55,000	\$64,750	\$85,317	\$146,605	\$158,858
Top Business Position								
	F	10	\$95,173		\$61,462	\$77,571	\$134,413	
	M	19	\$146,730		\$118,460	\$144,895	\$177,065	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado								
Between \$1 million and \$5 million								
Top Development Position								
	F	10	\$141,530		\$112,914	\$125,079	\$177,423	
	M	9	\$140,794			\$97,663		
Top Finance Position								
	F	55	\$91,141	\$46,966	\$59,113	\$83,630	\$120,015	\$142,631
	M	51	\$98,840	\$44,618	\$69,887	\$90,125	\$123,316	\$171,729
Top Operations Position								
	F	34	\$98,000	\$25,221	\$65,865	\$102,208	\$122,264	\$153,397
	M	17	\$122,469		\$81,882	\$112,500	\$156,771	
Top Program Position								
	F	8	\$94,503			\$105,233		
Top Technology Position								
	M	10	\$135,486		\$117,701	\$130,385	\$141,320	
Greater than \$5 million								
CEO/Executive Director								
	F	137	\$259,816	\$110,407	\$141,857	\$190,724	\$279,420	\$412,019
	M	295	\$330,773	\$123,093	\$165,972	\$232,186	\$341,363	\$550,588
	U	6	\$235,601			\$153,226		
Top Administrative Position								
	F	21	\$258,243	\$104,217	\$105,345	\$129,156	\$198,997	\$376,391
	M	38	\$209,799	\$118,901	\$154,882	\$193,669	\$247,342	\$330,872
Top Business Position								
	F	27	\$177,926	\$109,099	\$129,181	\$184,750	\$214,036	\$272,153
	M	23	\$418,884	\$149,361	\$163,297	\$197,712	\$249,703	\$595,151

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado								
Greater than \$5 million								
Top Development Position								
	F	36	\$151,718	\$92,142	\$116,171	\$137,591	\$181,723	\$218,850
	M	30	\$176,952	\$100,523	\$118,923	\$159,244	\$192,076	\$225,146
Top Education Position								
	F	25	\$161,456	\$116,641	\$123,630	\$151,590	\$176,897	\$224,557
	M	9	\$262,170			\$148,616		
Top Facilities Position								
	M	14	\$191,500		\$143,327	\$167,750	\$189,901	
Top Finance Position								
	F	121	\$194,702	\$80,184	\$112,954	\$146,683	\$194,871	\$309,800
	M	150	\$214,412	\$98,569	\$121,275	\$163,521	\$225,746	\$303,640
	U	12	\$254,847		\$116,992	\$162,139	\$217,759	
Top Human Resources Position								
	F	42	\$222,848	\$111,876	\$122,025	\$142,983	\$192,919	\$251,410
	M	10	\$203,558		\$160,125	\$170,694	\$230,211	
Top Legal Position								
	F	16	\$333,277		\$183,461	\$227,181	\$332,053	
	M	13	\$415,921		\$187,400	\$281,612	\$404,006	
Top Marketing Position								
	F	25	\$201,838	\$99,350	\$115,275	\$129,257	\$187,415	\$328,347
	M	18	\$228,313		\$146,558	\$169,022	\$237,156	
Top Operations Position								
	F	65	\$189,342	\$110,627	\$131,166	\$176,260	\$228,888	\$282,896
	M	95	\$229,105	\$119,143	\$135,745	\$168,331	\$242,277	\$338,947
	U	5	\$640,571			\$155,701		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado								
Greater than \$5 million								
Top PR/Communications Position								
	F	23	\$191,946	\$107,147	\$117,513	\$171,701	\$214,739	\$249,124
	M	12	\$201,243		\$155,144	\$174,544	\$217,033	
Top Program Position								
	F	21	\$155,896	\$122,062	\$125,029	\$137,221	\$172,128	\$193,049
	M	13	\$159,895		\$119,706	\$134,561	\$153,963	
Top Technology Position								
	F	15	\$197,013		\$142,123	\$152,980	\$193,364	
	M	49	\$220,836	\$123,609	\$134,135	\$169,583	\$215,287	\$395,081
Connecticut								
\$500 thousand or less								
CEO/Executive Director								
	F	255	\$58,991	\$23,850	\$37,503	\$57,915	\$74,000	\$93,685
	M	144	\$61,101	\$19,247	\$32,941	\$55,254	\$80,364	\$107,652
	U	27	\$57,367	\$21,903	\$28,369	\$50,000	\$80,053	\$94,981
Top Administrative Position								
	F	6	\$44,736			\$42,546		
Top Business Position								
	M	5	\$105,464			\$72,021		
Top Finance Position								
	F	14	\$43,613		\$24,192	\$33,600	\$59,426	
	M	14	\$76,344		\$28,327	\$46,851	\$89,944	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut								
\$500 thousand or less								
Top Program Position								
	F	5	\$44,600			\$26,000		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	125	\$87,974	\$52,429	\$63,911	\$81,959	\$106,035	\$132,190
	M	90	\$102,280	\$57,939	\$72,016	\$90,334	\$123,126	\$159,678
	U	8	\$72,433			\$69,608		
Top Administrative Position								
	F	5	\$65,440			\$64,716		
Top Business Position								
	M	7	\$179,251			\$181,855		
Top Finance Position								
	F	5	\$97,750			\$82,049		
	M	15	\$124,731		\$91,400	\$128,821	\$180,639	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	234	\$130,871	\$71,134	\$95,419	\$123,402	\$154,255	\$200,059
	M	232	\$153,267	\$78,498	\$107,951	\$139,993	\$181,653	\$237,376
	U	19	\$140,893		\$99,658	\$130,415	\$183,540	
Top Administrative Position								
	F	9	\$102,779			\$103,648		
	M	22	\$157,942	\$109,732	\$114,124	\$142,141	\$164,665	\$191,253
Top Business Position								
	F	8	\$117,793			\$112,089		
	M	10	\$169,645		\$159,263	\$184,614	\$205,293	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut								
Between \$1 million and \$5 million								
Top Development Position								
	F	15	\$152,195		\$114,425	\$129,625	\$138,695	
	M	5	\$124,910			\$120,819		
Top Education Position								
	F	5	\$129,167			\$121,433		
Top Facilities Position								
	M	9	\$150,514			\$146,395		
Top Finance Position								
	F	49	\$99,221	\$48,974	\$70,541	\$103,648	\$112,174	\$136,869
	M	46	\$136,451	\$65,489	\$86,684	\$119,825	\$188,605	\$229,822
	U	6	\$99,492			\$83,252		
Top Legal Position								
	M	7	\$175,508			\$148,246		
Top Operations Position								
	F	17	\$118,321		\$93,448	\$117,178	\$139,536	
	M	11	\$119,692		\$91,555	\$106,927	\$143,761	
Top Program Position								
	F	5	\$113,301			\$106,458		
Top Technology Position								
	M	5	\$156,050			\$133,638		
Greater than \$5 million								
CEO/Executive Director								
	F	153	\$246,791	\$109,854	\$147,269	\$185,040	\$235,991	\$384,935
	M	260	\$414,752	\$141,380	\$192,918	\$281,904	\$469,908	\$695,146
	U	18	\$312,386		\$186,809	\$218,181	\$317,993	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut								
Greater than \$5 million								
Top Administrative Position								
	F	39	\$185,609	\$102,341	\$132,978	\$158,913	\$211,724	\$276,022
	M	42	\$246,548	\$125,994	\$166,640	\$257,316	\$305,603	\$350,360
Top Business Position								
	F	16	\$158,282		\$119,531	\$143,068	\$189,175	
	M	18	\$191,548		\$135,742	\$186,694	\$228,749	
Top Development Position								
	F	62	\$185,348	\$117,188	\$129,864	\$163,176	\$220,327	\$258,347
	M	36	\$244,964	\$133,435	\$157,084	\$204,443	\$291,906	\$396,206
Top Education Position								
	F	23	\$191,134	\$126,680	\$144,679	\$172,339	\$202,548	\$310,547
	M	24	\$281,359	\$119,775	\$145,463	\$201,869	\$293,355	\$561,471
Top Facilities Position								
	F	5	\$163,381			\$138,962		
	M	38	\$216,888	\$130,952	\$146,154	\$190,736	\$259,962	\$324,366
Top Finance Position								
	F	128	\$170,937	\$87,118	\$111,179	\$145,490	\$189,156	\$331,135
	M	153	\$222,411	\$109,588	\$134,567	\$172,671	\$284,221	\$365,723
	U	9	\$211,485			\$179,827		
Top Human Resources Position								
	F	32	\$193,021	\$124,095	\$139,802	\$149,608	\$189,009	\$310,319
	M	12	\$243,145		\$136,386	\$219,339	\$269,582	
Top Legal Position								
	F	10	\$270,549		\$190,096	\$236,709	\$294,929	
	M	9	\$428,461			\$365,815		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut								
Greater than \$5 million								
Top Marketing Position								
	F	24	\$181,695	\$122,276	\$143,987	\$170,942	\$211,608	\$249,197
	M	8	\$423,104			\$345,258		
Top Operations Position								
	F	62	\$202,671	\$109,867	\$120,655	\$148,124	\$226,600	\$299,562
	M	63	\$276,088	\$119,404	\$139,521	\$193,457	\$294,683	\$421,985
Top PR/Communications Position								
	F	14	\$220,733		\$163,754	\$208,797	\$264,382	
	M	10	\$240,392		\$143,160	\$234,153	\$313,366	
Top Program Position								
	F	15	\$148,021		\$128,199	\$136,934	\$150,076	
	M	12	\$167,269		\$134,432	\$147,563	\$160,216	
Top Technology Position								
	F	10	\$320,655		\$161,726	\$218,775	\$452,820	
	M	40	\$196,195	\$123,734	\$134,276	\$164,933	\$247,932	\$318,793

Delaware

\$500 thousand or less

CEO/Executive Director

F	64	\$58,771	\$28,511	\$41,994	\$58,372	\$70,241	\$84,252
M	46	\$50,495	\$19,098	\$31,000	\$40,535	\$60,436	\$92,457

Top Program Position

F	5	\$43,812			\$41,000		
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All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	40	\$88,355	\$51,213	\$66,584	\$81,605	\$108,169	\$139,246
	M	20	\$106,030	\$59,800	\$73,573	\$90,634	\$135,020	\$175,390
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	43	\$118,872	\$65,965	\$84,083	\$104,934	\$138,505	\$181,625
	M	64	\$133,413	\$76,467	\$94,336	\$126,405	\$152,281	\$175,280
Top Finance Position								
	F	6	\$79,800			\$85,483		
Greater than \$5 million								
CEO/Executive Director								
	F	30	\$316,740	\$136,013	\$162,697	\$208,675	\$326,752	\$602,494
	M	39	\$271,277	\$117,958	\$140,335	\$191,514	\$282,791	\$535,397
Top Administrative Position								
	M	7	\$186,853			\$151,354		
Top Development Position								
	M	5	\$224,149			\$218,391		
Top Education Position								
	F	5	\$155,824			\$159,937		
Top Finance Position								
	F	16	\$169,293		\$98,514	\$122,247	\$194,695	
	M	19	\$236,343		\$118,007	\$147,481	\$195,869	
Top Human Resources Position								
	F	10	\$167,515		\$125,385	\$148,533	\$174,848	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware								
Greater than \$5 million								
Top Operations Position								
	F	7	\$243,723			\$178,770		
	M	10	\$260,247		\$149,349	\$190,491	\$328,747	
Top Technology Position								
	M	5	\$219,407			\$205,036		
District of Columbia								
\$500 thousand or less								
CEO/Executive Director								
	F	186	\$72,958	\$26,434	\$43,634	\$68,750	\$91,294	\$124,808
	M	159	\$84,754	\$27,090	\$48,013	\$79,460	\$110,701	\$157,951
	U	34	\$84,258	\$38,760	\$50,875	\$67,440	\$97,944	\$159,600
Top Finance Position								
	F	6	\$53,920			\$23,592		
	M	13	\$58,581		\$38,462	\$55,417	\$66,600	
Top Program Position								
	F	7	\$53,952			\$56,250		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	168	\$129,690	\$65,845	\$84,724	\$112,962	\$156,683	\$204,784
	M	149	\$164,226	\$75,814	\$102,550	\$144,004	\$214,260	\$268,317
	U	15	\$102,848		\$51,907	\$113,856	\$134,573	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia								
Between \$500 thousand and \$1 million								
Top Finance Position								
	F	5	\$60,354			\$66,361		
	M	9	\$126,747			\$81,611		
Top Operations Position								
	F	6	\$108,023			\$113,636		
Top Program Position								
	M	5	\$98,527			\$101,971		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	377	\$191,858	\$89,921	\$124,304	\$163,540	\$229,273	\$324,155
	M	475	\$253,521	\$109,496	\$152,017	\$211,019	\$305,047	\$419,536
	U	50	\$172,268	\$72,522	\$115,332	\$165,083	\$225,345	\$294,799
Top Administrative Position								
	F	28	\$157,107	\$122,154	\$127,429	\$140,584	\$157,601	\$237,237
	M	19	\$152,960		\$113,520	\$134,832	\$174,286	
Top Business Position								
	F	12	\$136,600		\$115,220	\$121,760	\$164,483	
	M	8	\$138,195			\$132,842		
Top Development Position								
	F	31	\$143,577	\$115,279	\$121,155	\$134,404	\$169,101	\$184,110
	M	15	\$134,328		\$126,700	\$138,363	\$151,439	
Top Education Position								
	F	11	\$160,841		\$134,925	\$150,746	\$185,934	
	M	12	\$157,515		\$119,603	\$135,841	\$152,585	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia								
Between \$1 million and \$5 million								
Top Finance Position								
	F	74	\$141,417	\$86,074	\$112,561	\$134,160	\$161,727	\$190,915
	M	69	\$150,679	\$83,006	\$106,676	\$152,341	\$178,852	\$206,594
	U	16	\$112,411		\$97,085	\$104,144	\$140,321	
Top Legal Position								
	F	20	\$164,142	\$119,726	\$126,853	\$154,935	\$184,396	\$215,851
	M	38	\$206,845	\$132,838	\$149,641	\$186,095	\$216,111	\$284,009
Top Marketing Position								
	F	14	\$144,312		\$130,862	\$136,565	\$163,048	
	M	5	\$131,534			\$154,778		
Top Operations Position								
	F	88	\$156,253	\$93,991	\$116,769	\$143,758	\$193,290	\$225,242
	M	54	\$165,965	\$84,754	\$133,017	\$160,018	\$192,353	\$265,439
	U	14	\$154,309		\$128,652	\$147,041	\$177,233	
Top PR/Communications Position								
	F	47	\$145,712	\$115,072	\$121,696	\$137,144	\$159,129	\$189,293
	M	25	\$186,945	\$112,457	\$133,554	\$147,563	\$209,700	\$291,295
	U	7	\$135,880			\$135,745		
Top Program Position								
	F	41	\$139,906	\$103,124	\$115,697	\$127,720	\$165,137	\$187,271
	M	32	\$136,965	\$117,133	\$124,396	\$136,624	\$151,328	\$175,413
Top Technology Position								
	M	25	\$148,302	\$111,906	\$123,272	\$148,934	\$170,587	\$198,840

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia								
Greater than \$5 million								
CEO/Executive Director								
	F	288	\$420,118	\$145,000	\$199,053	\$296,915	\$471,199	\$714,868
	M	460	\$667,117	\$187,683	\$261,468	\$401,860	\$667,397	\$1,399,355
	U	27	\$441,294	\$173,613	\$201,994	\$282,970	\$416,605	\$686,252
Top Administrative Position								
	F	92	\$216,492	\$125,057	\$145,583	\$194,730	\$250,894	\$317,250
	M	69	\$254,620	\$143,029	\$157,757	\$214,547	\$289,374	\$461,685
	U	6	\$157,182			\$152,745		
Top Business Position								
	F	49	\$217,687	\$139,873	\$162,058	\$183,271	\$239,239	\$326,106
	M	50	\$249,681	\$130,794	\$178,114	\$224,304	\$290,242	\$338,144
	U	5	\$234,098			\$205,604		
Top Development Position								
	F	105	\$222,092	\$120,236	\$140,597	\$176,801	\$218,913	\$260,784
	M	70	\$216,697	\$130,273	\$148,865	\$189,352	\$250,764	\$349,816
Top Education Position								
	F	63	\$207,841	\$120,829	\$149,310	\$188,082	\$237,102	\$309,868
	M	38	\$365,900	\$137,984	\$167,493	\$222,101	\$312,349	\$648,261
	U	7	\$251,807			\$256,378		
Top Facilities Position								
	M	9	\$194,963			\$163,340		
Top Finance Position								
	F	220	\$228,203	\$122,174	\$154,982	\$200,840	\$253,772	\$356,583
	M	255	\$293,912	\$128,805	\$165,081	\$232,562	\$332,520	\$530,088
	U	32	\$207,182	\$99,492	\$144,093	\$180,364	\$226,349	\$336,635

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia								
Greater than \$5 million								
Top Human Resources Position								
	F	79	\$208,836	\$128,532	\$155,625	\$183,477	\$242,135	\$312,496
	M	17	\$291,147		\$155,419	\$208,583	\$305,403	
	U	6	\$194,929			\$176,015		
Top Legal Position								
	F	100	\$323,076	\$136,607	\$180,467	\$244,028	\$417,953	\$596,834
	M	97	\$355,954	\$152,066	\$203,213	\$289,142	\$414,673	\$611,666
	U	13	\$370,285		\$207,348	\$321,428	\$442,935	
Top Marketing Position								
	F	52	\$225,667	\$141,579	\$151,686	\$207,035	\$248,960	\$338,439
	M	38	\$240,216	\$135,780	\$170,313	\$209,127	\$253,359	\$403,060
Top Operations Position								
	F	150	\$250,636	\$126,877	\$147,579	\$204,152	\$273,267	\$418,664
	M	148	\$340,587	\$137,272	\$189,587	\$250,431	\$412,163	\$570,615
	U	27	\$236,200	\$125,857	\$151,459	\$203,596	\$241,507	\$328,444
Top PR/Communications Position								
	F	148	\$232,736	\$132,131	\$154,531	\$199,657	\$257,351	\$405,348
	M	124	\$271,094	\$131,810	\$166,938	\$211,231	\$291,172	\$429,559
	U	9	\$200,113			\$174,999		
Top Program Position								
	F	98	\$194,882	\$125,469	\$137,166	\$172,788	\$223,133	\$287,541
	M	69	\$233,375	\$139,133	\$164,708	\$210,811	\$241,670	\$316,951
	U	15	\$186,354		\$120,920	\$189,333	\$227,011	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia								
Greater than \$5 million								
Top Technology Position								
	F	34	\$207,687	\$135,282	\$148,851	\$183,539	\$263,555	\$333,247
	M	101	\$271,229	\$128,800	\$159,858	\$209,381	\$302,143	\$528,178
	U	15	\$182,489		\$153,985	\$179,873	\$191,812	
Florida								
\$500 thousand or less								
CEO/Executive Director								
	F	792	\$54,791	\$23,211	\$33,440	\$50,000	\$69,238	\$91,225
	M	626	\$56,635	\$22,057	\$31,847	\$51,173	\$73,084	\$96,179
	U	91	\$47,734	\$20,450	\$25,712	\$43,542	\$60,000	\$83,641
Top Administrative Position								
	F	31	\$33,928	\$18,434	\$26,132	\$33,000	\$41,304	\$50,000
	M	21	\$36,149	\$18,550	\$24,060	\$29,380	\$40,000	\$53,973
Top Business Position								
	M	8	\$69,732			\$68,229		
Top Finance Position								
	F	46	\$40,413	\$21,221	\$25,995	\$35,580	\$49,566	\$61,896
	M	39	\$54,784	\$18,360	\$25,800	\$49,873	\$74,221	\$101,504
	U	6	\$30,871			\$23,269		
Top Operations Position								
	F	14	\$43,652		\$37,790	\$42,650	\$48,913	
	M	10	\$43,598		\$27,213	\$34,131	\$49,580	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida								
\$500 thousand or less								
Top Program Position								
	F	15	\$39,654		\$31,580	\$39,000	\$47,093	
	M	8	\$40,281			\$40,500		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	373	\$83,895	\$42,275	\$57,750	\$78,500	\$100,373	\$130,547
	M	268	\$93,030	\$35,942	\$56,352	\$80,065	\$115,604	\$160,753
	U	31	\$75,426	\$32,669	\$48,172	\$70,421	\$93,320	\$132,275
Top Administrative Position								
	F	16	\$53,839		\$41,435	\$56,919	\$66,578	
	M	19	\$45,510		\$30,200	\$37,160	\$56,267	
Top Business Position								
	M	13	\$86,625		\$67,319	\$86,025	\$103,266	
Top Finance Position								
	F	28	\$58,888	\$34,864	\$39,635	\$49,103	\$72,920	\$106,422
	M	22	\$86,535	\$29,300	\$52,866	\$73,839	\$116,461	\$157,949
	U	6	\$62,310			\$47,253		
Top Operations Position								
	F	11	\$65,831		\$44,659	\$66,368	\$81,846	
	M	9	\$61,073			\$60,000		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	602	\$116,807	\$59,609	\$79,182	\$105,940	\$140,842	\$183,413
	M	622	\$141,990	\$65,712	\$87,612	\$122,309	\$172,335	\$225,852
	U	47	\$113,210	\$45,931	\$82,336	\$98,433	\$139,682	\$182,398

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida								
Between \$1 million and \$5 million								
Top Administrative Position								
	F	34	\$84,871	\$48,639	\$56,575	\$70,662	\$100,018	\$147,515
	M	52	\$132,328	\$62,250	\$94,647	\$126,226	\$180,638	\$198,838
	U	5	\$128,204			\$145,399		
Top Business Position								
	F	9	\$82,972			\$73,338		
	M	21	\$130,530	\$91,931	\$99,623	\$126,518	\$149,272	\$175,353
Top Development Position								
	F	22	\$102,036	\$66,243	\$76,850	\$109,018	\$116,785	\$155,110
	M	7	\$144,596			\$146,931		
Top Education Position								
	F	9	\$142,250			\$110,374		
	M	9	\$118,914			\$123,249		
Top Finance Position								
	F	148	\$85,185	\$40,967	\$59,702	\$80,514	\$106,169	\$128,498
	M	97	\$95,812	\$36,022	\$58,337	\$86,561	\$106,363	\$151,747
	U	11	\$66,895		\$44,642	\$65,343	\$87,692	
Top Legal Position								
	M	5	\$136,692			\$142,397		
Top Marketing Position								
	F	5	\$129,825			\$124,055		
	M	5	\$112,561			\$129,224		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida								
Between \$1 million and \$5 million								
Top Operations Position								
	F	46	\$101,105	\$61,298	\$69,924	\$96,754	\$112,641	\$148,939
	M	58	\$135,063	\$64,818	\$79,505	\$105,970	\$170,795	\$239,756
	U	6	\$114,214			\$99,140		
Top PR/Communications Position								
	M	5	\$78,731			\$67,988		
Top Program Position								
	F	12	\$100,164		\$73,127	\$104,722	\$112,549	
	M	6	\$102,072			\$103,406		
Top Technology Position								
	M	6	\$311,519			\$181,635		
Greater than \$5 million								
CEO/Executive Director								
	F	346	\$223,365	\$105,199	\$133,193	\$176,264	\$255,323	\$379,844
	M	630	\$386,712	\$127,886	\$173,626	\$253,445	\$410,986	\$690,857
	U	43	\$241,945	\$109,282	\$125,579	\$215,573	\$340,222	\$409,438
Top Administrative Position								
	F	65	\$181,211	\$102,031	\$122,757	\$155,940	\$191,622	\$320,937
	M	147	\$299,136	\$129,501	\$165,426	\$237,954	\$361,273	\$510,524
	U	5	\$180,541			\$131,985		
Top Business Position								
	F	31	\$216,714	\$115,727	\$137,071	\$208,549	\$246,740	\$348,334
	M	48	\$262,533	\$123,362	\$159,223	\$215,282	\$271,255	\$321,771

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida								
Greater than \$5 million								
Top Development Position								
	F	94	\$161,968	\$104,379	\$121,736	\$147,234	\$178,941	\$216,254
	M	51	\$192,189	\$113,023	\$131,477	\$165,355	\$232,287	\$292,059
	U	6	\$214,544			\$190,861		
Top Education Position								
	F	17	\$193,337		\$132,195	\$155,363	\$195,000	
	M	32	\$237,352	\$120,182	\$152,548	\$200,984	\$302,949	\$357,932
	U	6	\$181,520			\$161,639		
Top Facilities Position								
	M	73	\$203,811	\$126,143	\$147,448	\$179,309	\$234,968	\$287,689
Top Finance Position								
	F	325	\$161,346	\$77,190	\$101,528	\$130,355	\$174,626	\$266,171
	M	314	\$228,678	\$95,248	\$117,893	\$159,312	\$238,669	\$396,029
	U	28	\$172,999	\$103,789	\$112,413	\$153,112	\$218,688	\$271,272
Top Human Resources Position								
	F	80	\$195,544	\$92,674	\$124,713	\$174,881	\$226,764	\$306,724
	M	25	\$224,849	\$104,471	\$129,542	\$187,272	\$297,095	\$384,168
	U	5	\$273,519			\$147,897		
Top Legal Position								
	F	20	\$299,284	\$122,655	\$133,594	\$225,513	\$430,350	\$574,119
	M	33	\$325,596	\$109,430	\$145,014	\$250,093	\$413,313	\$656,155
Top Marketing Position								
	F	50	\$177,366	\$110,112	\$131,621	\$155,700	\$204,647	\$255,704
	M	26	\$217,663	\$125,766	\$160,982	\$177,857	\$200,950	\$322,974
	U	5	\$131,801			\$141,461		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida								
Greater than \$5 million								
Top Operations Position								
	F	173	\$193,650	\$95,944	\$119,152	\$155,028	\$228,667	\$326,825
	M	176	\$334,468	\$104,939	\$142,279	\$197,981	\$306,478	\$543,007
	U	13	\$169,728		\$113,640	\$171,538	\$210,100	
Top PR/Communications Position								
	F	36	\$186,079	\$122,239	\$126,969	\$148,920	\$202,753	\$267,411
	M	16	\$244,230		\$139,485	\$216,638	\$250,871	
Top Program Position								
	F	36	\$151,870	\$97,426	\$113,837	\$141,476	\$184,421	\$226,646
	M	21	\$239,485	\$82,590	\$125,514	\$175,730	\$247,194	\$329,142
Top Technology Position								
	F	20	\$289,164	\$132,138	\$167,758	\$217,661	\$291,830	\$543,470
	M	107	\$239,589	\$109,558	\$138,342	\$189,292	\$260,375	\$455,172
Georgia								
\$500 thousand or less								
CEO/Executive Director								
	F	505	\$50,083	\$21,413	\$31,762	\$45,687	\$63,000	\$82,308
	M	422	\$58,194	\$23,579	\$35,009	\$51,021	\$73,771	\$99,720
	U	55	\$45,735	\$18,335	\$24,420	\$39,450	\$58,513	\$82,959
Top Administrative Position								
	F	11	\$29,171		\$17,780	\$24,725	\$39,119	
	M	8	\$32,609			\$27,879		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia								
\$500 thousand or less								
Top Business Position	M	5	\$88,491			\$95,592		
Top Education Position	F	5	\$34,478			\$29,539		
Top Finance Position	F	33	\$34,026	\$19,048	\$20,790	\$30,000	\$38,063	\$56,305
	M	26	\$48,221	\$18,350	\$28,772	\$42,000	\$57,456	\$89,781
	U	5	\$51,376			\$45,710		
Top Operations Position	F	9	\$52,852			\$53,097		
	M	8	\$40,693			\$40,798		
Top Program Position	F	10	\$35,836		\$26,835	\$34,000	\$44,146	
Between \$500 thousand and \$1 million								
CEO/Executive Director	F	251	\$78,442	\$40,000	\$52,804	\$74,125	\$97,346	\$120,104
	M	167	\$104,093	\$46,991	\$66,014	\$89,083	\$130,400	\$192,209
	U	17	\$81,087		\$52,942	\$77,667	\$118,555	
Top Finance Position	F	7	\$44,603			\$38,335		
	M	10	\$49,182		\$29,703	\$50,751	\$65,978	
Top Operations Position	F	5	\$60,694			\$60,343		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	285	\$114,016	\$60,400	\$78,013	\$100,000	\$139,851	\$181,869
	M	322	\$151,443	\$67,152	\$97,125	\$127,028	\$180,672	\$257,485
	U	29	\$135,334	\$74,759	\$92,524	\$114,925	\$141,726	\$223,614
Top Administrative Position								
	F	15	\$80,036		\$61,752	\$76,124	\$96,533	
	M	15	\$119,803		\$77,973	\$106,475	\$135,369	
Top Business Position								
	F	5	\$102,104			\$99,544		
	M	9	\$101,045			\$103,495		
Top Development Position								
	F	6	\$122,567			\$109,125		
	M	5	\$84,703			\$108,800		
Top Education Position								
	F	6	\$57,280			\$60,380		
Top Finance Position								
	F	66	\$81,456	\$36,605	\$58,435	\$83,078	\$106,541	\$119,322
	M	65	\$107,491	\$50,035	\$68,099	\$92,392	\$131,288	\$182,180
	U	7	\$62,445			\$60,000		
Top Operations Position								
	F	16	\$118,203		\$83,125	\$109,912	\$119,183	
	M	24	\$94,622	\$36,935	\$74,109	\$96,598	\$111,409	\$132,359
Top PR/Communications Position								
	F	5	\$88,383			\$63,980		
	M	5	\$183,172			\$179,744		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia								
Between \$1 million and \$5 million								
Top Program Position								
	F	9	\$85,729			\$63,250		
Greater than \$5 million								
CEO/Executive Director								
	F	132	\$323,460	\$107,376	\$134,268	\$187,922	\$305,444	\$604,805
	M	336	\$383,965	\$130,700	\$183,895	\$278,254	\$401,225	\$652,273
	U	23	\$467,953	\$106,988	\$142,856	\$220,890	\$332,555	\$508,658
Top Administrative Position								
	F	41	\$183,634	\$91,937	\$131,274	\$147,540	\$210,178	\$264,642
	M	60	\$239,291	\$126,648	\$143,290	\$206,486	\$282,824	\$400,460
	U	6	\$105,393			\$111,483		
Top Business Position								
	F	23	\$163,181	\$117,645	\$136,880	\$159,259	\$182,185	\$230,232
	M	33	\$230,465	\$89,248	\$127,902	\$172,852	\$255,892	\$371,694
Top Development Position								
	F	42	\$182,135	\$117,426	\$125,270	\$156,182	\$178,410	\$341,469
	M	35	\$188,821	\$84,621	\$128,838	\$151,917	\$191,774	\$248,276
	U	8	\$170,767			\$159,365		
Top Education Position								
	F	17	\$155,870		\$130,194	\$166,963	\$169,170	
	M	14	\$204,085		\$156,607	\$167,517	\$212,182	
Top Facilities Position								
	F	5	\$202,859			\$214,228		
	M	18	\$196,155		\$153,168	\$198,448	\$218,993	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia								
Greater than \$5 million								
Top Finance Position								
	F	121	\$182,777	\$80,723	\$104,845	\$143,412	\$217,764	\$294,890
	M	192	\$242,880	\$94,658	\$124,768	\$179,979	\$296,384	\$450,277
	U	9	\$224,149			\$128,913		
Top Human Resources Position								
	F	40	\$249,023	\$125,133	\$148,560	\$197,651	\$309,608	\$412,339
	M	18	\$373,803		\$180,985	\$252,569	\$373,231	
	U	5	\$291,962			\$237,117		
Top Legal Position								
	F	14	\$319,278		\$215,260	\$258,086	\$320,283	
	M	21	\$387,181	\$173,521	\$197,501	\$304,994	\$565,000	\$697,192
Top Marketing Position								
	F	29	\$193,071	\$116,992	\$137,864	\$163,293	\$209,920	\$245,079
	M	24	\$277,376	\$134,407	\$155,925	\$197,381	\$277,837	\$354,813
	U	5	\$166,460			\$133,461		
Top Operations Position								
	F	57	\$270,188	\$123,495	\$141,344	\$204,762	\$269,657	\$637,117
	M	110	\$291,248	\$112,483	\$137,786	\$204,111	\$327,333	\$503,088
	U	8	\$306,167			\$191,747		
Top PR/Communications Position								
	F	13	\$216,743		\$172,053	\$201,513	\$262,073	
	M	18	\$196,459		\$132,780	\$203,882	\$247,223	
Top Program Position								
	F	13	\$152,999		\$120,256	\$139,359	\$163,948	
	M	14	\$227,912		\$165,203	\$178,598	\$277,663	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia								
Greater than \$5 million								
Top Technology Position								
	F	10	\$307,021		\$168,481	\$276,811	\$403,572	
	M	57	\$238,070	\$132,385	\$147,879	\$200,044	\$282,944	\$390,132
Hawaii								
\$500 thousand or less								
CEO/Executive Director								
	F	90	\$61,965	\$30,638	\$43,843	\$58,233	\$74,837	\$90,085
	M	69	\$63,567	\$22,400	\$33,880	\$54,812	\$88,473	\$110,577
	U	19	\$48,927		\$34,338	\$50,097	\$58,954	
Top Program Position								
	F	7	\$45,847			\$37,999		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	51	\$76,921	\$44,529	\$60,330	\$74,725	\$87,915	\$113,618
	M	23	\$77,592	\$48,829	\$57,213	\$70,000	\$93,832	\$116,147
	U	8	\$67,519			\$61,269		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	82	\$102,783	\$58,274	\$80,000	\$101,369	\$127,789	\$156,183
	M	71	\$128,581	\$69,730	\$88,422	\$107,148	\$148,477	\$194,528
	U	16	\$143,262		\$87,475	\$110,265	\$202,465	
Top Administrative Position								
	F	5	\$120,742			\$124,263		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii								
Between \$1 million and \$5 million								
Top Finance Position								
	F	19	\$95,919		\$54,360	\$96,987	\$111,022	
	M	18	\$151,351		\$75,976	\$93,572	\$212,799	
	U	12	\$118,254		\$61,324	\$94,875	\$127,068	
Top Operations Position								
	F	11	\$99,423		\$90,020	\$106,075	\$116,766	
	M	5	\$98,571			\$100,618		
Greater than \$5 million								
CEO/Executive Director								
	F	42	\$183,476	\$86,952	\$117,648	\$160,234	\$218,599	\$281,453
	M	66	\$341,955	\$138,384	\$178,074	\$240,387	\$352,005	\$659,875
Top Administrative Position								
	F	8	\$158,971			\$155,843		
	M	10	\$244,089		\$191,453	\$240,189	\$293,535	
Top Development Position								
	F	11	\$204,830		\$135,239	\$163,330	\$218,094	
Top Finance Position								
	F	36	\$162,865	\$95,572	\$112,003	\$135,328	\$169,544	\$260,902
	M	31	\$240,237	\$101,991	\$127,728	\$173,060	\$272,180	\$336,092
	U	5	\$169,575			\$93,302		
Top Human Resources Position								
	F	6	\$156,451			\$176,140		
Top Operations Position								
	F	18	\$148,636		\$133,154	\$151,815	\$157,658	
	M	21	\$253,925	\$116,828	\$148,329	\$222,200	\$274,247	\$428,100

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii								
Greater than \$5 million								
Top Technology Position								
	M	11	\$300,550		\$151,463	\$212,469	\$272,640	
Idaho								
\$500 thousand or less								
CEO/Executive Director								
	F	112	\$46,924	\$23,171	\$29,028	\$43,724	\$57,427	\$82,283
	M	72	\$59,450	\$25,735	\$39,892	\$56,374	\$71,627	\$94,227
	U	6	\$51,325			\$37,900		
Top Administrative Position								
	F	7	\$36,477			\$35,587		
Top Finance Position								
	F	8	\$37,463			\$30,676		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	52	\$71,184	\$36,084	\$44,924	\$65,158	\$91,002	\$110,417
	M	43	\$88,126	\$43,475	\$65,887	\$79,621	\$104,817	\$142,949
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	51	\$102,555	\$61,000	\$71,890	\$90,696	\$124,022	\$155,699
	M	69	\$118,766	\$63,911	\$84,508	\$109,806	\$138,549	\$167,922
Top Administrative Position								
	F	5	\$99,797			\$96,615		
	M	17	\$89,391		\$76,257	\$90,984	\$101,682	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho								
Between \$1 million and \$5 million								
Top Finance Position								
	F	8	\$68,296			\$73,993		
	M	10	\$100,050		\$79,306	\$88,836	\$123,966	
Greater than \$5 million								
CEO/Executive Director								
	F	23	\$187,752	\$97,223	\$137,164	\$194,773	\$222,124	\$282,733
	M	41	\$282,522	\$118,504	\$158,972	\$200,209	\$308,718	\$452,134
Top Administrative Position								
	F	7	\$270,563			\$157,813		
	M	11	\$234,269		\$187,987	\$218,816	\$259,002	
Top Finance Position								
	F	16	\$122,400		\$89,999	\$119,030	\$146,409	
	M	21	\$217,951	\$115,933	\$130,762	\$147,698	\$184,580	\$237,566
Top Operations Position								
	F	7	\$231,741			\$123,358		
	M	16	\$218,611		\$169,891	\$194,227	\$218,771	
Top Technology Position								
	M	9	\$306,078			\$198,827		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
\$500 thousand or less								
CEO/Executive Director								
	F	677	\$53,763	\$24,003	\$34,925	\$51,118	\$66,000	\$86,800
	M	416	\$61,002	\$21,465	\$35,000	\$55,000	\$78,029	\$107,036
	U	68	\$55,412	\$24,415	\$32,522	\$52,950	\$68,688	\$91,315
Top Administrative Position								
	F	20	\$43,047	\$25,910	\$31,861	\$40,792	\$47,000	\$56,485
	M	20	\$50,641	\$23,477	\$27,142	\$40,197	\$75,976	\$81,464
	U	7	\$34,179			\$28,624		
Top Business Position								
	M	16	\$88,415		\$41,205	\$88,078	\$143,278	
Top Development Position								
	F	7	\$45,748			\$48,146		
Top Finance Position								
	F	41	\$43,459	\$20,800	\$26,722	\$38,888	\$54,776	\$70,362
	M	47	\$55,895	\$17,936	\$22,744	\$44,273	\$72,158	\$109,878
	U	10	\$50,586		\$20,624	\$53,792	\$67,138	
Top Operations Position								
	F	14	\$42,694		\$39,981	\$41,638	\$43,789	
	M	8	\$52,268			\$47,607		
Top Program Position								
	F	17	\$36,243		\$24,764	\$38,104	\$46,248	
	M	6	\$49,660			\$31,876		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	327	\$84,300	\$45,735	\$60,599	\$79,623	\$102,589	\$128,870
	M	274	\$103,718	\$44,428	\$65,841	\$90,339	\$123,708	\$181,636
	U	29	\$86,375	\$48,525	\$60,726	\$77,825	\$106,147	\$120,288
Top Administrative Position								
	F	13	\$54,439		\$43,362	\$50,191	\$63,000	
	M	9	\$81,882			\$83,452		
Top Business Position								
	M	26	\$167,818	\$105,403	\$150,185	\$162,595	\$181,553	\$245,104
Top Education Position								
	M	8	\$147,594			\$148,066		
Top Finance Position								
	F	24	\$62,058	\$27,493	\$37,900	\$61,819	\$72,851	\$104,297
	M	46	\$114,993	\$43,707	\$57,609	\$120,181	\$153,843	\$164,465
Top Operations Position								
	F	9	\$50,559			\$50,978		
Top Program Position								
	F	6	\$63,888			\$66,110		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	592	\$129,030	\$62,519	\$82,486	\$109,113	\$154,991	\$226,523
	M	571	\$155,698	\$70,092	\$96,637	\$131,310	\$193,420	\$276,489
	U	59	\$155,683	\$85,213	\$103,760	\$131,518	\$194,278	\$267,097

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
Between \$1 million and \$5 million								
Top Administrative Position								
	F	32	\$104,450	\$45,539	\$64,312	\$100,160	\$127,279	\$170,639
	M	46	\$127,793	\$61,457	\$83,067	\$122,638	\$146,852	\$220,253
Top Business Position								
	F	10	\$100,652		\$66,193	\$103,517	\$131,901	
	M	72	\$200,807	\$111,195	\$151,676	\$191,557	\$242,897	\$288,205
Top Development Position								
	F	27	\$131,724	\$90,898	\$115,498	\$125,957	\$154,575	\$169,603
	M	13	\$118,212		\$97,972	\$106,661	\$141,242	
Top Education Position								
	F	16	\$131,142		\$113,971	\$132,519	\$156,267	
	M	21	\$158,683	\$95,894	\$130,694	\$168,332	\$182,981	\$207,308
Top Facilities Position								
	M	14	\$131,356		\$123,992	\$132,736	\$154,042	
Top Finance Position								
	F	118	\$98,102	\$52,614	\$70,957	\$93,046	\$120,480	\$148,655
	M	144	\$155,021	\$61,570	\$92,779	\$144,191	\$200,211	\$274,228
	U	7	\$135,865			\$126,962		
Top Human Resources Position								
	F	5	\$87,288			\$65,953		
Top Legal Position								
	M	7	\$209,153			\$182,068		
Top Marketing Position								
	F	11	\$120,425		\$99,813	\$124,810	\$142,994	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
Between \$1 million and \$5 million								
Top Operations Position								
	F	43	\$127,763	\$64,476	\$93,965	\$123,221	\$167,534	\$186,409
	M	51	\$129,164	\$52,465	\$71,783	\$109,842	\$160,882	\$193,051
Top PR/Communications Position								
	F	8	\$135,598			\$137,433		
	M	8	\$144,202			\$144,440		
Top Program Position								
	F	22	\$103,643	\$52,453	\$71,804	\$119,448	\$126,970	\$139,977
	M	10	\$120,949		\$89,338	\$123,480	\$162,081	
Top Technology Position								
	M	14	\$186,915		\$129,360	\$149,433	\$182,247	
Greater than \$5 million								
CEO/Executive Director								
	F	333	\$296,239	\$99,116	\$139,956	\$203,581	\$321,206	\$490,706
	M	621	\$446,434	\$132,653	\$189,528	\$282,940	\$477,321	\$796,575
	U	38	\$310,965	\$101,560	\$155,578	\$236,317	\$381,671	\$653,707
Top Administrative Position								
	F	93	\$208,908	\$102,250	\$125,776	\$148,926	\$212,050	\$344,932
	M	111	\$237,054	\$109,646	\$163,508	\$203,564	\$283,660	\$371,405
	U	5	\$152,643			\$140,636		
Top Business Position								
	F	61	\$200,587	\$119,946	\$131,878	\$184,441	\$216,517	\$297,555
	M	74	\$280,354	\$129,721	\$168,457	\$211,990	\$299,952	\$521,258
	U	9	\$171,108			\$137,523		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
Greater than \$5 million								
Top Development Position								
	F	73	\$212,394	\$109,779	\$137,509	\$175,045	\$222,712	\$319,513
	M	72	\$227,584	\$128,283	\$150,531	\$184,215	\$258,396	\$334,179
Top Education Position								
	F	70	\$202,811	\$113,326	\$130,765	\$161,267	\$221,927	\$299,708
	M	62	\$250,753	\$136,492	\$153,342	\$200,428	\$275,911	\$375,231
	U	9	\$241,311			\$180,894		
Top Facilities Position								
	F	6	\$154,474			\$141,561		
	M	56	\$231,094	\$131,585	\$166,699	\$213,705	\$271,524	\$309,162
Top Finance Position								
	F	268	\$181,154	\$74,788	\$104,108	\$146,212	\$200,362	\$270,213
	M	383	\$258,662	\$114,283	\$138,134	\$193,742	\$299,024	\$466,899
	U	22	\$201,523	\$114,825	\$136,320	\$171,007	\$225,496	\$363,225
Top Human Resources Position								
	F	97	\$208,812	\$111,942	\$131,023	\$171,267	\$245,562	\$408,840
	M	41	\$366,758	\$145,489	\$195,339	\$238,246	\$377,328	\$821,885
	U	5	\$261,144			\$167,771		
Top Legal Position								
	F	58	\$289,926	\$149,760	\$175,810	\$234,818	\$322,979	\$578,258
	M	52	\$416,798	\$145,776	\$190,865	\$337,112	\$457,972	\$809,507
	U	6	\$239,118			\$204,511		
Top Marketing Position								
	F	71	\$234,804	\$128,004	\$148,296	\$185,262	\$236,777	\$341,151
	M	45	\$231,733	\$122,231	\$132,118	\$178,012	\$258,316	\$405,968

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
Greater than \$5 million								
Top Operations Position								
	F	140	\$241,029	\$110,668	\$133,395	\$179,879	\$272,307	\$422,234
	M	167	\$321,388	\$120,708	\$163,230	\$216,596	\$353,516	\$583,974
	U	12	\$196,461		\$146,899	\$172,723	\$222,623	
Top PR/Communications Position								
	F	65	\$213,368	\$128,886	\$140,665	\$182,629	\$228,972	\$319,025
	M	49	\$216,852	\$120,356	\$147,082	\$192,604	\$240,258	\$353,434
Top Program Position								
	F	53	\$165,951	\$115,921	\$126,917	\$150,592	\$191,281	\$227,534
	M	29	\$218,867	\$110,985	\$123,171	\$161,890	\$232,525	\$371,442
Top Technology Position								
	F	34	\$238,068	\$110,579	\$146,336	\$184,774	\$256,235	\$387,695
	M	160	\$237,383	\$130,827	\$150,224	\$191,894	\$248,791	\$399,188
	U	9	\$251,401			\$169,830		

Indiana

\$500 thousand or less

CEO/Executive Director

F	431	\$49,750	\$24,880	\$33,025	\$45,000	\$62,113	\$78,059
M	334	\$59,650	\$24,018	\$37,141	\$51,246	\$74,963	\$101,407
U	41	\$48,962	\$25,000	\$30,000	\$48,136	\$64,836	\$78,692

Top Administrative Position

F	17	\$33,924		\$24,000	\$32,149	\$38,736	
M	15	\$36,360		\$25,850	\$31,155	\$36,052	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana								
\$500 thousand or less								
Top Business Position	M	8	\$98,367			\$75,079		
Top Finance Position	F	23	\$40,385	\$17,014	\$21,493	\$36,400	\$54,125	\$65,656
	M	20	\$48,567	\$21,147	\$23,794	\$39,006	\$69,225	\$81,804
Top Operations Position	F	7	\$50,283			\$53,106		
	M	5	\$54,523			\$42,814		
Top Program Position	F	9	\$33,887			\$29,045		
	M	6	\$39,759			\$36,780		
Between \$500 thousand and \$1 million								
CEO/Executive Director	F	193	\$72,851	\$39,572	\$54,000	\$67,954	\$84,567	\$113,459
	M	171	\$83,891	\$36,400	\$55,028	\$75,065	\$96,310	\$144,965
	U	17	\$70,335		\$55,187	\$64,164	\$86,400	
Top Administrative Position	F	12	\$61,504		\$47,776	\$50,766	\$74,738	
	M	7	\$60,356			\$66,492		
Top Business Position	M	8	\$139,332			\$140,177		
Top Finance Position	F	17	\$50,284		\$26,672	\$38,400	\$50,580	
	M	9	\$96,291			\$69,502		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana								
Between \$500 thousand and \$1 million								
Top Operations Position	F	8	\$73,221			\$62,961		
Top Program Position	F	5	\$43,401			\$42,635		
Between \$1 million and \$5 million								
CEO/Executive Director	F	273	\$104,006	\$61,139	\$73,445	\$95,015	\$119,979	\$154,273
	M	321	\$134,915	\$63,541	\$83,251	\$114,002	\$155,080	\$221,263
	U	12	\$100,870		\$74,402	\$99,062	\$129,097	
Top Administrative Position	F	10	\$82,185		\$53,306	\$71,146	\$104,086	
	M	15	\$107,335		\$80,171	\$108,807	\$125,176	
Top Business Position	F	10	\$72,124		\$36,799	\$66,171	\$87,022	
	M	31	\$140,306	\$50,000	\$96,448	\$139,443	\$174,910	\$224,071
Top Development Position	F	6	\$95,221			\$99,497		
	M	5	\$128,305			\$122,491		
Top Education Position	M	7	\$145,646			\$129,203		
Top Finance Position	F	63	\$77,288	\$38,269	\$51,517	\$70,473	\$93,253	\$130,909
	M	54	\$134,002	\$59,541	\$84,242	\$122,722	\$167,180	\$221,623

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana								
Between \$1 million and \$5 million								
Top Operations Position								
	F	22	\$119,500	\$76,735	\$89,819	\$107,120	\$143,533	\$181,668
	M	28	\$113,947	\$58,628	\$70,384	\$91,863	\$122,876	\$186,243
Greater than \$5 million								
CEO/Executive Director								
	F	142	\$219,404	\$99,537	\$122,861	\$173,878	\$262,182	\$367,888
	M	298	\$352,664	\$120,513	\$159,007	\$231,365	\$353,012	\$624,875
	U	6	\$274,319			\$245,004		
Top Administrative Position								
	F	26	\$195,621	\$99,835	\$137,347	\$167,396	\$228,433	\$308,532
	M	30	\$208,319	\$114,688	\$143,656	\$176,132	\$254,207	\$333,490
Top Business Position								
	F	11	\$183,719		\$128,824	\$134,543	\$189,766	
	M	25	\$216,949	\$137,744	\$162,950	\$188,153	\$218,560	\$324,553
Top Development Position								
	F	30	\$191,201	\$109,366	\$121,422	\$174,107	\$217,743	\$311,856
	M	20	\$165,670	\$113,843	\$123,001	\$152,058	\$185,540	\$226,154
Top Education Position								
	F	16	\$162,173		\$109,905	\$143,318	\$185,308	
	M	18	\$234,946		\$148,095	\$187,473	\$234,129	
Top Facilities Position								
	M	6	\$150,041			\$163,882		
Top Finance Position								
	F	138	\$172,740	\$71,105	\$88,747	\$129,780	\$172,338	\$260,734
	M	156	\$191,664	\$88,887	\$112,642	\$156,512	\$220,154	\$342,530

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana								
Greater than \$5 million								
Top Human Resources Position								
	F	32	\$192,591	\$91,780	\$106,684	\$154,589	\$198,818	\$245,226
	M	13	\$319,676		\$178,851	\$256,636	\$424,354	
Top Legal Position								
	F	11	\$345,808		\$190,259	\$271,194	\$505,029	
	M	6	\$411,590			\$277,815		
Top Marketing Position								
	F	22	\$186,128	\$130,882	\$144,644	\$167,626	\$206,769	\$265,360
	M	18	\$175,002		\$131,896	\$161,302	\$202,243	
Top Operations Position								
	F	54	\$186,595	\$88,279	\$105,717	\$147,745	\$218,745	\$312,189
	M	83	\$243,303	\$106,881	\$149,940	\$178,511	\$262,787	\$391,884
Top PR/Communications Position								
	F	13	\$204,354		\$127,101	\$200,710	\$250,120	
	M	9	\$176,213			\$156,869		
Top Program Position								
	F	8	\$119,391			\$122,849		
	M	10	\$194,011		\$153,224	\$186,075	\$203,092	
Top Technology Position								
	F	11	\$158,747		\$136,119	\$141,407	\$177,979	
	M	40	\$279,743	\$117,037	\$150,179	\$203,380	\$291,738	\$510,166

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa								
\$500 thousand or less								
CEO/Executive Director								
	F	239	\$51,793	\$24,533	\$32,493	\$47,021	\$62,245	\$79,261
	M	147	\$67,063	\$29,207	\$42,806	\$61,600	\$78,995	\$117,080
	U	14	\$52,982		\$35,842	\$55,521	\$67,319	
Top Administrative Position								
	F	12	\$36,477		\$29,176	\$38,190	\$44,081	
Top Finance Position								
	F	19	\$42,841		\$21,809	\$31,200	\$52,270	
	M	10	\$64,018		\$40,832	\$66,270	\$77,786	
Top Program Position								
	F	7	\$39,448			\$36,271		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	96	\$75,036	\$39,324	\$56,291	\$70,770	\$87,826	\$122,581
	M	93	\$107,194	\$55,336	\$66,417	\$84,525	\$131,196	\$190,380
Top Administrative Position								
	F	6	\$39,275			\$39,476		
Top Business Position								
	M	8	\$119,274			\$119,866		
Top Finance Position								
	F	7	\$63,188			\$60,990		
	M	7	\$127,365			\$122,116		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	143	\$109,231	\$60,950	\$77,472	\$97,353	\$126,840	\$164,961
	M	165	\$131,844	\$62,367	\$88,141	\$115,575	\$164,790	\$226,434
	U	8	\$91,353			\$78,400		
Top Administrative Position								
	F	17	\$84,384		\$68,052	\$81,038	\$95,366	
	M	25	\$95,337	\$36,146	\$60,000	\$98,941	\$127,810	\$146,202
Top Business Position								
	F	6	\$76,143			\$61,671		
	M	7	\$136,051			\$138,478		
Top Finance Position								
	F	33	\$78,387	\$43,971	\$58,468	\$76,034	\$99,309	\$125,424
	M	24	\$124,509	\$54,405	\$62,452	\$103,761	\$139,445	\$247,704
Top Operations Position								
	F	11	\$90,735		\$67,556	\$83,692	\$111,978	
	M	7	\$169,537			\$109,162		
Greater than \$5 million								
CEO/Executive Director								
	F	95	\$207,211	\$105,920	\$125,294	\$168,530	\$234,361	\$345,998
	M	182	\$307,671	\$120,363	\$154,084	\$210,302	\$325,443	\$549,550
	U	9	\$278,743			\$224,318		
Top Administrative Position								
	F	27	\$140,045	\$82,111	\$110,238	\$131,625	\$150,215	\$181,408
	M	45	\$173,910	\$99,345	\$132,642	\$160,506	\$215,000	\$259,361

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa								
Greater than \$5 million								
Top Business Position								
	F	12	\$156,444		\$129,073	\$134,907	\$179,491	
	M	14	\$212,041		\$120,591	\$177,526	\$250,718	
Top Development Position								
	F	9	\$156,259			\$148,046		
	M	20	\$169,116	\$109,864	\$127,233	\$174,107	\$194,759	\$238,095
Top Education Position								
	F	8	\$144,148			\$152,361		
	M	18	\$221,047		\$155,009	\$182,516	\$290,930	
Top Facilities Position								
	M	7	\$169,243			\$171,107		
Top Finance Position								
	F	98	\$135,619	\$71,308	\$91,147	\$118,645	\$161,087	\$226,569
	M	87	\$189,569	\$82,258	\$105,031	\$132,763	\$206,380	\$353,241
	U	11	\$137,715		\$113,423	\$139,343	\$156,823	
Top Human Resources Position								
	F	17	\$163,387		\$95,676	\$160,148	\$213,457	
	M	8	\$166,182			\$166,031		
Top Legal Position								
	M	6	\$460,344			\$448,343		
Top Marketing Position								
	F	7	\$306,353			\$172,736		
	M	6	\$310,252			\$284,701		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa								
Greater than \$5 million								
Top Operations Position								
	F	28	\$192,495	\$74,429	\$110,073	\$188,653	\$224,198	\$325,978
	M	33	\$259,382	\$126,865	\$141,300	\$186,742	\$302,214	\$467,282
Top PR/Communications Position								
	F	9	\$276,620			\$172,736		
Top Program Position								
	F	6	\$127,397			\$120,723		
Top Technology Position								
	F	8	\$195,961			\$173,714		
	M	24	\$190,909	\$118,949	\$134,947	\$158,218	\$227,355	\$311,392

Kansas

\$500 thousand or less								
CEO/Executive Director								
	F	215	\$48,158	\$24,273	\$33,301	\$44,929	\$59,251	\$75,276
	M	118	\$60,665	\$24,000	\$35,844	\$51,141	\$77,291	\$114,212
	U	13	\$56,839		\$39,000	\$48,548	\$62,984	
Top Administrative Position								
	F	7	\$30,275			\$25,129		
Top Finance Position								
	F	13	\$38,579		\$26,421	\$34,500	\$39,430	
	M	8	\$43,966			\$30,599		
Top Program Position								
	F	6	\$46,573			\$38,206		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	74	\$68,724	\$43,796	\$52,910	\$69,178	\$81,273	\$100,379
	M	67	\$105,743	\$52,106	\$66,356	\$78,750	\$127,915	\$174,530
	U	7	\$54,605			\$51,999		
Top Administrative Position								
	F	7	\$69,416			\$58,723		
Top Finance Position								
	F	9	\$70,206			\$52,525		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	144	\$103,261	\$61,037	\$75,087	\$92,024	\$115,901	\$166,461
	M	125	\$137,007	\$60,558	\$89,166	\$118,800	\$160,046	\$232,264
	U	12	\$111,663		\$82,275	\$101,232	\$130,158	
Top Administrative Position								
	F	23	\$72,419	\$48,806	\$52,727	\$63,191	\$87,656	\$100,476
	M	7	\$79,356			\$94,220		
Top Business Position								
	M	6	\$115,523			\$113,446		
Top Finance Position								
	F	39	\$83,117	\$51,654	\$59,735	\$75,271	\$103,022	\$131,511
	M	24	\$87,282	\$39,750	\$65,074	\$76,437	\$103,800	\$150,936
Top Operations Position								
	F	9	\$100,475			\$97,505		
	M	6	\$101,519			\$73,466		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas								
Greater than \$5 million								
CEO/Executive Director								
	F	84	\$210,740	\$102,005	\$127,825	\$165,118	\$243,097	\$307,902
	M	158	\$283,607	\$117,674	\$161,783	\$218,967	\$327,290	\$477,195
	U	12	\$209,985		\$103,604	\$161,898	\$294,404	
Top Administrative Position								
	F	28	\$147,148	\$86,502	\$116,643	\$138,684	\$161,479	\$209,141
	M	37	\$233,627	\$101,520	\$133,292	\$187,281	\$261,795	\$329,245
Top Business Position								
	F	9	\$163,293			\$144,184		
	M	10	\$176,095		\$121,753	\$158,248	\$228,868	
Top Development Position								
	F	11	\$142,104		\$98,061	\$134,506	\$167,874	
	M	7	\$191,022			\$169,286		
Top Education Position								
	M	11	\$144,122		\$124,871	\$145,330	\$173,997	
Top Facilities Position								
	M	9	\$183,396			\$196,508		
Top Finance Position								
	F	72	\$138,878	\$69,011	\$95,496	\$125,862	\$170,984	\$207,071
	M	94	\$172,472	\$72,948	\$97,243	\$126,111	\$206,720	\$317,014
	U	5	\$159,574			\$134,114		
Top Human Resources Position								
	F	13	\$170,413		\$91,023	\$153,879	\$202,953	
	M	7	\$152,097			\$138,329		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas								
Greater than \$5 million								
Top Legal Position	M	7	\$226,569			\$182,184		
Top Marketing Position	F	10	\$174,784		\$146,733	\$191,168	\$216,509	
Top Operations Position	F	22	\$155,788	\$72,895	\$108,002	\$138,888	\$176,170	\$270,782
	M	48	\$253,153	\$120,412	\$169,202	\$201,644	\$270,214	\$416,957
Top Program Position	F	6	\$109,456			\$111,320		
	M	6	\$149,212			\$140,011		
Top Technology Position	M	27	\$204,796	\$132,352	\$152,025	\$177,031	\$236,038	\$250,683

Kentucky

\$500 thousand or less

CEO/Executive Director

F	242	\$49,782	\$24,024	\$32,625	\$43,620	\$60,239	\$80,415
M	158	\$56,908	\$20,358	\$30,525	\$49,849	\$71,850	\$101,849
U	20	\$58,612	\$20,824	\$42,636	\$54,546	\$71,125	\$96,242

Top Administrative Position

F	10	\$30,041		\$19,087	\$30,100	\$37,516	
M	5	\$50,117			\$28,892		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky								
\$500 thousand or less								
Top Finance Position								
	F	21	\$26,366	\$16,253	\$18,800	\$24,000	\$29,191	\$35,971
	M	8	\$26,889			\$22,280		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	84	\$76,078	\$37,875	\$51,714	\$62,797	\$90,399	\$130,515
	M	87	\$102,444	\$54,920	\$69,650	\$89,130	\$129,318	\$176,429
	U	12	\$97,843		\$75,152	\$93,351	\$121,295	
Top Business Position								
	M	7	\$117,029			\$141,190		
Top Finance Position								
	F	7	\$57,211			\$43,980		
	M	8	\$73,183			\$73,240		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	140	\$116,826	\$62,458	\$75,729	\$108,299	\$141,347	\$190,856
	M	136	\$130,164	\$60,630	\$80,649	\$115,123	\$155,371	\$198,283
	U	9	\$115,036			\$95,717		
Top Administrative Position								
	F	8	\$100,723			\$91,354		
	M	12	\$124,257		\$94,226	\$121,495	\$154,335	
Top Business Position								
	M	8	\$103,382			\$99,397		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky								
Between \$1 million and \$5 million								
Top Finance Position								
	F	29	\$75,780	\$37,411	\$51,981	\$76,854	\$91,877	\$114,302
	M	23	\$108,744	\$50,240	\$75,465	\$92,319	\$140,839	\$180,317
Top Operations Position								
	F	6	\$104,727			\$98,831		
	M	11	\$103,324		\$78,047	\$115,225	\$124,795	
Greater than \$5 million								
CEO/Executive Director								
	F	78	\$211,355	\$106,760	\$128,136	\$162,496	\$232,859	\$297,401
	M	164	\$295,938	\$123,331	\$152,515	\$218,818	\$329,939	\$538,125
	U	6	\$326,800			\$215,747		
Top Administrative Position								
	F	34	\$142,908	\$76,744	\$102,362	\$130,468	\$180,931	\$201,705
	M	17	\$174,765		\$129,715	\$168,319	\$224,920	
Top Business Position								
	M	13	\$159,838		\$121,767	\$151,963	\$191,960	
Top Development Position								
	F	10	\$148,970		\$112,863	\$121,625	\$154,740	
	M	17	\$147,280		\$120,659	\$134,649	\$180,827	
Top Education Position								
	F	15	\$175,588		\$143,062	\$177,637	\$208,324	
	M	6	\$287,000			\$200,313		
Top Facilities Position								
	M	12	\$185,089		\$122,910	\$160,378	\$222,371	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky								
Greater than \$5 million								
Top Finance Position								
	F	61	\$156,952	\$73,094	\$94,566	\$127,677	\$184,105	\$268,066
	M	101	\$176,512	\$75,792	\$108,186	\$142,001	\$196,271	\$301,825
Top Human Resources Position								
	F	19	\$202,812		\$115,821	\$162,977	\$173,860	
	M	10	\$250,813		\$138,517	\$214,424	\$247,830	
Top Legal Position								
	F	6	\$262,899			\$250,606		
	M	11	\$447,174		\$196,421	\$279,609	\$412,683	
Top Marketing Position								
	F	12	\$207,714		\$135,267	\$161,802	\$231,999	
Top Operations Position								
	F	17	\$186,735		\$125,872	\$147,764	\$215,920	
	M	47	\$255,116	\$103,807	\$150,454	\$186,314	\$230,136	\$391,795
Top PR/Communications Position								
	F	9	\$197,453			\$130,536		
	M	12	\$190,161		\$149,641	\$168,671	\$231,028	
Top Program Position								
	F	9	\$122,990			\$126,140		
Top Technology Position								
	M	35	\$187,345	\$112,249	\$133,944	\$167,103	\$184,686	\$210,184

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana								
\$500 thousand or less								
CEO/Executive Director								
	F	220	\$51,732	\$24,022	\$35,000	\$47,562	\$61,449	\$81,390
	M	166	\$64,012	\$22,112	\$34,534	\$51,162	\$81,834	\$117,261
	U	26	\$45,504	\$27,202	\$38,421	\$41,855	\$52,000	\$69,375
Top Administrative Position								
	F	12	\$39,983		\$26,204	\$30,173	\$42,759	
Top Finance Position								
	F	12	\$38,671		\$21,628	\$34,484	\$42,869	
	M	12	\$47,650		\$20,473	\$41,411	\$66,373	
Top Operations Position								
	F	6	\$39,227			\$33,588		
Top Program Position								
	F	6	\$41,317			\$32,482		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	95	\$79,171	\$39,528	\$54,035	\$76,869	\$95,464	\$119,650
	M	78	\$89,266	\$36,000	\$50,382	\$79,025	\$109,317	\$142,327
	U	10	\$71,558		\$39,396	\$60,410	\$83,022	
Top Business Position								
	M	5	\$89,478			\$93,707		
Top Finance Position								
	F	7	\$56,330			\$56,790		
	M	9	\$73,636			\$83,468		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	155	\$108,911	\$61,869	\$80,056	\$98,976	\$126,589	\$181,500
	M	160	\$139,712	\$60,353	\$80,997	\$111,976	\$167,913	\$241,162
	U	18	\$137,204		\$89,099	\$103,711	\$151,277	
Top Administrative Position								
	F	6	\$80,437			\$81,400		
	M	14	\$132,466		\$91,312	\$121,240	\$171,813	
Top Business Position								
	M	9	\$134,470			\$108,829		
Top Finance Position								
	F	21	\$92,605	\$40,954	\$71,184	\$89,550	\$111,480	\$149,009
	M	26	\$99,321	\$38,125	\$66,215	\$92,344	\$117,129	\$166,805
Top Operations Position								
	F	8	\$120,408			\$91,869		
	M	10	\$117,879		\$84,812	\$108,906	\$165,285	
Top Program Position								
	F	5	\$77,308			\$70,583		
Top Technology Position								
	M	5	\$167,259			\$153,886		
Greater than \$5 million								
CEO/Executive Director								
	F	80	\$202,216	\$86,424	\$114,066	\$151,853	\$204,230	\$280,558
	M	131	\$309,152	\$102,810	\$150,490	\$204,553	\$340,381	\$596,967
	U	9	\$177,470			\$185,149		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana								
Greater than \$5 million								
Top Administrative Position								
	F	16	\$152,354		\$113,040	\$129,832	\$197,784	
	M	19	\$211,996		\$125,605	\$204,714	\$283,874	
Top Business Position								
	M	5	\$182,267			\$180,535		
Top Development Position								
	F	7	\$173,587			\$123,636		
	M	8	\$198,674			\$176,096		
Top Education Position								
	F	8	\$158,137			\$145,278		
Top Facilities Position								
	M	7	\$161,420			\$135,635		
Top Finance Position								
	F	54	\$159,314	\$86,959	\$102,538	\$127,440	\$176,182	\$246,508
	M	60	\$186,829	\$87,026	\$113,119	\$156,356	\$203,226	\$325,623
	U	6	\$232,116			\$143,800		
Top Human Resources Position								
	F	6	\$115,673			\$119,032		
	M	6	\$250,815			\$174,413		
Top Legal Position								
	M	10	\$321,933		\$267,822	\$314,375	\$376,155	
Top Marketing Position								
	F	5	\$180,466			\$165,025		
	M	5	\$158,873			\$168,000		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana								
Greater than \$5 million								
Top Operations Position								
	F	30	\$241,872	\$124,154	\$139,937	\$182,491	\$312,890	\$426,490
	M	31	\$260,771	\$120,874	\$144,480	\$175,173	\$328,857	\$431,692
Top PR/Communications Position								
	F	6	\$195,234			\$180,785		
	M	5	\$158,386			\$168,928		
Top Program Position								
	F	6	\$149,057			\$150,451		
Top Technology Position								
	M	12	\$228,162		\$155,203	\$181,871	\$331,463	

Maine

\$500 thousand or less

CEO/Executive Director

F	163	\$51,975	\$24,687	\$36,297	\$48,017	\$64,663	\$79,714
M	114	\$57,328	\$22,564	\$38,056	\$52,956	\$71,604	\$95,030
U	15	\$49,466		\$28,296	\$51,833	\$59,482	

Top Finance Position

F	9	\$32,910			\$30,756		
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Between \$500 thousand and \$1 million

CEO/Executive Director

F	83	\$83,739	\$47,573	\$60,545	\$73,427	\$91,704	\$133,872
M	57	\$85,164	\$41,614	\$50,372	\$74,246	\$103,589	\$133,312
U	10	\$76,752		\$66,356	\$74,594	\$92,366	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine								
Between \$500 thousand and \$1 million								
Top Administrative Position								
	F	5	\$62,495			\$56,533		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	124	\$102,090	\$66,790	\$80,236	\$101,157	\$113,415	\$137,469
	M	115	\$130,159	\$74,502	\$85,504	\$108,520	\$154,783	\$205,469
	U	8	\$122,751			\$113,842		
Top Administrative Position								
	F	5	\$78,401			\$80,263		
	M	8	\$82,941			\$79,596		
Top Finance Position								
	F	26	\$76,702	\$55,179	\$59,605	\$70,152	\$82,292	\$112,579
	M	18	\$102,416		\$66,031	\$80,804	\$107,483	
	U	5	\$88,810			\$85,167		
Top Operations Position								
	F	7	\$92,441			\$97,239		
Greater than \$5 million								
CEO/Executive Director								
	F	59	\$184,794	\$95,094	\$109,232	\$149,818	\$207,317	\$292,248
	M	100	\$304,724	\$110,956	\$142,932	\$232,235	\$349,804	\$522,068
Top Administrative Position								
	F	14	\$142,362		\$106,996	\$134,801	\$147,057	
	M	11	\$222,701		\$155,309	\$180,725	\$299,955	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine								
Greater than \$5 million								
Top Development Position								
	F	14	\$186,984		\$146,481	\$166,075	\$181,645	
	M	8	\$209,237			\$145,135		
Top Education Position								
	F	5	\$194,884			\$141,006		
	M	6	\$218,226			\$193,269		
Top Finance Position								
	F	56	\$155,626	\$87,318	\$101,022	\$145,545	\$183,735	\$233,385
	M	54	\$210,106	\$84,906	\$104,537	\$166,711	\$238,592	\$406,549
Top Human Resources Position								
	F	5	\$143,716			\$143,554		
Top Operations Position								
	F	26	\$196,667	\$94,474	\$114,552	\$136,263	\$206,351	\$356,561
	M	26	\$242,877	\$131,225	\$155,520	\$195,025	\$253,557	\$460,326
Top Program Position								
	M	5	\$130,334			\$121,104		
Top Technology Position								
	M	9	\$257,889			\$169,137		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland								
\$500 thousand or less								
CEO/Executive Director								
	F	385	\$61,095	\$25,000	\$38,800	\$58,750	\$76,000	\$98,247
	M	235	\$67,115	\$26,141	\$37,712	\$56,542	\$85,477	\$114,586
	U	32	\$57,310	\$24,450	\$36,790	\$48,920	\$80,108	\$102,896
Top Administrative Position								
	F	7	\$48,596			\$40,834		
	M	7	\$32,728			\$26,000		
Top Finance Position								
	F	17	\$35,206		\$23,579	\$31,000	\$44,000	
	M	12	\$49,255		\$24,525	\$42,776	\$58,655	
Top Operations Position								
	F	10	\$45,923		\$28,108	\$31,116	\$55,546	
Top Program Position								
	F	14	\$37,956		\$20,886	\$35,261	\$50,150	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	160	\$94,586	\$48,790	\$65,621	\$85,884	\$115,070	\$143,658
	M	130	\$110,569	\$51,946	\$68,021	\$99,377	\$134,641	\$189,487
	U	19	\$85,738		\$54,894	\$88,466	\$99,845	
Top Administrative Position								
	F	5	\$50,028			\$39,250		
Top Finance Position								
	F	13	\$66,781		\$53,287	\$63,372	\$85,366	
	M	10	\$86,582		\$28,329	\$76,056	\$124,223	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	336	\$139,613	\$70,426	\$92,615	\$121,662	\$167,327	\$230,838
	M	297	\$162,824	\$77,602	\$105,087	\$142,606	\$196,123	\$277,034
	U	22	\$127,722	\$66,031	\$85,561	\$117,127	\$155,796	\$191,571
Top Administrative Position								
	F	17	\$122,485		\$85,315	\$121,776	\$147,982	
	M	17	\$120,432		\$77,934	\$116,923	\$159,368	
Top Business Position								
	F	10	\$128,552		\$75,094	\$95,024	\$122,549	
	M	17	\$149,398		\$123,047	\$160,018	\$174,550	
Top Development Position								
	F	13	\$132,909		\$112,665	\$135,377	\$141,797	
Top Education Position								
	F	7	\$121,640			\$122,517		
	M	10	\$167,096		\$137,012	\$167,876	\$195,842	
Top Finance Position								
	F	79	\$107,398	\$43,954	\$72,326	\$93,913	\$129,850	\$170,325
	M	63	\$119,633	\$62,042	\$78,958	\$112,671	\$140,763	\$174,274
	U	7	\$96,964			\$68,845		
Top Human Resources Position								
	F	6	\$114,234			\$130,127		
Top Marketing Position								
	F	5	\$199,880			\$132,776		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland								
Between \$1 million and \$5 million								
Top Operations Position								
	F	38	\$125,351	\$64,575	\$87,134	\$117,652	\$166,961	\$198,193
	M	16	\$150,865		\$100,769	\$137,232	\$155,168	
Top PR/Communications Position								
	F	12	\$116,417		\$105,254	\$113,682	\$130,982	
Top Program Position								
	F	19	\$128,929		\$119,627	\$127,614	\$141,965	
Greater than \$5 million								
CEO/Executive Director								
	F	199	\$254,454	\$106,810	\$146,162	\$197,011	\$314,289	\$463,282
	M	358	\$399,841	\$129,853	\$187,718	\$284,211	\$462,450	\$704,408
	U	17	\$246,897		\$185,119	\$215,536	\$223,349	
Top Administrative Position								
	F	45	\$167,130	\$111,336	\$123,719	\$163,237	\$190,488	\$253,165
	M	56	\$247,736	\$129,155	\$144,275	\$193,158	\$286,429	\$465,011
Top Business Position								
	F	34	\$178,919	\$116,517	\$127,479	\$148,017	\$198,781	\$256,283
	M	35	\$191,991	\$121,300	\$136,075	\$190,586	\$220,122	\$279,003
Top Development Position								
	F	64	\$183,346	\$113,253	\$136,305	\$156,842	\$197,900	\$272,991
	M	34	\$197,030	\$122,388	\$144,153	\$193,536	\$235,388	\$279,835
	U	9	\$240,102			\$180,889		
Top Education Position								
	F	36	\$192,399	\$122,064	\$136,159	\$176,623	\$230,243	\$307,103
	M	24	\$226,036	\$127,098	\$155,000	\$183,348	\$238,915	\$327,124

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland								
Greater than \$5 million								
Top Facilities Position								
	M	25	\$184,298	\$126,748	\$145,911	\$165,197	\$192,045	\$294,831
Top Finance Position								
	F	173	\$174,386	\$93,338	\$113,712	\$146,711	\$197,758	\$268,688
	M	199	\$223,041	\$85,781	\$139,522	\$184,544	\$255,340	\$365,009
	U	20	\$178,359	\$94,281	\$125,055	\$145,766	\$217,117	\$257,687
Top Human Resources Position								
	F	60	\$180,744	\$122,021	\$138,153	\$172,547	\$197,340	\$226,506
	M	20	\$212,924	\$111,727	\$135,293	\$183,293	\$239,266	\$309,174
Top Legal Position								
	F	24	\$275,439	\$115,829	\$158,209	\$211,166	\$322,931	\$522,322
	M	22	\$341,615	\$163,291	\$210,908	\$262,025	\$429,396	\$616,035
Top Marketing Position								
	F	34	\$180,236	\$119,846	\$136,999	\$169,502	\$210,102	\$230,198
	M	13	\$189,126		\$150,539	\$174,269	\$210,266	
Top Operations Position								
	F	101	\$195,492	\$113,840	\$139,413	\$167,775	\$241,119	\$298,532
	M	91	\$273,946	\$130,428	\$151,046	\$223,404	\$334,366	\$433,792
	U	8	\$247,924			\$151,620		
Top PR/Communications Position								
	F	47	\$180,566	\$113,423	\$127,911	\$163,518	\$213,172	\$263,118
	M	26	\$210,551	\$131,160	\$155,222	\$191,509	\$214,476	\$313,632
Top Program Position								
	F	44	\$167,321	\$120,473	\$125,469	\$142,133	\$184,517	\$237,273
	M	27	\$226,326	\$134,572	\$170,803	\$193,704	\$234,530	\$325,134

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland								
Greater than \$5 million								
Top Technology Position								
	F	18	\$188,998		\$127,881	\$144,939	\$173,516	
	M	84	\$201,732	\$124,069	\$139,403	\$179,196	\$216,693	\$329,656
	U	12	\$167,359		\$131,123	\$160,889	\$187,158	
Massachusetts								
\$500 thousand or less								
CEO/Executive Director								
	F	542	\$58,738	\$26,605	\$36,711	\$55,000	\$74,377	\$98,100
	M	312	\$66,361	\$26,245	\$40,668	\$60,357	\$82,951	\$108,035
	U	57	\$54,683	\$23,231	\$31,304	\$48,025	\$63,207	\$89,233
Top Administrative Position								
	F	10	\$57,261		\$29,444	\$42,510	\$54,958	
	M	6	\$52,699			\$52,000		
Top Business Position								
	M	12	\$138,935		\$110,180	\$135,998	\$154,985	
Top Finance Position								
	F	42	\$52,847	\$21,663	\$31,206	\$48,742	\$71,248	\$84,663
	M	33	\$71,046	\$20,578	\$37,308	\$65,187	\$98,119	\$123,885
Top Operations Position								
	F	9	\$47,904			\$41,191		
	M	5	\$50,382			\$48,671		
Top Program Position								
	F	17	\$48,327		\$36,538	\$41,190	\$58,775	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	260	\$93,566	\$57,504	\$69,736	\$87,476	\$105,512	\$139,311
	M	208	\$106,732	\$51,693	\$72,353	\$93,526	\$130,784	\$173,544
	U	23	\$81,760	\$51,048	\$57,917	\$77,799	\$85,282	\$120,588
Top Administrative Position								
	F	6	\$65,552			\$59,274		
Top Business Position								
	M	10	\$154,848		\$141,244	\$151,320	\$159,903	
Top Finance Position								
	F	23	\$71,669	\$24,426	\$39,804	\$64,566	\$102,845	\$114,000
	M	34	\$101,257	\$39,831	\$65,415	\$89,521	\$139,491	\$161,765
Top Operations Position								
	F	5	\$76,037			\$77,250		
	M	5	\$86,182			\$88,275		
Top Program Position								
	F	7	\$85,167			\$89,086		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	492	\$130,268	\$70,000	\$95,278	\$117,638	\$155,815	\$199,582
	M	497	\$163,779	\$75,248	\$104,589	\$140,308	\$192,205	\$267,842
	U	34	\$139,437	\$84,152	\$104,037	\$127,304	\$177,910	\$205,860
Top Administrative Position								
	F	32	\$112,256	\$60,333	\$76,578	\$100,042	\$144,697	\$156,473
	M	34	\$170,948	\$108,303	\$135,569	\$157,135	\$217,348	\$238,392

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts								
Between \$1 million and \$5 million								
Top Business Position								
	F	13	\$92,422		\$54,764	\$78,325	\$115,072	
	M	26	\$162,471	\$80,965	\$107,973	\$177,242	\$198,467	\$239,373
Top Development Position								
	F	34	\$127,129	\$95,384	\$112,658	\$123,805	\$139,352	\$164,565
	M	10	\$146,318		\$130,849	\$138,290	\$162,870	
Top Education Position								
	F	11	\$127,979		\$117,064	\$125,000	\$137,678	
	M	7	\$160,661			\$150,309		
Top Facilities Position								
	M	13	\$134,857		\$111,011	\$138,226	\$151,223	
Top Finance Position								
	F	110	\$114,213	\$57,241	\$75,890	\$104,110	\$134,311	\$166,891
	M	116	\$141,159	\$63,239	\$85,652	\$119,513	\$159,911	\$233,511
	U	7	\$145,782			\$89,189		
Top Legal Position								
	M	14	\$188,679		\$139,169	\$147,147	\$195,216	
Top Marketing Position								
	M	6	\$166,621			\$158,689		
Top Operations Position								
	F	53	\$131,502	\$75,492	\$96,708	\$120,204	\$154,978	\$189,327
	M	47	\$164,340	\$91,471	\$111,942	\$142,483	\$168,987	\$293,234
Top PR/Communications Position								
	F	10	\$132,887		\$119,004	\$128,059	\$151,393	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts								
Between \$1 million and \$5 million								
Top Program Position								
	F	27	\$109,021	\$72,457	\$89,603	\$120,181	\$129,315	\$134,731
	M	10	\$126,748		\$110,900	\$124,569	\$129,198	
Top Technology Position								
	M	10	\$155,425		\$126,043	\$147,068	\$172,736	
Greater than \$5 million								
CEO/Executive Director								
	F	312	\$271,700	\$128,464	\$163,973	\$205,004	\$281,693	\$446,907
	M	556	\$448,784	\$145,262	\$203,406	\$306,374	\$450,293	\$815,666
	U	35	\$518,929	\$158,719	\$211,778	\$385,745	\$621,857	\$1,122,801
Top Administrative Position								
	F	80	\$181,298	\$107,292	\$122,090	\$156,290	\$195,065	\$304,255
	M	99	\$228,774	\$122,417	\$145,762	\$202,806	\$278,654	\$357,739
	U	8	\$192,409			\$143,326		
Top Business Position								
	F	40	\$190,651	\$104,796	\$122,454	\$152,763	\$205,888	\$312,212
	M	48	\$231,444	\$129,287	\$156,757	\$204,826	\$270,961	\$370,098
Top Development Position								
	F	132	\$214,593	\$117,095	\$142,107	\$176,912	\$247,435	\$348,499
	M	79	\$249,238	\$121,969	\$158,783	\$224,577	\$291,243	\$462,584
	U	12	\$219,062		\$135,823	\$155,956	\$201,692	
Top Education Position								
	F	54	\$226,020	\$125,092	\$140,128	\$168,554	\$249,888	\$346,929
	M	49	\$316,653	\$134,108	\$194,587	\$264,567	\$322,497	\$655,369

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts								
Greater than \$5 million								
Top Facilities Position								
	M	60	\$188,716	\$121,220	\$134,464	\$168,438	\$207,421	\$264,510
Top Finance Position								
	F	266	\$184,193	\$102,720	\$122,105	\$154,482	\$213,628	\$303,696
	M	378	\$284,507	\$113,258	\$137,817	\$186,753	\$286,280	\$480,331
	U	37	\$246,746	\$105,671	\$136,780	\$208,827	\$305,118	\$426,708
Top Human Resources Position								
	F	90	\$200,367	\$118,675	\$132,629	\$170,359	\$206,684	\$300,761
	M	36	\$246,169	\$119,959	\$135,191	\$200,391	\$283,150	\$443,060
	U	5	\$248,122			\$181,369		
Top Legal Position								
	F	36	\$263,151	\$127,265	\$163,312	\$243,012	\$294,919	\$399,909
	M	32	\$352,140	\$153,016	\$193,246	\$289,789	\$459,905	\$656,612
Top Marketing Position								
	F	42	\$211,844	\$123,084	\$141,557	\$198,456	\$245,045	\$321,133
	M	30	\$215,779	\$130,237	\$163,314	\$205,138	\$245,311	\$308,287
Top Operations Position								
	F	148	\$222,013	\$118,873	\$139,751	\$186,265	\$255,087	\$404,682
	M	145	\$304,139	\$121,357	\$155,031	\$211,103	\$305,576	\$478,306
	U	15	\$281,935		\$160,461	\$208,863	\$304,220	
Top PR/Communications Position								
	F	49	\$223,766	\$130,902	\$157,091	\$189,508	\$265,110	\$364,475
	M	34	\$213,301	\$123,974	\$146,184	\$193,575	\$222,229	\$314,775
	U	5	\$167,852			\$116,675		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts								
Greater than \$5 million								
Top Program Position								
	F	55	\$169,489	\$113,709	\$123,726	\$151,619	\$187,547	\$249,405
	M	45	\$221,050	\$119,259	\$137,157	\$168,784	\$237,096	\$333,359
	U	8	\$176,225			\$172,358		
Top Technology Position								
	F	33	\$224,493	\$127,866	\$150,061	\$173,458	\$266,754	\$321,035
	M	118	\$303,700	\$130,807	\$152,048	\$184,307	\$277,187	\$455,930
	U	8	\$219,467			\$193,695		
Michigan								
\$500 thousand or less								
CEO/Executive Director								
	F	555	\$51,848	\$24,000	\$35,880	\$48,000	\$63,442	\$81,233
	M	368	\$57,011	\$23,386	\$34,140	\$50,000	\$72,509	\$95,224
	U	47	\$49,276	\$21,180	\$27,165	\$46,645	\$54,180	\$91,405
Top Administrative Position								
	F	23	\$41,026	\$19,471	\$26,837	\$36,000	\$49,511	\$69,673
	M	10	\$36,539		\$19,375	\$38,104	\$45,171	
Top Business Position								
	M	6	\$87,442			\$101,495		
Top Finance Position								
	F	46	\$37,000	\$16,880	\$23,438	\$34,900	\$44,953	\$60,950
	M	20	\$34,611	\$17,433	\$23,078	\$34,464	\$44,817	\$52,207

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan								
\$500 thousand or less								
Top Operations Position								
	F	7	\$59,600			\$49,543		
	M	5	\$43,049			\$44,000		
Top Program Position								
	F	13	\$43,067		\$32,575	\$39,648	\$50,503	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	268	\$73,432	\$37,272	\$52,666	\$69,787	\$87,056	\$112,539
	M	176	\$96,472	\$44,600	\$60,500	\$79,224	\$123,119	\$173,277
	U	14	\$71,381		\$53,100	\$73,851	\$85,043	
Top Administrative Position								
	F	13	\$56,686		\$46,999	\$50,785	\$60,205	
	M	9	\$69,217			\$63,564		
Top Business Position								
	M	11	\$109,215		\$84,268	\$99,061	\$136,371	
Top Finance Position								
	F	32	\$57,477	\$33,284	\$44,544	\$52,928	\$67,519	\$76,140
	M	17	\$86,805		\$50,802	\$74,899	\$121,105	
Top Operations Position								
	F	6	\$57,538			\$60,937		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	380	\$112,808	\$60,296	\$77,220	\$101,431	\$132,582	\$180,481
	M	458	\$133,310	\$57,720	\$81,888	\$114,509	\$165,071	\$228,421
	U	31	\$144,435	\$60,490	\$73,541	\$107,014	\$178,301	\$325,023

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan								
Between \$1 million and \$5 million								
Top Administrative Position								
	F	31	\$98,717	\$43,680	\$69,687	\$81,675	\$120,941	\$140,537
	M	28	\$109,305	\$63,996	\$79,670	\$116,621	\$132,417	\$156,067
Top Business Position								
	F	8	\$95,549			\$102,234		
	M	30	\$162,487	\$102,299	\$122,140	\$158,451	\$193,438	\$244,887
Top Development Position								
	F	13	\$114,498		\$77,758	\$116,240	\$133,161	
Top Education Position								
	M	8	\$186,663			\$156,104		
Top Finance Position								
	F	96	\$88,414	\$46,530	\$56,912	\$80,433	\$105,125	\$124,332
	M	86	\$114,809	\$51,027	\$73,210	\$107,488	\$152,146	\$182,465
	U	6	\$61,746			\$68,443		
Top Operations Position								
	F	30	\$118,897	\$62,472	\$76,406	\$109,709	\$127,676	\$176,255
	M	18	\$122,962		\$82,755	\$113,440	\$141,664	
Top PR/Communications Position								
	F	5	\$130,289			\$129,356		
Top Program Position								
	F	8	\$101,982			\$84,474		
	M	5	\$128,904			\$138,029		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan								
Greater than \$5 million								
CEO/Executive Director								
	F	230	\$329,003	\$101,867	\$133,037	\$172,969	\$287,726	\$441,070
	M	371	\$379,574	\$119,459	\$161,758	\$240,720	\$399,679	\$686,789
	U	18	\$345,037		\$180,264	\$240,142	\$344,676	
Top Administrative Position								
	F	34	\$186,756	\$101,895	\$125,250	\$167,071	\$229,237	\$301,597
	M	45	\$196,560	\$115,685	\$133,936	\$183,858	\$235,198	\$306,571
	U	5	\$193,915			\$130,145		
Top Business Position								
	F	20	\$164,356	\$107,468	\$143,506	\$160,905	\$190,765	\$201,280
	M	33	\$250,334	\$135,026	\$158,754	\$212,464	\$251,521	\$373,855
Top Development Position								
	F	35	\$170,037	\$107,025	\$125,472	\$150,460	\$214,246	\$252,749
	M	33	\$201,221	\$111,291	\$131,384	\$176,368	\$248,297	\$312,713
Top Education Position								
	F	18	\$173,588		\$134,509	\$154,150	\$199,088	
	M	18	\$240,037		\$163,250	\$203,702	\$329,135	
Top Facilities Position								
	M	21	\$207,809	\$119,724	\$128,135	\$158,807	\$185,249	\$214,177
Top Finance Position								
	F	166	\$189,921	\$75,301	\$106,486	\$145,690	\$210,572	\$281,397
	M	209	\$204,171	\$85,157	\$114,840	\$157,172	\$227,760	\$327,774
	U	18	\$235,618		\$141,517	\$190,323	\$255,617	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan								
Greater than \$5 million								
Top Human Resources Position								
	F	48	\$187,016	\$96,246	\$118,822	\$146,737	\$220,161	\$287,006
	M	21	\$359,882	\$105,840	\$135,998	\$191,682	\$424,201	\$905,362
Top Legal Position								
	F	6	\$294,531			\$298,576		
	M	16	\$367,553		\$154,288	\$229,823	\$348,199	
Top Marketing Position								
	F	26	\$208,597	\$116,950	\$132,325	\$154,950	\$182,626	\$349,994
	M	21	\$216,732	\$127,179	\$131,994	\$164,752	\$236,229	\$290,974
Top Operations Position								
	F	78	\$231,060	\$106,584	\$125,927	\$164,321	\$210,308	\$321,527
	M	92	\$310,768	\$110,686	\$138,249	\$185,949	\$276,836	\$464,413
	U	9	\$145,759			\$126,327		
Top PR/Communications Position								
	F	12	\$171,343		\$142,307	\$162,623	\$176,186	
	M	12	\$254,694		\$149,276	\$179,826	\$268,612	
Top Program Position								
	F	17	\$158,757		\$128,027	\$158,901	\$179,126	
	M	15	\$198,820		\$110,961	\$149,934	\$285,529	
Top Technology Position								
	F	13	\$290,886		\$131,831	\$182,842	\$271,616	
	M	68	\$250,117	\$122,057	\$135,103	\$171,616	\$244,377	\$466,626
	U	11	\$382,765		\$161,544	\$173,400	\$259,574	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota								
\$500 thousand or less								
CEO/Executive Director								
	F	500	\$54,829	\$25,235	\$36,000	\$52,417	\$68,630	\$88,678
	M	342	\$57,977	\$22,049	\$34,876	\$51,862	\$72,637	\$102,621
	U	54	\$53,532	\$27,780	\$36,130	\$47,424	\$61,525	\$104,600
Top Administrative Position								
	F	14	\$43,451		\$26,870	\$51,135	\$56,222	
Top Development Position								
	F	5	\$36,221			\$34,673		
Top Finance Position								
	F	22	\$41,258	\$17,550	\$20,861	\$32,525	\$58,047	\$71,870
	M	17	\$44,866		\$24,120	\$35,690	\$45,760	
Top Operations Position								
	F	9	\$54,002			\$42,000		
	M	6	\$53,287			\$52,511		
Top Program Position								
	F	13	\$43,540		\$38,381	\$40,700	\$52,065	
	M	8	\$49,668			\$53,557		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	208	\$81,240	\$49,271	\$61,242	\$76,019	\$96,024	\$116,903
	M	157	\$96,732	\$47,194	\$65,631	\$86,782	\$116,756	\$165,936
	U	18	\$82,461		\$56,791	\$87,950	\$104,108	
Top Administrative Position								
	F	6	\$65,749			\$70,808		
	M	6	\$80,360			\$79,355		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota								
Between \$500 thousand and \$1 million								
Top Business Position	M	7	\$140,853			\$149,530		
Top Finance Position	F	18	\$55,876		\$37,596	\$50,097	\$67,722	
	M	19	\$89,805		\$60,216	\$72,735	\$129,161	
Top Operations Position	F	6	\$70,887			\$64,088		
Between \$1 million and \$5 million								
CEO/Executive Director	F	387	\$112,032	\$59,803	\$76,502	\$99,827	\$132,021	\$174,610
	M	355	\$134,893	\$68,980	\$87,869	\$117,663	\$157,953	\$207,834
	U	26	\$122,421	\$57,096	\$78,974	\$104,062	\$167,062	\$197,689
Top Administrative Position	F	33	\$91,853	\$56,525	\$70,704	\$82,563	\$109,330	\$125,560
	M	26	\$120,101	\$70,607	\$96,215	\$111,707	\$131,623	\$177,896
Top Business Position	F	15	\$62,766		\$34,995	\$48,361	\$66,461	
	M	19	\$158,756		\$128,150	\$151,759	\$184,596	
Top Development Position	F	7	\$132,797			\$136,226		
	M	6	\$125,219			\$131,363		
Top Education Position	F	7	\$86,029			\$72,187		
	M	6	\$157,340			\$161,111		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota								
Between \$1 million and \$5 million								
Top Finance Position								
	F	96	\$76,292	\$43,537	\$56,254	\$70,880	\$90,866	\$107,495
	M	83	\$107,440	\$52,773	\$68,084	\$92,393	\$135,695	\$185,571
	U	6	\$93,258			\$86,989		
Top Human Resources Position								
	F	9	\$104,806			\$107,211		
Top Marketing Position								
	M	5	\$141,539			\$143,720		
Top Operations Position								
	F	25	\$112,606	\$48,456	\$61,593	\$106,682	\$146,862	\$194,403
	M	21	\$113,121	\$70,199	\$83,308	\$112,755	\$139,319	\$177,600
Top PR/Communications Position								
	F	8	\$130,406			\$130,668		
Top Program Position								
	F	8	\$96,590			\$108,483		
Greater than \$5 million								
CEO/Executive Director								
	F	205	\$246,091	\$98,894	\$126,061	\$172,035	\$249,081	\$463,088
	M	329	\$319,360	\$115,112	\$149,966	\$211,923	\$334,597	\$538,778
	U	21	\$251,143	\$122,607	\$139,235	\$202,293	\$313,551	\$472,141
Top Administrative Position								
	F	65	\$173,757	\$106,426	\$118,171	\$143,746	\$200,567	\$295,674
	M	69	\$203,173	\$105,779	\$129,394	\$173,479	\$246,825	\$326,398

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota								
Greater than \$5 million								
Top Business Position								
	F	27	\$166,056	\$72,449	\$91,232	\$141,863	\$181,908	\$300,125
	M	29	\$240,799	\$141,210	\$168,133	\$219,254	\$252,848	\$370,737
Top Development Position								
	F	43	\$190,829	\$122,915	\$136,473	\$162,645	\$205,692	\$317,108
	M	37	\$193,187	\$122,475	\$136,774	\$170,034	\$240,932	\$312,006
	U	6	\$206,816			\$142,531		
Top Education Position								
	F	23	\$186,454	\$113,727	\$122,968	\$165,478	\$219,158	\$292,069
	M	10	\$184,496		\$159,266	\$170,311	\$207,606	
Top Facilities Position								
	M	13	\$168,151		\$141,199	\$153,275	\$187,643	
Top Finance Position								
	F	180	\$158,067	\$70,390	\$96,370	\$133,056	\$185,601	\$260,925
	M	178	\$234,111	\$84,211	\$113,374	\$161,738	\$238,990	\$436,803
	U	14	\$202,203		\$65,098	\$100,222	\$170,800	
Top Human Resources Position								
	F	48	\$252,885	\$117,844	\$141,270	\$181,333	\$284,852	\$562,716
	M	10	\$314,924		\$173,428	\$280,543	\$334,159	
Top Legal Position								
	F	15	\$483,506		\$238,404	\$280,126	\$499,672	
	M	14	\$442,442		\$226,933	\$268,537	\$477,818	
Top Marketing Position								
	F	25	\$256,565	\$99,515	\$124,722	\$155,225	\$248,090	\$322,711
	M	18	\$187,841		\$141,298	\$165,248	\$194,482	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota								
Greater than \$5 million								
Top Operations Position								
	F	80	\$216,881	\$103,434	\$129,589	\$160,601	\$221,133	\$338,894
	M	85	\$252,636	\$122,178	\$154,725	\$186,197	\$254,887	\$382,364
Top PR/Communications Position								
	F	24	\$188,733	\$122,743	\$133,814	\$161,933	\$223,865	\$297,002
	M	9	\$265,604			\$205,732		
Top Program Position								
	F	13	\$153,212		\$119,597	\$154,008	\$169,000	
	M	11	\$233,209		\$156,138	\$174,005	\$254,198	
Top Technology Position								
	F	11	\$205,543		\$148,107	\$173,436	\$238,661	
	M	53	\$271,539	\$132,128	\$152,410	\$192,830	\$321,228	\$517,161

Mississippi

\$500 thousand or less

CEO/Executive Director

F	128	\$49,929	\$24,489	\$33,615	\$45,000	\$59,668	\$81,019
M	94	\$59,535	\$20,684	\$34,400	\$52,368	\$78,076	\$103,657
U	15	\$43,929		\$31,100	\$40,647	\$52,834	

Top Administrative Position

F	6	\$35,782			\$30,623		
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Top Finance Position

F	10	\$40,911		\$24,688	\$34,398	\$48,519	
M	7	\$52,576			\$42,083		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	49	\$70,046	\$36,322	\$45,121	\$63,750	\$90,927	\$108,070
	M	53	\$94,075	\$36,373	\$48,048	\$79,413	\$133,014	\$162,611
Top Business Position								
	M	7	\$109,260			\$103,447		
Top Finance Position								
	F	6	\$34,580			\$31,441		
	M	7	\$71,880			\$62,246		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	66	\$97,827	\$55,102	\$71,362	\$91,470	\$123,404	\$139,673
	M	78	\$150,672	\$63,208	\$87,530	\$128,930	\$192,052	\$285,552
	U	7	\$128,685			\$101,639		
Top Administrative Position								
	M	5	\$113,336			\$112,080		
Top Finance Position								
	F	20	\$83,410	\$53,981	\$59,032	\$67,297	\$92,139	\$112,394
	M	9	\$101,217			\$90,243		
Top Operations Position								
	F	7	\$94,882			\$82,656		
Greater than \$5 million								
CEO/Executive Director								
	F	23	\$173,544	\$109,783	\$127,785	\$154,149	\$191,972	\$266,409
	M	92	\$287,902	\$113,972	\$151,880	\$219,886	\$349,464	\$536,770
	U	6	\$222,709			\$205,794		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi								
Greater than \$5 million								
Top Administrative Position	M	27	\$247,999	\$124,026	\$156,729	\$208,334	\$313,804	\$363,258
Top Development Position	F	5	\$141,291			\$128,094		
Top Education Position	M	7	\$192,970			\$195,206		
Top Finance Position	F	39	\$134,346	\$59,541	\$83,966	\$106,422	\$137,432	\$190,502
	M	34	\$209,934	\$93,772	\$124,888	\$182,330	\$222,945	\$367,160
	U	5	\$98,477			\$108,013		
Top Human Resources Position	F	6	\$176,963			\$151,926		
	M	5	\$173,470			\$170,214		
Top Operations Position	F	8	\$133,550			\$132,842		
	M	15	\$252,695		\$131,111	\$199,853	\$340,421	
Top Technology Position	M	12	\$172,600		\$133,015	\$154,089	\$178,779	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri								
\$500 thousand or less								
CEO/Executive Director								
	F	362	\$48,887	\$21,925	\$30,022	\$43,604	\$60,987	\$82,950
	M	253	\$57,822	\$22,999	\$34,977	\$52,800	\$73,813	\$98,161
	U	14	\$37,086		\$20,347	\$24,856	\$34,968	
Top Administrative Position								
	F	18	\$30,927		\$23,439	\$29,558	\$37,845	
	M	6	\$34,355			\$31,826		
Top Business Position								
	M	14	\$94,811		\$76,488	\$84,086	\$113,567	
Top Finance Position								
	F	23	\$34,219	\$19,797	\$24,532	\$31,500	\$42,506	\$50,837
	M	25	\$70,434	\$22,448	\$39,000	\$66,292	\$105,000	\$126,884
Top Operations Position								
	F	11	\$47,114		\$33,440	\$42,973	\$57,774	
Top Program Position								
	F	8	\$39,048			\$40,451		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	176	\$78,183	\$41,103	\$55,552	\$71,609	\$97,711	\$125,735
	M	135	\$94,116	\$39,489	\$61,986	\$85,000	\$117,914	\$155,418
	U	14	\$63,414		\$46,414	\$66,310	\$84,139	
Top Administrative Position								
	F	9	\$38,770			\$42,624		
	M	5	\$40,563			\$22,375		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri								
Between \$500 thousand and \$1 million								
Top Business Position								
	M	9	\$109,741			\$119,257		
Top Finance Position								
	F	6	\$57,639			\$50,667		
	M	14	\$120,325		\$64,807	\$108,513	\$175,927	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	289	\$114,041	\$55,343	\$71,754	\$96,616	\$136,012	\$188,274
	M	301	\$138,611	\$69,494	\$88,387	\$116,722	\$166,443	\$230,692
	U	18	\$147,890		\$93,269	\$117,064	\$167,051	
Top Administrative Position								
	F	21	\$103,396	\$60,450	\$79,769	\$105,781	\$128,958	\$139,512
	M	29	\$130,273	\$62,307	\$74,277	\$119,085	\$166,443	\$202,793
Top Business Position								
	M	25	\$150,844	\$87,781	\$107,674	\$156,932	\$189,921	\$206,882
Top Development Position								
	F	6	\$105,144			\$115,350		
	M	7	\$129,027			\$132,298		
Top Finance Position								
	F	44	\$95,627	\$50,823	\$64,134	\$87,199	\$114,979	\$130,175
	M	67	\$111,616	\$53,119	\$78,830	\$107,496	\$139,352	\$169,980
Top Operations Position								
	F	19	\$117,759		\$87,265	\$115,321	\$141,654	
	M	17	\$146,905		\$88,786	\$112,605	\$195,202	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri								
Between \$1 million and \$5 million								
Top Program Position								
	F	5	\$108,768			\$113,196		
Greater than \$5 million								
CEO/Executive Director								
	F	143	\$271,366	\$92,771	\$124,099	\$174,034	\$252,830	\$421,774
	M	311	\$394,585	\$108,494	\$165,757	\$255,495	\$404,578	\$647,592
	U	21	\$507,167	\$120,044	\$142,073	\$229,187	\$637,171	\$1,240,281
Top Administrative Position								
	F	43	\$176,537	\$95,432	\$122,548	\$156,542	\$206,560	\$252,987
	M	64	\$284,586	\$126,452	\$171,343	\$226,539	\$318,293	\$465,649
Top Business Position								
	F	23	\$151,950	\$86,149	\$120,969	\$136,747	\$169,063	\$183,311
	M	29	\$225,240	\$114,271	\$136,999	\$163,549	\$219,854	\$359,736
Top Development Position								
	F	37	\$199,225	\$110,283	\$130,677	\$149,294	\$167,308	\$227,640
	M	27	\$219,363	\$130,108	\$137,111	\$177,489	\$254,998	\$338,227
Top Education Position								
	F	19	\$190,404		\$139,216	\$164,674	\$217,663	
	M	16	\$210,855		\$148,742	\$192,557	\$234,061	
Top Facilities Position								
	M	14	\$193,977		\$133,920	\$177,893	\$239,454	
Top Finance Position								
	F	149	\$147,397	\$69,725	\$90,878	\$122,895	\$163,890	\$217,729
	M	148	\$263,211	\$96,185	\$126,347	\$165,998	\$238,007	\$416,509
	U	20	\$363,066	\$95,803	\$134,478	\$236,042	\$313,343	\$695,753

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri								
Greater than \$5 million								
Top Human Resources Position								
	F	33	\$233,752	\$121,091	\$133,719	\$166,926	\$237,573	\$306,267
	M	13	\$153,481		\$108,568	\$137,173	\$190,850	
Top Legal Position								
	F	11	\$519,721		\$238,513	\$387,041	\$657,062	
	M	12	\$341,275		\$184,904	\$237,024	\$315,053	
Top Marketing Position								
	F	23	\$173,695	\$115,647	\$122,414	\$167,693	\$191,215	\$242,669
	M	13	\$246,812		\$140,028	\$159,141	\$311,883	
Top Operations Position								
	F	57	\$198,665	\$96,083	\$107,560	\$140,942	\$204,122	\$342,464
	M	91	\$250,781	\$120,006	\$149,371	\$197,907	\$265,036	\$351,491
	U	11	\$418,087		\$235,082	\$288,063	\$416,255	
Top PR/Communications Position								
	F	15	\$172,340		\$139,057	\$168,525	\$188,052	
	M	14	\$187,255		\$126,488	\$148,415	\$181,420	
Top Program Position								
	F	12	\$171,969		\$125,955	\$152,395	\$212,868	
	M	9	\$168,335			\$130,552		
Top Technology Position								
	M	63	\$184,084	\$113,448	\$127,662	\$155,913	\$220,704	\$299,083

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana								
\$500 thousand or less								
CEO/Executive Director								
	F	166	\$48,449	\$25,040	\$34,924	\$44,789	\$56,694	\$73,104
	M	130	\$61,111	\$21,324	\$37,525	\$51,217	\$70,002	\$100,022
	U	15	\$39,649		\$31,620	\$40,055	\$45,804	
Top Administrative Position								
	F	6	\$23,837			\$26,103		
	M	9	\$88,434			\$49,009		
Top Finance Position								
	F	8	\$30,790			\$31,516		
	M	5	\$44,952			\$39,300		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	59	\$63,486	\$33,208	\$45,373	\$63,430	\$77,323	\$92,904
	M	69	\$76,857	\$40,708	\$52,598	\$72,242	\$87,550	\$113,823
Top Business Position								
	M	5	\$109,402			\$105,661		
Top Finance Position								
	F	8	\$49,400			\$48,440		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	104	\$84,233	\$50,242	\$61,680	\$83,385	\$103,618	\$115,503
	M	82	\$113,609	\$57,620	\$70,057	\$96,088	\$141,839	\$181,513
Top Administrative Position								
	M	8	\$101,404			\$100,169		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana								
Between \$1 million and \$5 million								
Top Finance Position								
	F	23	\$75,862	\$39,300	\$53,764	\$71,852	\$91,401	\$120,667
	M	16	\$91,154		\$61,665	\$76,635	\$89,426	
Top Operations Position								
	F	10	\$70,941		\$54,457	\$63,770	\$74,443	
Greater than \$5 million								
CEO/Executive Director								
	F	35	\$139,934	\$82,533	\$93,405	\$123,595	\$156,634	\$206,282
	M	71	\$264,287	\$101,234	\$145,106	\$220,004	\$296,381	\$400,637
Top Administrative Position								
	F	6	\$144,133			\$145,895		
	M	19	\$212,928		\$141,837	\$202,138	\$277,055	
Top Finance Position								
	F	55	\$127,317	\$66,154	\$77,086	\$98,753	\$145,301	\$180,445
	M	35	\$151,469	\$82,354	\$109,076	\$128,367	\$162,666	\$215,411
Top Human Resources Position								
	F	7	\$112,662			\$125,377		
Top Operations Position								
	F	14	\$165,886		\$102,376	\$137,933	\$173,995	
	M	12	\$141,671		\$134,877	\$147,228	\$156,901	
Top Technology Position								
	M	7	\$197,704			\$189,432		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska								
\$500 thousand or less								
CEO/Executive Director								
	F	190	\$51,329	\$22,273	\$34,498	\$48,728	\$65,375	\$81,166
	M	115	\$57,780	\$21,318	\$32,520	\$50,100	\$76,019	\$93,067
	U	8	\$48,664			\$50,225		
Top Administrative Position								
	F	5	\$39,372			\$41,917		
Top Finance Position								
	F	9	\$36,125			\$30,144		
	M	11	\$57,419		\$40,065	\$51,300	\$64,483	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	68	\$67,127	\$35,756	\$49,194	\$62,920	\$75,932	\$109,257
	M	39	\$87,888	\$54,101	\$60,364	\$79,289	\$117,482	\$130,734
Top Business Position								
	M	5	\$115,857			\$119,852		
Top Finance Position								
	F	6	\$70,556			\$61,301		
	M	7	\$65,133			\$45,331		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	103	\$118,797	\$59,870	\$83,575	\$104,592	\$134,047	\$189,913
	M	108	\$123,449	\$67,552	\$80,761	\$108,589	\$139,400	\$207,333
	U	7	\$76,028			\$69,284		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska								
Between \$1 million and \$5 million								
Top Administrative Position								
	F	7	\$89,999			\$72,128		
	M	8	\$98,861			\$101,476		
Top Development Position								
	M	5	\$143,174			\$129,415		
Top Finance Position								
	F	27	\$73,365	\$42,807	\$52,702	\$63,322	\$80,925	\$112,905
	M	15	\$119,047		\$72,756	\$110,211	\$145,242	
Top Operations Position								
	F	9	\$108,714			\$103,115		
	M	5	\$91,420			\$65,307		
Greater than \$5 million								
CEO/Executive Director								
	F	54	\$235,636	\$99,258	\$129,178	\$182,989	\$271,164	\$381,730
	M	85	\$334,591	\$124,363	\$168,623	\$248,259	\$428,821	\$629,194
Top Administrative Position								
	M	10	\$186,939		\$141,479	\$184,239	\$225,027	
Top Business Position								
	M	5	\$254,341			\$288,201		
Top Development Position								
	F	14	\$176,203		\$128,023	\$137,393	\$199,914	
	M	8	\$193,723			\$157,048		
Top Education Position								
	F	5	\$145,432			\$162,093		
	M	7	\$261,755			\$169,377		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska								
Greater than \$5 million								
Top Finance Position								
	F	46	\$163,372	\$75,997	\$101,612	\$132,392	\$167,863	\$271,820
	M	43	\$219,784	\$93,531	\$113,607	\$174,224	\$261,298	\$391,562
Top Human Resources Position								
	F	8	\$285,679			\$267,508		
Top Legal Position								
	M	5	\$301,874			\$276,028		
Top Marketing Position								
	F	8	\$160,082			\$153,131		
Top Operations Position								
	F	10	\$225,090		\$132,043	\$154,027	\$180,053	
	M	22	\$263,528	\$124,926	\$144,545	\$199,579	\$286,111	\$509,574
Top Program Position								
	F	7	\$163,690			\$163,213		
Top Technology Position								
	F	5	\$215,241			\$181,600		
	M	13	\$239,619		\$137,284	\$208,588	\$241,286	

Nevada

\$500 thousand or less

CEO/Executive Director

F	88	\$52,721	\$18,350	\$29,993	\$48,828	\$68,791	\$88,897
M	48	\$54,642	\$21,590	\$32,875	\$43,275	\$63,193	\$88,908
U	9	\$42,765			\$41,000		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada								
\$500 thousand or less								
Top Finance Position								
	F	5	\$57,124			\$44,209		
	M	6	\$54,159			\$21,665		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	43	\$90,694	\$51,749	\$59,385	\$82,977	\$110,017	\$137,236
	M	30	\$101,170	\$59,478	\$65,250	\$81,883	\$121,434	\$174,065
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	81	\$116,125	\$53,065	\$73,754	\$93,713	\$137,117	\$206,215
	M	71	\$140,628	\$70,543	\$92,002	\$122,036	\$175,487	\$224,486
Top Business Position								
	M	8	\$157,338			\$160,672		
Top Finance Position								
	F	25	\$82,197	\$36,192	\$50,962	\$74,756	\$99,717	\$140,300
	M	18	\$112,920		\$78,449	\$110,899	\$136,861	
Top Operations Position								
	F	7	\$107,760			\$109,004		
Greater than \$5 million								
CEO/Executive Director								
	F	25	\$228,428	\$123,134	\$157,719	\$188,160	\$243,992	\$409,564
	M	60	\$285,603	\$120,280	\$162,380	\$255,786	\$386,862	\$456,531
	U	5	\$227,382			\$198,762		
Top Administrative Position								
	F	5	\$154,317			\$179,881		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada								
Greater than \$5 million								
Top Business Position	M	7	\$273,755			\$197,986		
Top Development Position	M	5	\$148,232			\$148,654		
Top Finance Position	F	29	\$177,171	\$93,374	\$114,184	\$155,855	\$222,859	\$283,925
	M	22	\$189,317	\$107,999	\$125,620	\$167,982	\$221,224	\$293,618
Top Human Resources Position	F	5	\$228,457			\$179,245		
Top Operations Position	F	11	\$182,700		\$138,970	\$159,092	\$212,610	
	M	19	\$249,534		\$161,751	\$206,932	\$278,852	
Top Technology Position	M	8	\$217,862			\$196,303		

New Hampshire

\$500 thousand or less

CEO/Executive Director

F	160	\$54,568	\$25,958	\$37,316	\$51,139	\$65,895	\$83,785
M	73	\$58,614	\$19,548	\$30,462	\$55,500	\$76,089	\$100,712
U	8	\$71,696			\$68,586		

Top Administrative Position

F	5	\$47,393			\$49,096		
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All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire								
\$500 thousand or less								
Top Finance Position								
	F	6	\$30,489			\$29,700		
	M	8	\$48,093			\$41,335		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	59	\$75,045	\$47,589	\$57,681	\$71,428	\$84,036	\$103,600
	M	45	\$91,232	\$46,300	\$65,820	\$87,000	\$110,859	\$130,106
Top Finance Position								
	M	5	\$80,789			\$98,459		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	96	\$101,963	\$55,091	\$69,485	\$96,974	\$119,951	\$145,898
	M	82	\$139,484	\$69,120	\$90,953	\$125,529	\$161,612	\$224,476
Top Finance Position								
	F	20	\$79,540	\$44,655	\$52,739	\$70,990	\$95,680	\$124,446
	M	9	\$135,824			\$108,492		
Top Operations Position								
	F	6	\$139,170			\$134,097		
Greater than \$5 million								
CEO/Executive Director								
	F	46	\$221,347	\$116,850	\$145,273	\$182,420	\$277,875	\$372,970
	M	90	\$348,702	\$135,984	\$175,677	\$242,328	\$414,867	\$692,294
Top Administrative Position								
	F	9	\$141,404			\$136,653		
	M	8	\$211,264			\$171,813		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire								
Greater than \$5 million								
Top Development Position	F	10	\$171,910		\$140,687	\$170,972	\$178,537	
	M	7	\$295,262			\$282,693		
Top Education Position	M	7	\$292,487			\$200,176		
	M	7	\$173,000			\$159,012		
Top Finance Position	F	48	\$146,255	\$92,648	\$110,458	\$138,103	\$166,372	\$219,667
	M	55	\$230,364	\$98,210	\$120,206	\$176,860	\$264,087	\$442,341
Top Human Resources Position	F	12	\$218,005		\$175,117	\$205,283	\$255,544	
	M	6	\$274,212			\$157,149		
Top Legal Position	F	5	\$275,313			\$280,327		
	F	6	\$196,904			\$223,804		
Top Operations Position	F	17	\$219,177		\$130,347	\$157,786	\$241,452	
	M	19	\$268,784		\$145,900	\$219,332	\$324,870	
Top Technology Position	M	16	\$225,239		\$144,897	\$191,408	\$255,813	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey								
\$500 thousand or less								
CEO/Executive Director								
	F	323	\$55,995	\$23,402	\$35,000	\$51,500	\$70,582	\$88,047
	M	212	\$58,290	\$20,000	\$30,000	\$49,925	\$77,504	\$107,660
	U	32	\$51,717	\$23,134	\$33,295	\$51,555	\$69,309	\$80,163
Top Administrative Position								
	F	8	\$43,293			\$45,658		
Top Finance Position								
	F	21	\$38,485	\$22,450	\$24,480	\$41,153	\$46,999	\$50,794
	M	16	\$53,185		\$27,332	\$34,582	\$79,265	
Top Operations Position								
	F	5	\$45,890			\$48,548		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	172	\$96,896	\$50,220	\$67,841	\$86,639	\$112,680	\$151,200
	M	132	\$107,568	\$43,567	\$76,411	\$94,956	\$137,102	\$174,314
	U	15	\$81,840		\$69,916	\$79,854	\$91,911	
Top Administrative Position								
	F	6	\$73,351			\$73,694		
Top Finance Position								
	F	18	\$66,253		\$46,151	\$58,888	\$74,829	
	M	16	\$93,956		\$37,200	\$67,069	\$125,709	
Top Operations Position								
	F	9	\$77,164			\$68,988		
Top Program Position								
	F	5	\$123,779			\$107,637		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	334	\$131,881	\$69,281	\$92,964	\$120,630	\$150,868	\$202,014
	M	357	\$171,397	\$67,179	\$106,195	\$150,911	\$202,888	\$299,525
	U	25	\$152,214	\$45,527	\$88,800	\$122,116	\$177,444	\$274,243
Top Administrative Position								
	F	17	\$115,880		\$98,127	\$109,442	\$136,105	
	M	29	\$138,768	\$70,912	\$103,801	\$141,536	\$163,914	\$204,126
Top Business Position								
	F	10	\$111,626		\$100,765	\$107,411	\$119,899	
	M	16	\$252,761		\$197,185	\$264,705	\$305,995	
Top Development Position								
	F	14	\$162,392		\$119,520	\$132,490	\$175,531	
Top Education Position								
	M	9	\$177,690			\$227,951		
Top Facilities Position								
	M	10	\$118,958		\$112,303	\$119,439	\$134,416	
Top Finance Position								
	F	62	\$108,963	\$59,013	\$71,432	\$105,004	\$135,267	\$174,099
	M	68	\$131,092	\$53,404	\$78,920	\$115,622	\$171,945	\$230,657
	U	8	\$98,830			\$91,516		
Top Human Resources Position								
	F	6	\$93,308			\$95,217		
Top Operations Position								
	F	26	\$115,608	\$67,539	\$84,934	\$106,953	\$137,625	\$149,441
	M	21	\$128,534	\$90,171	\$98,525	\$123,573	\$140,113	\$202,500

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey								
Between \$1 million and \$5 million								
Top PR/Communications Position								
	F	7	\$124,104			\$118,036		
Top Program Position								
	F	14	\$98,200		\$72,917	\$90,303	\$122,694	
	M	6	\$136,297			\$141,945		
Top Technology Position								
	M	6	\$136,423			\$134,684		
Greater than \$5 million								
CEO/Executive Director								
	F	196	\$256,408	\$121,664	\$146,006	\$195,154	\$279,704	\$435,915
	M	365	\$368,615	\$125,916	\$171,470	\$238,449	\$392,697	\$697,932
	U	25	\$512,143	\$105,998	\$154,817	\$202,092	\$289,277	\$778,005
Top Administrative Position								
	F	46	\$189,446	\$108,400	\$125,999	\$169,443	\$212,065	\$309,410
	M	71	\$292,406	\$141,495	\$176,879	\$221,179	\$304,473	\$416,229
	U	7	\$246,586			\$172,242		
Top Business Position								
	F	25	\$193,519	\$97,338	\$126,420	\$172,505	\$196,768	\$337,916
	M	38	\$224,729	\$111,203	\$138,539	\$186,206	\$302,920	\$384,438
Top Development Position								
	F	42	\$196,133	\$129,422	\$139,180	\$175,303	\$222,146	\$284,887
	M	33	\$215,993	\$128,651	\$160,750	\$188,428	\$257,414	\$366,114
	U	6	\$320,420			\$285,985		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey								
Greater than \$5 million								
Top Education Position								
	F	33	\$177,186	\$120,881	\$131,918	\$155,456	\$199,411	\$276,795
	M	25	\$255,799	\$143,759	\$176,240	\$210,643	\$301,073	\$463,792
	U	5	\$147,553			\$142,000		
Top Facilities Position								
	M	56	\$209,049	\$123,576	\$153,099	\$188,952	\$246,631	\$325,696
Top Finance Position								
	F	154	\$166,610	\$85,329	\$106,505	\$134,062	\$186,357	\$269,748
	M	206	\$260,984	\$105,321	\$129,979	\$184,649	\$281,660	\$483,763
	U	23	\$188,665	\$106,289	\$118,650	\$141,784	\$191,468	\$314,799
Top Human Resources Position								
	F	46	\$271,872	\$117,978	\$134,114	\$174,052	\$302,426	\$471,096
	M	21	\$376,215	\$166,767	\$204,798	\$275,639	\$382,575	\$545,435
	U	5	\$288,417			\$253,727		
Top Legal Position								
	F	14	\$483,050		\$180,655	\$424,203	\$499,605	
	M	21	\$401,848	\$175,826	\$193,405	\$270,322	\$589,028	\$684,151
Top Marketing Position								
	F	24	\$186,877	\$126,042	\$129,812	\$163,156	\$197,442	\$292,546
	M	16	\$197,381		\$131,289	\$162,722	\$217,126	
Top Operations Position								
	F	75	\$230,629	\$110,860	\$132,959	\$166,933	\$233,157	\$450,918
	M	93	\$270,789	\$112,700	\$128,516	\$193,551	\$331,515	\$547,878

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey								
Greater than \$5 million								
Top PR/Communications Position								
	F	19	\$196,529		\$140,916	\$162,450	\$227,208	
	M	9	\$208,579			\$171,809		
Top Program Position								
	F	19	\$175,211		\$135,889	\$153,504	\$184,019	
	M	14	\$201,730		\$128,983	\$142,572	\$178,973	
Top Technology Position								
	F	7	\$274,558			\$187,526		
	M	52	\$294,431	\$124,916	\$142,311	\$214,803	\$310,336	\$465,574
	U	5	\$356,229			\$328,792		

New Mexico

\$500 thousand or less								
CEO/Executive Director								
	F	166	\$49,946	\$23,186	\$32,298	\$45,631	\$64,075	\$78,255
	M	113	\$60,910	\$23,346	\$35,869	\$51,054	\$73,762	\$110,624
	U	21	\$50,100	\$26,000	\$34,367	\$41,949	\$63,461	\$84,730
Top Administrative Position								
	F	6	\$36,632			\$34,096		
Top Finance Position								
	F	7	\$24,781			\$22,560		
	M	7	\$50,546			\$35,069		
Top Program Position								
	F	6	\$38,027			\$37,358		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	74	\$76,518	\$48,881	\$57,882	\$69,336	\$84,880	\$111,585
	M	66	\$95,149	\$43,839	\$58,403	\$86,321	\$123,823	\$140,704
	U	11	\$74,953		\$59,694	\$67,000	\$82,746	
Top Finance Position								
	F	5	\$56,266			\$56,266		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	109	\$97,423	\$54,841	\$70,246	\$91,738	\$116,999	\$150,893
	M	106	\$130,145	\$66,200	\$82,334	\$115,813	\$165,603	\$209,808
	U	7	\$100,905			\$89,047		
Top Administrative Position								
	F	8	\$79,765			\$75,850		
	M	5	\$138,330			\$116,665		
Top Finance Position								
	F	36	\$88,486	\$55,654	\$67,720	\$82,726	\$103,192	\$131,672
	M	21	\$83,336	\$42,600	\$60,119	\$73,480	\$107,520	\$127,025
Top Operations Position								
	F	13	\$93,727		\$77,412	\$92,040	\$116,212	
Greater than \$5 million								
CEO/Executive Director								
	F	36	\$142,673	\$83,847	\$102,320	\$129,244	\$159,723	\$214,087
	M	69	\$293,351	\$99,310	\$131,233	\$207,677	\$287,784	\$521,845

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico								
Greater than \$5 million								
Top Administrative Position								
	F	13	\$122,959		\$110,808	\$125,643	\$131,409	
	M	12	\$176,568		\$143,111	\$177,569	\$245,336	
Top Business Position								
	F	8	\$123,397			\$126,330		
	M	5	\$141,743			\$165,186		
Top Development Position								
	M	6	\$132,136			\$138,995		
Top Finance Position								
	F	26	\$126,429	\$81,714	\$91,370	\$110,975	\$142,719	\$181,246
	M	27	\$183,607	\$87,641	\$103,534	\$141,514	\$194,446	\$258,601
Top Human Resources Position								
	F	8	\$216,738			\$178,835		
Top Operations Position								
	F	14	\$137,911		\$108,397	\$118,710	\$137,014	
	M	12	\$245,045		\$131,538	\$178,294	\$277,317	
Top Technology Position								
	M	10	\$152,067		\$127,962	\$163,777	\$185,986	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
\$500 thousand or less								
CEO/Executive Director								
	F	1,011	\$58,564	\$24,000	\$36,469	\$52,553	\$73,776	\$94,500
	M	689	\$61,152	\$23,170	\$34,050	\$52,000	\$77,029	\$109,526
	U	98	\$52,725	\$20,558	\$27,772	\$46,815	\$75,313	\$91,773
Top Administrative Position								
	F	24	\$41,603	\$20,305	\$23,103	\$37,188	\$54,861	\$71,926
	M	21	\$45,236	\$18,279	\$24,000	\$26,000	\$47,206	\$90,758
Top Business Position								
	F	6	\$43,649			\$43,266		
	M	18	\$98,523		\$70,720	\$103,282	\$121,559	
Top Development Position								
	F	9	\$74,992			\$56,771		
Top Education Position								
	M	7	\$54,834			\$51,174		
Top Finance Position								
	F	72	\$43,831	\$19,975	\$25,071	\$36,686	\$50,625	\$72,441
	M	53	\$49,061	\$17,840	\$22,200	\$36,894	\$62,954	\$83,743
	U	8	\$46,547			\$30,785		
Top Operations Position								
	F	15	\$34,061		\$24,980	\$29,314	\$35,890	
	M	10	\$54,161		\$36,969	\$40,539	\$56,794	
Top Program Position								
	F	30	\$48,465	\$21,521	\$29,534	\$35,434	\$65,968	\$85,242
	M	7	\$33,875			\$30,500		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	582	\$88,138	\$42,232	\$59,884	\$80,224	\$107,219	\$136,870
	M	467	\$106,817	\$45,128	\$66,000	\$91,745	\$135,290	\$183,075
	U	56	\$84,909	\$33,045	\$57,457	\$76,729	\$105,159	\$138,160
Top Administrative Position								
	F	18	\$76,044		\$32,452	\$71,607	\$116,625	
	M	8	\$89,024			\$87,027		
Top Business Position								
	M	21	\$160,727	\$85,105	\$121,418	\$160,242	\$190,147	\$211,286
Top Finance Position								
	F	53	\$62,942	\$26,456	\$41,325	\$59,000	\$84,000	\$104,170
	M	60	\$102,749	\$38,310	\$54,913	\$86,752	\$131,186	\$174,453
	U	7	\$106,049			\$112,422		
Top Operations Position								
	F	18	\$94,745		\$64,103	\$94,773	\$125,061	
	M	13	\$82,840		\$68,452	\$77,520	\$95,402	
Top Program Position								
	F	9	\$71,401			\$47,492		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	1,194	\$140,677	\$70,223	\$90,353	\$123,875	\$173,921	\$229,536
	M	1,089	\$170,120	\$72,503	\$100,000	\$145,650	\$207,532	\$284,688
	U	108	\$138,784	\$62,136	\$83,429	\$116,424	\$167,257	\$229,033

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
Between \$1 million and \$5 million								
Top Administrative Position								
	F	84	\$117,433	\$58,846	\$83,323	\$109,514	\$141,460	\$176,620
	M	89	\$158,532	\$88,396	\$115,262	\$148,468	\$188,784	\$235,114
	U	14	\$126,585		\$65,262	\$127,559	\$168,113	
Top Business Position								
	F	17	\$116,605		\$78,844	\$119,166	\$142,667	
	M	65	\$209,348	\$128,584	\$158,858	\$177,996	\$246,174	\$371,702
Top Development Position								
	F	89	\$140,012	\$104,262	\$117,467	\$133,582	\$154,302	\$186,790
	M	26	\$157,151	\$100,650	\$121,017	\$141,497	\$162,841	\$222,587
Top Education Position								
	F	34	\$118,122	\$72,143	\$104,950	\$117,348	\$129,686	\$157,311
	M	22	\$197,119	\$102,717	\$138,380	\$174,096	\$248,692	\$292,849
Top Facilities Position								
	M	19	\$125,205		\$105,734	\$116,681	\$137,143	
Top Finance Position								
	F	246	\$100,395	\$50,388	\$69,590	\$89,923	\$123,466	\$158,169
	M	276	\$137,945	\$60,356	\$87,845	\$117,711	\$160,995	\$231,426
	U	32	\$113,335	\$56,930	\$85,132	\$111,965	\$135,166	\$185,482
Top Human Resources Position								
	F	19	\$116,494		\$84,508	\$120,559	\$147,611	
Top Legal Position								
	F	23	\$164,395	\$111,430	\$140,053	\$161,737	\$177,811	\$214,851
	M	19	\$188,761		\$140,888	\$176,291	\$224,723	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
Between \$1 million and \$5 million								
Top Marketing Position								
	F	17	\$160,658		\$123,028	\$139,663	\$170,551	
Top Operations Position								
	F	107	\$130,094	\$63,561	\$96,282	\$130,699	\$162,178	\$189,165
	M	78	\$134,872	\$70,906	\$86,557	\$135,229	\$163,444	\$200,435
	U	10	\$119,856		\$109,208	\$116,991	\$121,718	
Top PR/Communications Position								
	F	23	\$143,704	\$108,280	\$119,091	\$141,720	\$170,401	\$183,598
	M	17	\$132,452		\$110,285	\$118,158	\$137,312	
Top Program Position								
	F	61	\$133,299	\$84,957	\$117,428	\$133,796	\$148,494	\$170,297
	M	33	\$148,030	\$90,663	\$115,081	\$141,811	\$172,265	\$228,602
	U	6	\$141,291			\$130,860		
Top Technology Position								
	M	10	\$137,102		\$119,862	\$131,309	\$146,120	
Greater than \$5 million								
CEO/Executive Director								
	F	878	\$309,944	\$128,203	\$163,746	\$230,928	\$343,671	\$531,341
	M	1,377	\$432,519	\$140,142	\$195,989	\$286,640	\$452,778	\$799,082
	U	118	\$351,697	\$106,610	\$155,070	\$244,089	\$393,471	\$691,604
Top Administrative Position								
	F	201	\$209,104	\$123,697	\$142,275	\$183,825	\$242,460	\$321,244
	M	290	\$259,110	\$127,586	\$161,220	\$225,591	\$304,160	\$416,065
	U	21	\$195,334	\$77,151	\$140,893	\$171,968	\$239,710	\$309,538

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
Greater than \$5 million								
Top Business Position								
	F	86	\$199,679	\$113,647	\$134,616	\$170,504	\$234,888	\$290,366
	M	105	\$290,684	\$121,361	\$148,110	\$232,872	\$349,344	\$465,140
	U	13	\$223,459		\$144,216	\$185,087	\$251,650	
Top Development Position								
	F	304	\$216,940	\$123,453	\$141,791	\$176,090	\$236,898	\$336,753
	M	184	\$232,445	\$126,824	\$159,469	\$211,304	\$276,370	\$353,927
	U	18	\$164,046		\$125,684	\$144,243	\$214,573	
Top Education Position								
	F	127	\$196,285	\$118,235	\$131,147	\$164,522	\$222,190	\$300,260
	M	109	\$374,110	\$129,989	\$159,778	\$217,069	\$337,455	\$617,799
	U	24	\$222,245	\$112,983	\$145,638	\$181,192	\$268,051	\$420,710
Top Facilities Position								
	F	14	\$251,749		\$164,151	\$217,129	\$244,736	
	M	161	\$227,913	\$126,594	\$142,057	\$195,735	\$261,310	\$359,470
	U	12	\$181,053		\$120,419	\$171,273	\$229,993	
Top Finance Position								
	F	679	\$189,421	\$90,819	\$121,071	\$158,497	\$208,239	\$305,769
	M	874	\$246,384	\$104,767	\$142,577	\$199,271	\$293,343	\$424,591
	U	86	\$207,607	\$93,143	\$123,679	\$168,388	\$249,254	\$360,005
Top Human Resources Position								
	F	202	\$204,024	\$121,130	\$136,216	\$169,495	\$213,919	\$320,807
	M	93	\$280,194	\$133,554	\$150,496	\$216,586	\$270,439	\$442,307
	U	12	\$198,022		\$127,043	\$158,768	\$235,949	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
Greater than \$5 million								
Top Legal Position								
	F	123	\$332,586	\$145,761	\$187,040	\$235,783	\$379,928	\$509,844
	M	140	\$317,059	\$141,950	\$181,015	\$240,540	\$373,936	\$553,056
	U	12	\$322,024		\$212,628	\$272,379	\$351,064	
Top Marketing Position								
	F	94	\$226,234	\$121,303	\$148,191	\$194,859	\$268,048	\$387,329
	M	57	\$245,085	\$128,023	\$160,722	\$213,662	\$311,165	\$388,005
	U	10	\$220,727		\$155,059	\$222,828	\$275,538	
Top Operations Position								
	F	357	\$239,806	\$112,895	\$143,541	\$179,651	\$239,279	\$372,827
	M	357	\$295,325	\$126,784	\$157,885	\$220,637	\$329,755	\$491,676
	U	43	\$212,498	\$139,374	\$157,729	\$184,614	\$234,535	\$379,595
Top PR/Communications Position								
	F	139	\$222,823	\$126,172	\$154,828	\$199,902	\$254,544	\$336,953
	M	94	\$249,738	\$128,410	\$160,312	\$198,409	\$270,519	\$378,609
	U	14	\$238,470		\$182,611	\$231,232	\$258,606	
Top Program Position								
	F	174	\$183,686	\$115,418	\$134,711	\$168,285	\$214,917	\$263,553
	M	121	\$218,407	\$121,319	\$139,739	\$178,027	\$236,915	\$307,447
	U	18	\$202,021		\$155,085	\$185,317	\$214,811	
Top Technology Position								
	F	60	\$246,324	\$129,945	\$150,319	\$189,805	\$260,350	\$356,591
	M	251	\$244,476	\$124,659	\$152,056	\$197,340	\$278,321	\$406,807
	U	17	\$269,675		\$172,879	\$232,562	\$308,942	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina								
\$500 thousand or less								
CEO/Executive Director								
	F	659	\$50,481	\$24,895	\$33,723	\$47,779	\$61,324	\$79,433
	M	437	\$57,617	\$24,000	\$35,148	\$50,962	\$72,000	\$93,439
	U	56	\$50,071	\$20,050	\$27,594	\$49,073	\$60,123	\$79,406
Top Administrative Position								
	F	20	\$34,403	\$18,912	\$26,391	\$31,713	\$40,500	\$51,888
	M	16	\$38,163		\$21,787	\$28,100	\$46,134	
Top Finance Position								
	F	34	\$36,700	\$20,557	\$25,263	\$31,432	\$40,979	\$54,174
	M	24	\$47,079	\$17,740	\$27,429	\$36,200	\$64,028	\$93,337
	U	5	\$37,347			\$35,600		
Top Operations Position								
	F	7	\$42,990			\$36,550		
	M	10	\$48,492		\$35,235	\$44,302	\$53,505	
Top Program Position								
	F	15	\$31,928		\$17,979	\$29,611	\$40,944	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	247	\$76,738	\$47,040	\$57,608	\$71,786	\$88,558	\$113,207
	M	206	\$92,556	\$41,190	\$58,825	\$80,909	\$111,761	\$158,034
	U	24	\$91,718	\$41,185	\$50,127	\$84,135	\$125,192	\$141,916
Top Administrative Position								
	F	8	\$62,888			\$63,028		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina								
Between \$500 thousand and \$1 million								
Top Finance Position								
	F	19	\$59,112		\$39,425	\$47,712	\$61,359	
	M	12	\$73,214		\$37,402	\$55,019	\$86,897	
Top Operations Position								
	F	7	\$58,094			\$52,655		
	M	7	\$58,092			\$44,250		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	410	\$101,489	\$59,381	\$72,660	\$92,413	\$117,786	\$157,259
	M	395	\$132,907	\$63,180	\$80,009	\$110,884	\$158,775	\$231,221
	U	31	\$124,855	\$73,403	\$78,744	\$118,957	\$155,048	\$193,977
Top Administrative Position								
	F	16	\$87,053		\$63,758	\$96,786	\$102,914	
	M	22	\$160,702	\$72,040	\$107,264	\$148,603	\$206,213	\$239,609
Top Business Position								
	F	8	\$93,593			\$76,007		
	M	10	\$93,663		\$46,974	\$92,553	\$131,194	
Top Development Position								
	F	6	\$74,678			\$65,425		
	M	6	\$123,616			\$126,331		
Top Facilities Position								
	M	5	\$128,020			\$123,524		
Top Finance Position								
	F	91	\$77,605	\$42,000	\$52,357	\$67,640	\$95,098	\$132,553
	M	47	\$88,738	\$41,453	\$57,138	\$77,795	\$112,117	\$158,573

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina								
Between \$1 million and \$5 million								
Top Legal Position								
	M	5	\$163,832			\$147,127		
Top Operations Position								
	F	23	\$101,866	\$51,812	\$70,794	\$92,840	\$111,812	\$174,780
	M	22	\$117,210	\$46,528	\$60,055	\$102,226	\$169,791	\$226,658
Greater than \$5 million								
CEO/Executive Director								
	F	178	\$201,658	\$101,730	\$130,823	\$167,262	\$240,583	\$344,394
	M	352	\$318,368	\$108,065	\$148,417	\$241,220	\$377,884	\$570,661
	U	28	\$448,018	\$72,771	\$115,390	\$196,735	\$473,903	\$922,317
Top Administrative Position								
	F	35	\$208,985	\$108,074	\$127,327	\$147,495	\$204,507	\$475,232
	M	58	\$251,765	\$126,823	\$154,239	\$187,399	\$294,328	\$405,022
	U	5	\$235,714			\$152,216		
Top Business Position								
	F	18	\$145,602		\$107,461	\$130,992	\$164,837	
	M	23	\$183,989	\$109,462	\$120,908	\$179,234	\$213,941	\$310,169
Top Development Position								
	F	39	\$166,790	\$100,905	\$120,365	\$141,878	\$174,874	\$222,806
	M	39	\$186,779	\$113,298	\$123,899	\$156,122	\$189,948	\$244,311
Top Education Position								
	F	20	\$191,308	\$69,949	\$115,734	\$140,759	\$155,701	\$200,172
	M	24	\$215,162	\$122,327	\$140,884	\$176,430	\$235,176	\$353,610
	U	5	\$217,230			\$210,096		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina								
Greater than \$5 million								
Top Facilities Position								
	M	32	\$188,692	\$120,890	\$129,301	\$151,582	\$213,417	\$344,051
Top Finance Position								
	F	153	\$161,074	\$74,505	\$96,682	\$127,210	\$181,226	\$232,530
	M	182	\$192,050	\$88,475	\$113,694	\$158,505	\$218,399	\$311,148
	U	18	\$351,185		\$122,146	\$176,280	\$321,094	
Top Human Resources Position								
	F	39	\$195,588	\$109,347	\$130,970	\$165,667	\$221,687	\$264,503
	M	15	\$225,559		\$116,124	\$167,578	\$316,171	
Top Legal Position								
	F	9	\$269,327			\$236,741		
	M	9	\$288,152			\$250,759		
Top Marketing Position								
	F	22	\$172,254	\$131,250	\$137,271	\$157,777	\$176,835	\$223,865
	M	12	\$171,505		\$120,675	\$143,248	\$179,619	
Top Operations Position								
	F	61	\$207,415	\$81,903	\$118,004	\$164,524	\$220,240	\$361,054
	M	97	\$211,151	\$107,336	\$135,205	\$183,136	\$251,436	\$380,752
	U	7	\$512,675			\$322,012		
Top PR/Communications Position								
	F	15	\$184,097		\$140,522	\$158,407	\$197,914	
	M	11	\$189,821		\$135,823	\$179,909	\$232,916	
Top Program Position								
	F	16	\$175,877		\$125,043	\$140,611	\$186,331	
	M	12	\$235,892		\$146,473	\$193,482	\$278,301	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina								
Greater than \$5 million								
Top Technology Position								
	F	12	\$210,762		\$122,838	\$149,916	\$258,506	
	M	47	\$223,970	\$115,871	\$129,271	\$161,603	\$294,620	\$417,792
	U	6	\$273,427			\$249,862		
North Dakota								
\$500 thousand or less								
CEO/Executive Director								
	F	86	\$52,295	\$22,053	\$36,422	\$51,401	\$62,166	\$82,904
	M	50	\$67,553	\$34,504	\$42,222	\$57,058	\$83,251	\$116,559
	U	5	\$51,662			\$50,000		
Top Finance Position								
	F	8	\$36,671			\$26,837		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	39	\$82,289	\$51,600	\$59,976	\$77,664	\$91,748	\$118,519
	M	25	\$103,125	\$56,601	\$67,644	\$84,824	\$121,357	\$160,550
Top Administrative Position								
	F	5	\$54,882			\$47,687		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	51	\$101,539	\$55,000	\$70,704	\$95,534	\$111,419	\$146,628
	M	60	\$148,702	\$78,392	\$104,363	\$136,686	\$172,416	\$237,904

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota								
Between \$1 million and \$5 million								
Top Administrative Position								
	F	7	\$94,362			\$89,293		
	M	8	\$120,171			\$112,267		
Top Business Position								
	F	5	\$85,413			\$71,746		
Top Finance Position								
	F	23	\$90,609	\$58,404	\$65,143	\$82,768	\$111,974	\$135,719
	M	9	\$107,885			\$91,635		
Top Operations Position								
	F	5	\$88,565			\$76,895		
Greater than \$5 million								
CEO/Executive Director								
	F	18	\$202,224		\$148,317	\$177,434	\$229,710	
	M	55	\$291,826	\$145,554	\$180,996	\$251,198	\$321,821	\$469,385
	U	5	\$192,686			\$203,006		
Top Administrative Position								
	F	11	\$153,585		\$106,429	\$135,774	\$195,158	
	M	14	\$250,224		\$147,534	\$234,849	\$325,621	
Top Business Position								
	F	5	\$209,418			\$188,043		
Top Finance Position								
	F	30	\$123,909	\$63,864	\$86,490	\$100,907	\$149,123	\$178,521
	M	32	\$184,929	\$83,013	\$102,641	\$127,555	\$177,672	\$376,043
Top Human Resources Position								
	F	5	\$188,089			\$143,841		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota								
Greater than \$5 million								
Top Operations Position	F	9	\$130,087			\$105,833		
	M	22	\$232,493	\$114,916	\$143,595	\$185,030	\$274,968	\$406,736
Top Technology Position								
	M	6	\$241,764			\$222,622		
Ohio								
\$500 thousand or less								
CEO/Executive Director	F	760	\$52,423	\$25,439	\$34,880	\$49,155	\$64,062	\$81,506
	M	459	\$57,070	\$22,450	\$33,314	\$51,816	\$73,209	\$92,036
	U	55	\$50,859	\$23,317	\$33,839	\$50,000	\$64,297	\$75,512
Top Administrative Position	F	41	\$35,723	\$19,574	\$26,667	\$32,100	\$42,161	\$54,340
	M	20	\$36,388	\$15,783	\$18,419	\$26,480	\$34,372	\$57,460
Top Business Position	F	5	\$48,022			\$35,520		
	M	12	\$83,506		\$65,230	\$76,224	\$99,008	
Top Education Position								
	M	5	\$57,400			\$65,000		
Top Facilities Position								
	M	5	\$40,409			\$25,000		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio								
\$500 thousand or less								
Top Finance Position								
	F	54	\$43,821	\$19,127	\$23,162	\$31,267	\$48,456	\$74,537
	M	32	\$44,916	\$17,590	\$23,677	\$42,368	\$60,004	\$72,636
Top Operations Position								
	F	6	\$35,525			\$28,881		
	M	8	\$34,459			\$30,000		
Top Program Position								
	F	20	\$32,503	\$17,844	\$20,530	\$31,857	\$40,674	\$50,179
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	300	\$76,219	\$41,603	\$55,340	\$71,606	\$88,356	\$117,110
	M	226	\$91,966	\$42,862	\$58,298	\$84,826	\$109,983	\$153,471
	U	23	\$81,783	\$46,899	\$55,456	\$70,415	\$103,485	\$142,805
Top Administrative Position								
	F	12	\$50,137		\$39,835	\$44,342	\$52,336	
	M	19	\$64,383		\$32,225	\$56,019	\$77,414	
Top Business Position								
	M	20	\$115,520	\$86,582	\$99,189	\$113,896	\$134,004	\$147,193
Top Education Position								
	M	5	\$108,059			\$130,734		
Top Finance Position								
	F	32	\$52,666	\$22,880	\$35,411	\$50,074	\$62,593	\$81,985
	M	38	\$90,377	\$50,034	\$59,345	\$85,656	\$113,652	\$139,685

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio								
Between \$500 thousand and \$1 million								
Top Operations Position								
	F	11	\$72,570		\$39,073	\$63,600	\$68,508	
	M	9	\$66,459			\$65,713		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	468	\$110,900	\$57,294	\$74,656	\$96,241	\$126,545	\$174,767
	M	597	\$134,916	\$62,435	\$84,804	\$115,385	\$159,200	\$224,829
	U	34	\$101,678	\$63,687	\$72,966	\$81,827	\$118,567	\$164,649
Top Administrative Position								
	F	27	\$89,735	\$44,951	\$50,878	\$82,500	\$117,267	\$142,740
	M	58	\$111,103	\$60,669	\$72,245	\$107,927	\$143,741	\$175,957
Top Business Position								
	F	10	\$80,914		\$55,101	\$74,742	\$109,863	
	M	35	\$141,031	\$66,311	\$96,267	\$132,969	\$181,326	\$240,758
Top Development Position								
	F	9	\$120,963			\$117,354		
	M	9	\$98,505			\$120,061		
Top Education Position								
	M	7	\$111,598			\$123,284		
Top Facilities Position								
	M	9	\$127,610			\$122,253		
Top Finance Position								
	F	112	\$76,554	\$35,006	\$52,668	\$71,909	\$92,784	\$129,276
	M	143	\$114,250	\$49,057	\$73,078	\$95,990	\$138,365	\$181,800
	U	13	\$98,476		\$56,352	\$89,827	\$112,134	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio								
Between \$1 million and \$5 million								
Top Human Resources Position								
	F	7	\$107,577			\$118,521		
Top Legal Position								
	F	5	\$168,890			\$132,003		
	M	6	\$150,388			\$159,113		
Top Operations Position								
	F	52	\$98,434	\$52,829	\$69,623	\$95,634	\$114,169	\$149,379
	M	41	\$106,103	\$51,180	\$69,904	\$102,450	\$128,827	\$159,658
Top Program Position								
	F	13	\$88,578		\$68,580	\$95,199	\$105,398	
	M	8	\$116,093			\$96,002		
Top Technology Position								
	M	5	\$141,625			\$143,405		
Greater than \$5 million								
CEO/Executive Director								
	F	270	\$212,713	\$100,463	\$123,635	\$166,501	\$235,622	\$345,173
	M	499	\$368,572	\$124,600	\$168,042	\$248,408	\$364,945	\$651,067
	U	23	\$352,246	\$65,725	\$137,295	\$198,209	\$327,072	\$525,032
Top Administrative Position								
	F	52	\$174,801	\$91,841	\$118,621	\$147,231	\$205,763	\$261,964
	M	72	\$237,179	\$115,026	\$142,191	\$180,252	\$268,973	\$347,300
	U	6	\$163,872			\$154,816		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio								
Greater than \$5 million								
Top Business Position								
	F	21	\$194,827	\$125,058	\$143,375	\$182,701	\$220,533	\$293,144
	M	42	\$197,777	\$131,148	\$148,580	\$192,666	\$223,462	\$254,306
	U	6	\$200,044			\$182,519		
Top Development Position								
	F	68	\$193,052	\$118,491	\$135,240	\$152,160	\$199,034	\$270,229
	M	53	\$197,630	\$117,000	\$143,961	\$169,354	\$232,041	\$316,285
	U	9	\$203,996			\$139,972		
Top Education Position								
	F	31	\$180,841	\$111,968	\$134,621	\$153,221	\$223,301	\$287,020
	M	39	\$271,437	\$102,297	\$142,902	\$188,933	\$273,969	\$490,503
	U	7	\$165,864			\$156,273		
Top Facilities Position								
	M	22	\$171,415	\$122,569	\$138,089	\$163,352	\$186,512	\$217,157
Top Finance Position								
	F	220	\$154,674	\$71,058	\$97,282	\$133,268	\$173,579	\$229,465
	M	305	\$226,457	\$87,087	\$113,783	\$157,147	\$225,024	\$354,641
	U	23	\$188,561	\$91,898	\$99,469	\$152,214	\$187,091	\$394,193
Top Human Resources Position								
	F	73	\$200,447	\$91,148	\$120,211	\$143,586	\$210,687	\$338,934
	M	22	\$280,675	\$133,578	\$143,704	\$182,472	\$300,108	\$560,488
	U	6	\$209,773			\$190,051		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio								
Greater than \$5 million								
Top Legal Position								
	F	27	\$331,250	\$141,152	\$158,471	\$198,794	\$323,068	\$768,125
	M	25	\$357,490	\$139,051	\$192,031	\$301,061	\$421,663	\$540,349
	U	5	\$642,276			\$397,981		
Top Marketing Position								
	F	39	\$177,974	\$119,737	\$128,676	\$143,765	\$183,439	\$226,340
	M	21	\$212,041	\$120,777	\$126,885	\$154,458	\$248,216	\$464,496
Top Operations Position								
	F	97	\$207,648	\$86,547	\$119,822	\$157,188	\$217,839	\$385,750
	M	124	\$250,319	\$109,951	\$138,031	\$171,812	\$247,390	\$365,163
	U	15	\$390,667		\$95,334	\$170,110	\$282,251	
Top PR/Communications Position								
	F	32	\$154,522	\$106,564	\$127,623	\$140,200	\$180,715	\$233,760
	M	12	\$173,669		\$120,998	\$131,834	\$171,188	
	U	5	\$156,210			\$124,733		
Top Program Position								
	F	24	\$148,319	\$107,230	\$111,875	\$128,757	\$165,862	\$193,109
	M	15	\$199,568		\$133,637	\$176,986	\$204,622	
Top Technology Position								
	F	21	\$232,182	\$128,458	\$150,545	\$187,060	\$339,578	\$387,422
	M	74	\$252,385	\$112,326	\$137,746	\$169,870	\$244,415	\$496,142
	U	5	\$244,500			\$144,052		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma								
\$500 thousand or less								
CEO/Executive Director								
	F	216	\$52,153	\$24,803	\$34,426	\$47,476	\$65,899	\$87,576
	M	198	\$61,479	\$25,070	\$36,579	\$53,419	\$80,336	\$106,753
	U	18	\$53,615		\$33,719	\$59,160	\$66,903	
Top Administrative Position								
	F	8	\$31,605			\$27,629		
	M	8	\$46,514			\$31,194		
Top Finance Position								
	F	10	\$43,290		\$28,875	\$34,599	\$63,313	
	M	10	\$43,837		\$27,902	\$45,668	\$60,334	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	92	\$70,766	\$44,350	\$51,894	\$66,592	\$79,530	\$101,806
	M	68	\$84,342	\$35,761	\$52,273	\$80,038	\$105,601	\$142,998
	U	5	\$84,922			\$70,000		
Top Administrative Position								
	F	6	\$78,964			\$55,247		
Top Business Position								
	M	5	\$127,730			\$130,612		
Top Finance Position								
	F	8	\$49,374			\$35,090		
Top Operations Position								
	F	6	\$56,807			\$48,631		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	132	\$102,297	\$60,144	\$71,916	\$89,179	\$130,031	\$162,843
	M	132	\$120,578	\$56,570	\$80,262	\$105,307	\$133,206	\$185,628
	U	9	\$102,987			\$105,305		
Top Administrative Position								
	F	9	\$60,112			\$56,000		
	M	12	\$97,681		\$63,821	\$102,891	\$128,926	
Top Finance Position								
	F	26	\$77,409	\$31,275	\$52,053	\$65,841	\$84,737	\$136,807
	M	24	\$92,099	\$48,885	\$66,644	\$87,452	\$114,887	\$139,257
Top Operations Position								
	F	14	\$84,963		\$60,760	\$74,003	\$99,335	
	M	7	\$100,765			\$94,252		
Greater than \$5 million								
CEO/Executive Director								
	F	55	\$208,221	\$96,204	\$121,184	\$160,419	\$221,532	\$381,416
	M	124	\$363,745	\$118,061	\$160,957	\$242,187	\$393,363	\$571,923
	U	12	\$278,806		\$189,848	\$268,414	\$338,151	
Top Administrative Position								
	F	15	\$218,639		\$109,214	\$123,488	\$264,192	
	M	26	\$271,627	\$128,321	\$145,268	\$211,540	\$291,057	\$513,345
Top Business Position								
	M	6	\$302,273			\$267,213		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma								
Greater than \$5 million								
Top Development Position								
	F	6	\$148,809			\$146,871		
	M	10	\$146,772		\$124,122	\$140,148	\$158,958	
Top Education Position								
	F	5	\$207,880			\$254,356		
	M	6	\$139,061			\$134,010		
Top Finance Position								
	F	45	\$152,451	\$71,360	\$93,518	\$127,051	\$183,376	\$256,294
	M	56	\$196,633	\$75,583	\$114,261	\$151,001	\$238,499	\$332,673
	U	7	\$173,523			\$172,061		
Top Human Resources Position								
	F	11	\$153,938		\$129,958	\$148,197	\$176,646	
	M	7	\$162,476			\$143,828		
Top Marketing Position								
	F	5	\$143,415			\$138,056		
Top Operations Position								
	F	16	\$164,524		\$122,435	\$165,333	\$188,309	
	M	38	\$256,142	\$116,528	\$158,213	\$195,308	\$272,725	\$358,326
	U	5	\$247,763			\$265,242		
Top Program Position								
	F	5	\$164,730			\$147,614		
Top Technology Position								
	M	19	\$185,823		\$129,642	\$175,550	\$193,830	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon								
\$500 thousand or less								
CEO/Executive Director								
	F	421	\$54,066	\$23,573	\$35,000	\$49,958	\$66,077	\$88,000
	M	281	\$56,866	\$26,545	\$36,709	\$53,040	\$69,939	\$93,750
	U	29	\$61,883	\$35,003	\$40,000	\$54,000	\$76,162	\$97,619
Top Administrative Position								
	F	23	\$46,426	\$21,960	\$30,600	\$46,167	\$57,851	\$71,299
	M	5	\$46,536			\$45,240		
Top Finance Position								
	F	19	\$36,261		\$21,252	\$32,180	\$48,508	
	M	10	\$72,292		\$32,544	\$51,370	\$116,379	
Top Operations Position								
	M	5	\$43,290			\$53,100		
Top Program Position								
	F	11	\$36,600		\$28,006	\$36,874	\$39,789	
	M	8	\$33,199			\$26,797		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	192	\$75,616	\$40,901	\$56,458	\$72,537	\$88,855	\$114,855
	M	145	\$83,780	\$43,915	\$57,693	\$73,285	\$96,327	\$134,468
	U	17	\$79,377		\$67,708	\$79,602	\$93,600	
Top Administrative Position								
	F	8	\$72,394			\$65,053		
Top Finance Position								
	F	8	\$47,718			\$41,758		
	M	9	\$79,002			\$72,000		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon								
Between \$500 thousand and \$1 million								
Top Operations Position								
	F	7	\$70,597			\$66,733		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	281	\$107,947	\$63,500	\$78,012	\$97,794	\$128,930	\$158,279
	M	265	\$136,443	\$73,374	\$90,898	\$116,920	\$162,993	\$221,571
	U	19	\$97,238		\$67,304	\$85,000	\$121,315	
Top Administrative Position								
	F	16	\$91,373		\$66,494	\$85,655	\$116,207	
	M	19	\$134,607		\$92,146	\$108,977	\$174,164	
Top Business Position								
	F	5	\$60,305			\$63,784		
	M	15	\$153,778		\$119,341	\$134,920	\$168,805	
Top Finance Position								
	F	60	\$87,354	\$47,875	\$63,857	\$73,589	\$105,300	\$139,108
	M	44	\$113,643	\$38,421	\$65,446	\$97,706	\$166,283	\$199,351
	U	6	\$124,293			\$124,599		
Top Operations Position								
	F	22	\$113,063	\$73,848	\$87,128	\$101,454	\$131,241	\$172,027
	M	10	\$139,668		\$116,232	\$142,242	\$173,229	
Top Program Position								
	F	5	\$145,601			\$126,194		
	M	7	\$124,932			\$128,134		
Top Technology Position								
	M	5	\$127,395			\$138,199		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon								
Greater than \$5 million								
CEO/Executive Director								
	F	117	\$209,972	\$98,956	\$116,724	\$149,977	\$250,987	\$381,097
	M	185	\$281,965	\$104,425	\$148,264	\$203,213	\$309,347	\$506,180
	U	12	\$418,903		\$175,445	\$212,152	\$257,588	
Top Administrative Position								
	F	13	\$169,367		\$141,146	\$165,841	\$195,236	
	M	29	\$218,640	\$128,264	\$137,636	\$212,851	\$266,619	\$334,095
Top Business Position								
	F	6	\$149,125			\$135,441		
	M	12	\$160,441		\$114,398	\$156,344	\$181,398	
Top Development Position								
	F	22	\$172,160	\$125,376	\$140,000	\$157,791	\$192,221	\$223,555
	M	12	\$179,167		\$131,654	\$162,163	\$208,510	
Top Education Position								
	F	8	\$186,892			\$167,593		
	M	11	\$226,882		\$180,156	\$219,179	\$282,606	
Top Facilities Position								
	M	6	\$188,630			\$184,625		
Top Finance Position								
	F	96	\$150,836	\$70,329	\$88,513	\$123,886	\$170,700	\$266,576
	M	84	\$173,937	\$72,866	\$100,250	\$144,897	\$201,325	\$281,788
	U	9	\$282,307			\$127,953		
Top Human Resources Position								
	F	23	\$169,269	\$97,717	\$128,434	\$160,690	\$183,698	\$251,721
	M	8	\$228,151			\$214,863		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon								
Greater than \$5 million								
Top Legal Position	M	12	\$212,368		\$144,900	\$201,313	\$248,612	
Top Marketing Position	F	12	\$174,555		\$124,279	\$160,979	\$212,437	
	M	10	\$189,502		\$133,319	\$171,047	\$209,374	
Top Operations Position	F	45	\$162,794	\$96,098	\$112,737	\$139,254	\$181,505	\$254,550
	M	45	\$198,099	\$73,957	\$123,300	\$180,247	\$257,446	\$327,371
	U	6	\$408,959			\$369,809		
Top PR/Communications Position	F	6	\$152,025			\$148,191		
	M	6	\$206,346			\$208,620		
Top Program Position	F	11	\$164,860		\$121,518	\$134,252	\$211,515	
	M	7	\$184,938			\$178,477		
Top Technology Position	M	32	\$186,605	\$114,763	\$128,423	\$152,972	\$204,014	\$265,552

Pennsylvania

\$500 thousand or less

CEO/Executive Director

F	775	\$53,210	\$24,000	\$35,000	\$47,350	\$64,483	\$87,737
M	555	\$58,694	\$23,884	\$35,651	\$51,942	\$71,879	\$106,664
U	58	\$51,751	\$22,450	\$32,125	\$47,984	\$62,397	\$86,747

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania								
\$500 thousand or less								
Top Administrative Position								
	F	34	\$37,290	\$17,003	\$22,108	\$29,613	\$49,868	\$66,736
	M	24	\$33,747	\$16,953	\$18,073	\$27,748	\$47,771	\$61,772
Top Business Position								
	M	9	\$95,941			\$100,543		
Top Education Position								
	F	8	\$45,674			\$30,734		
	M	5	\$111,390			\$109,534		
Top Finance Position								
	F	56	\$37,312	\$17,613	\$22,420	\$30,715	\$45,891	\$63,739
	M	43	\$40,491	\$15,669	\$18,936	\$32,101	\$49,938	\$66,966
Top Operations Position								
	F	5	\$40,405			\$32,015		
	M	5	\$32,889			\$31,553		
Top Program Position								
	F	19	\$33,270		\$23,600	\$31,072	\$40,156	
	M	8	\$40,612			\$35,817		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	377	\$80,803	\$43,174	\$58,800	\$76,633	\$94,588	\$122,439
	M	314	\$95,561	\$48,558	\$64,419	\$84,026	\$119,627	\$160,213
	U	44	\$77,730	\$33,560	\$59,670	\$75,897	\$95,182	\$118,955
Top Administrative Position								
	F	14	\$52,617		\$33,247	\$43,475	\$62,882	
	M	25	\$67,929	\$16,302	\$29,743	\$56,650	\$78,920	\$118,081

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania								
Between \$500 thousand and \$1 million								
Top Business Position								
	M	16	\$119,178		\$91,024	\$117,989	\$140,586	
Top Finance Position								
	F	32	\$54,548	\$19,057	\$36,708	\$49,235	\$69,838	\$85,768
	M	50	\$90,126	\$34,703	\$61,298	\$80,882	\$113,660	\$147,606
Top Operations Position								
	F	6	\$73,664			\$67,687		
	M	8	\$55,715			\$58,467		
Top Program Position								
	M	6	\$73,507			\$71,162		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	637	\$116,425	\$60,517	\$79,727	\$102,197	\$132,462	\$177,615
	M	697	\$142,261	\$65,910	\$91,852	\$122,412	\$171,533	\$232,369
	U	58	\$128,996	\$46,515	\$86,367	\$107,659	\$172,907	\$215,320
Top Administrative Position								
	F	41	\$100,548	\$44,471	\$64,080	\$94,735	\$131,920	\$157,009
	M	52	\$128,862	\$64,175	\$91,561	\$122,540	\$153,010	\$182,778
Top Business Position								
	F	16	\$121,900		\$86,273	\$119,898	\$153,947	
	M	46	\$192,823	\$96,005	\$139,494	\$191,658	\$254,213	\$287,052
Top Development Position								
	F	21	\$120,556	\$74,258	\$99,491	\$120,328	\$137,772	\$147,459
	M	9	\$122,305			\$116,764		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania								
Between \$1 million and \$5 million								
Top Education Position								
	F	8	\$104,114			\$109,233		
	M	8	\$171,640			\$173,398		
Top Facilities Position								
	M	21	\$136,419	\$77,346	\$110,000	\$143,077	\$159,956	\$188,246
Top Finance Position								
	F	147	\$92,727	\$47,603	\$61,484	\$82,270	\$117,152	\$145,770
	M	150	\$124,319	\$49,148	\$75,520	\$108,291	\$166,951	\$226,232
	U	11	\$114,486		\$67,942	\$123,769	\$138,353	
Top Human Resources Position								
	F	6	\$134,130			\$135,354		
Top Legal Position								
	M	9	\$194,142			\$167,783		
Top Marketing Position								
	F	8	\$127,934			\$130,838		
	M	6	\$133,219			\$127,392		
Top Operations Position								
	F	42	\$104,564	\$70,798	\$79,603	\$103,686	\$123,214	\$133,485
	M	47	\$117,191	\$69,683	\$84,313	\$101,534	\$142,820	\$184,531
	U	5	\$101,675			\$85,515		
Top Program Position								
	F	15	\$103,765		\$65,457	\$115,414	\$124,501	
	M	7	\$92,283			\$93,871		
Top Technology Position								
	M	11	\$156,213		\$133,886	\$146,735	\$156,713	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania								
Greater than \$5 million								
CEO/Executive Director								
	F	426	\$256,101	\$105,787	\$139,765	\$185,603	\$275,488	\$457,958
	M	731	\$361,524	\$122,059	\$157,701	\$228,802	\$387,540	\$666,389
	U	37	\$277,790	\$96,050	\$111,990	\$162,759	\$219,273	\$540,403
Top Administrative Position								
	F	88	\$185,422	\$108,400	\$124,026	\$152,120	\$210,101	\$302,130
	M	126	\$258,845	\$122,998	\$147,957	\$196,815	\$289,643	\$427,272
	U	9	\$224,362			\$160,073		
Top Business Position								
	F	38	\$192,921	\$104,809	\$120,932	\$149,013	\$193,715	\$390,314
	M	73	\$243,445	\$123,744	\$148,471	\$192,571	\$287,902	\$430,498
Top Development Position								
	F	110	\$201,768	\$113,105	\$136,050	\$167,508	\$224,679	\$300,370
	M	99	\$237,964	\$123,137	\$155,959	\$197,118	\$268,722	\$386,467
Top Education Position								
	F	48	\$208,024	\$115,468	\$136,326	\$164,338	\$206,551	\$309,319
	M	70	\$309,086	\$126,545	\$164,955	\$222,475	\$311,627	\$439,243
	U	6	\$346,174			\$236,122		
Top Facilities Position								
	M	59	\$210,305	\$135,511	\$147,849	\$185,302	\$248,900	\$316,555
Top Finance Position								
	F	259	\$160,613	\$80,603	\$101,818	\$132,920	\$189,728	\$275,930
	M	456	\$229,963	\$99,079	\$124,674	\$167,904	\$252,243	\$390,305
	U	31	\$196,012	\$95,481	\$114,600	\$148,295	\$230,221	\$316,623

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania								
Greater than \$5 million								
Top Human Resources Position								
	F	107	\$203,603	\$119,017	\$133,917	\$159,661	\$233,048	\$306,165
	M	48	\$256,465	\$124,176	\$137,410	\$172,640	\$276,677	\$491,009
Top Legal Position								
	F	37	\$352,739	\$137,199	\$201,606	\$301,500	\$418,776	\$530,860
	M	41	\$324,672	\$133,292	\$163,121	\$222,968	\$358,814	\$474,596
Top Marketing Position								
	F	50	\$190,204	\$119,569	\$146,423	\$165,232	\$208,523	\$281,767
	M	29	\$194,496	\$119,498	\$130,603	\$147,904	\$234,773	\$354,946
Top Operations Position								
	F	130	\$232,817	\$100,539	\$130,945	\$163,265	\$264,834	\$388,817
	M	190	\$254,307	\$109,476	\$135,013	\$189,893	\$313,077	\$449,085
	U	12	\$268,854		\$124,484	\$154,701	\$238,992	
Top PR/Communications Position								
	F	43	\$217,251	\$116,494	\$154,298	\$197,187	\$278,927	\$347,570
	M	31	\$191,150	\$119,242	\$125,597	\$163,932	\$230,857	\$263,572
Top Program Position								
	F	49	\$167,697	\$107,163	\$115,961	\$131,429	\$186,147	\$260,614
	M	24	\$226,312	\$120,997	\$136,326	\$195,174	\$292,232	\$370,627
Top Technology Position								
	F	26	\$226,205	\$132,220	\$150,463	\$179,730	\$256,239	\$346,632
	M	128	\$240,123	\$127,888	\$152,384	\$189,563	\$269,883	\$395,638
	U	5	\$181,668			\$185,161		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Puerto Rico								
\$500 thousand or less								
CEO/Executive Director								
	F	33	\$34,544	\$17,321	\$22,115	\$28,200	\$46,301	\$58,868
	M	13	\$41,519		\$18,773	\$30,300	\$41,918	
	U	6	\$42,287			\$36,550		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	22	\$54,387	\$28,724	\$40,735	\$56,212	\$61,618	\$79,179
	M	7	\$56,479			\$60,322		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	27	\$73,416	\$50,240	\$56,878	\$69,262	\$80,555	\$100,838
	M	15	\$88,990		\$60,504	\$76,744	\$95,943	
Top Administrative Position								
	F	7	\$51,541			\$52,833		
Top Finance Position								
	F	8	\$42,249			\$42,386		
Greater than \$5 million								
CEO/Executive Director								
	F	19	\$138,469		\$81,636	\$127,200	\$170,195	
	M	23	\$162,023	\$90,242	\$98,740	\$136,900	\$176,940	\$219,906
Top Administrative Position								
	F	5	\$83,724			\$76,452		
	M	7	\$162,592			\$139,408		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Puerto Rico								
Greater than \$5 million								
Top Finance Position								
	F	8	\$88,153			\$90,389		
	M	9	\$102,883			\$75,998		
	U	5	\$74,334			\$67,410		
Top Human Resources Position								
	F	11	\$53,818		\$44,703	\$49,200	\$60,646	
Top Operations Position								
	F	5	\$84,681			\$85,092		
	M	5	\$66,888			\$49,312		
Rhode Island								
\$500 thousand or less								
CEO/Executive Director								
	F	91	\$60,050	\$29,700	\$43,871	\$56,221	\$70,620	\$86,521
	M	64	\$62,885	\$22,430	\$35,298	\$54,776	\$82,496	\$107,045
Top Finance Position								
	F	8	\$40,277			\$35,385		
	M	6	\$34,951			\$33,525		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	37	\$85,989	\$51,710	\$68,416	\$84,287	\$99,653	\$118,982
	M	34	\$124,067	\$44,940	\$80,445	\$121,276	\$162,122	\$216,892

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	77	\$124,098	\$76,302	\$96,530	\$109,367	\$147,046	\$179,494
	M	84	\$151,279	\$74,580	\$94,943	\$126,803	\$158,936	\$224,898
Top Administrative Position								
	F	12	\$126,902		\$76,364	\$115,513	\$174,209	
	M	8	\$167,059			\$141,930		
Top Business Position								
	M	7	\$195,759			\$162,745		
Top Finance Position								
	F	20	\$92,638	\$51,138	\$80,914	\$92,094	\$113,452	\$119,686
	M	19	\$135,349		\$92,073	\$100,252	\$141,660	
Top Operations Position								
	F	10	\$111,578		\$97,573	\$107,306	\$126,275	
Greater than \$5 million								
CEO/Executive Director								
	F	43	\$287,677	\$132,142	\$157,539	\$204,403	\$299,615	\$484,864
	M	75	\$494,584	\$128,237	\$173,818	\$226,112	\$442,275	\$809,863
Top Administrative Position								
	F	12	\$226,474		\$138,842	\$157,348	\$220,745	
	M	8	\$227,000			\$210,889		
Top Business Position								
	F	7	\$125,425			\$143,716		
	M	7	\$303,781			\$218,814		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island								
Greater than \$5 million								
Top Development Position	F	13	\$159,643		\$128,479	\$149,049	\$181,261	
	M	6	\$300,188			\$255,032		
Top Education Position	M	6	\$406,705			\$338,637		
	M	5	\$196,067			\$185,443		
Top Finance Position	F	33	\$183,429	\$88,962	\$106,680	\$146,529	\$196,538	\$304,176
	M	49	\$252,664	\$105,140	\$143,523	\$202,733	\$311,226	\$426,498
Top Human Resources Position	F	9	\$233,873			\$195,778		
	F	6	\$209,900			\$222,922		
Top Operations Position	F	28	\$225,008	\$115,245	\$145,094	\$189,477	\$246,300	\$440,414
	M	15	\$211,703		\$152,141	\$207,073	\$262,383	
Top Technology Position	M	18	\$235,927		\$161,238	\$200,743	\$236,513	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina								
\$500 thousand or less								
CEO/Executive Director								
	F	277	\$49,134	\$25,414	\$33,401	\$46,142	\$60,000	\$76,417
	M	197	\$58,583	\$21,600	\$31,231	\$50,040	\$73,130	\$96,208
	U	27	\$50,745	\$23,930	\$35,205	\$47,265	\$59,501	\$83,474
Top Administrative Position								
	F	5	\$29,501			\$26,655		
	M	5	\$30,422			\$35,000		
Top Finance Position								
	F	20	\$32,036	\$17,095	\$22,149	\$28,235	\$37,203	\$52,544
	M	5	\$73,189			\$60,000		
Top Operations Position								
	M	6	\$52,081			\$43,754		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	100	\$70,408	\$41,461	\$51,483	\$67,442	\$85,930	\$102,070
	M	83	\$92,096	\$50,128	\$59,994	\$80,000	\$115,133	\$163,218
	U	8	\$76,843			\$67,596		
Top Finance Position								
	F	6	\$50,483			\$53,759		
	M	6	\$77,069			\$88,350		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	174	\$97,347	\$57,939	\$72,471	\$93,553	\$121,164	\$145,722
	M	184	\$137,658	\$65,388	\$87,865	\$116,767	\$173,494	\$219,248
	U	15	\$124,823		\$87,412	\$101,420	\$139,303	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina								
Between \$1 million and \$5 million								
Top Administrative Position								
	F	6	\$79,580			\$61,921		
	M	13	\$109,582		\$84,147	\$94,296	\$125,294	
Top Business Position								
	M	6	\$115,902			\$102,487		
Top Finance Position								
	F	22	\$80,185	\$47,225	\$60,049	\$82,313	\$94,565	\$111,424
	M	13	\$97,388		\$63,606	\$68,842	\$107,345	
Top Operations Position								
	F	8	\$85,222			\$70,726		
	M	7	\$113,512			\$92,000		
Greater than \$5 million								
CEO/Executive Director								
	F	64	\$192,759	\$98,114	\$129,693	\$164,877	\$213,104	\$323,896
	M	151	\$281,769	\$105,516	\$146,735	\$223,044	\$367,482	\$498,994
	U	8	\$253,325			\$193,021		
Top Administrative Position								
	F	17	\$139,335		\$113,415	\$125,936	\$160,613	
	M	18	\$204,904		\$133,235	\$152,546	\$212,588	
Top Business Position								
	F	9	\$131,326			\$141,845		
	M	9	\$203,849			\$164,099		
Top Development Position								
	F	12	\$123,296		\$116,783	\$123,642	\$141,576	
	M	14	\$181,707		\$144,062	\$175,831	\$236,129	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina								
Greater than \$5 million								
Top Education Position								
	F	11	\$210,555		\$131,037	\$151,775	\$231,042	
	M	10	\$233,947		\$145,871	\$177,983	\$218,599	
Top Facilities Position								
	M	10	\$162,356		\$122,044	\$148,787	\$194,292	
Top Finance Position								
	F	76	\$163,667	\$83,574	\$104,577	\$141,899	\$193,112	\$248,027
	M	52	\$168,766	\$73,864	\$110,302	\$138,894	\$196,618	\$271,606
	U	5	\$147,924			\$106,538		
Top Human Resources Position								
	F	9	\$204,216			\$185,969		
	M	8	\$191,225			\$134,839		
Top Marketing Position								
	F	7	\$139,928			\$136,745		
	M	6	\$212,785			\$219,697		
Top Operations Position								
	F	27	\$164,673	\$97,163	\$125,271	\$152,758	\$177,842	\$252,890
	M	42	\$228,502	\$92,959	\$147,962	\$211,832	\$284,114	\$353,491
Top PR/Communications Position								
	M	7	\$242,136			\$269,127		
Top Program Position								
	F	5	\$132,475			\$141,255		
	M	5	\$142,736			\$132,674		
Top Technology Position								
	M	18	\$209,424		\$130,661	\$152,965	\$256,489	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota								
\$500 thousand or less								
CEO/Executive Director								
	F	106	\$52,930	\$24,560	\$35,304	\$51,187	\$63,797	\$88,279
	M	59	\$57,902	\$26,941	\$40,157	\$52,333	\$77,020	\$86,851
	U	8	\$69,873			\$58,964		
Top Finance Position								
	F	8	\$38,200			\$36,896		
	M	5	\$59,402			\$63,646		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	31	\$76,482	\$47,414	\$52,828	\$73,145	\$95,418	\$111,737
	M	33	\$83,533	\$40,978	\$53,663	\$72,940	\$103,249	\$138,265
Top Finance Position								
	F	6	\$51,701			\$42,652		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	55	\$101,783	\$54,303	\$69,854	\$92,474	\$126,510	\$148,022
	M	54	\$106,325	\$60,052	\$72,126	\$91,186	\$139,770	\$162,827
Top Administrative Position								
	F	11	\$71,523		\$59,608	\$68,783	\$86,933	
	M	13	\$114,847		\$73,000	\$118,602	\$157,127	
Top Business Position								
	F	6	\$55,171			\$52,999		
Top Finance Position								
	F	17	\$67,491		\$49,382	\$68,906	\$83,529	
	M	10	\$66,241		\$43,780	\$59,739	\$92,332	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota								
Greater than \$5 million								
CEO/Executive Director								
	F	30	\$177,786	\$80,637	\$104,546	\$147,878	\$221,427	\$262,684
	M	65	\$235,971	\$114,083	\$138,921	\$187,923	\$257,084	\$358,053
Top Administrative Position								
	F	5	\$103,475			\$105,752		
	M	24	\$220,905	\$137,862	\$154,955	\$196,912	\$239,197	\$328,257
Top Business Position								
	F	7	\$114,032			\$99,259		
Top Development Position								
	M	7	\$147,815			\$150,207		
Top Finance Position								
	F	28	\$113,104	\$62,061	\$90,563	\$105,636	\$129,444	\$170,202
	M	26	\$214,032	\$91,419	\$102,937	\$158,107	\$227,725	\$396,212
Top Operations Position								
	F	6	\$269,450			\$208,599		
	M	16	\$254,539		\$143,241	\$187,172	\$231,982	
Top Technology Position								
	M	7	\$202,884			\$217,818		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee								
\$500 thousand or less								
CEO/Executive Director								
	F	407	\$47,288	\$21,492	\$30,070	\$42,700	\$59,487	\$76,930
	M	395	\$61,311	\$23,373	\$34,068	\$54,227	\$79,015	\$101,418
	U	30	\$53,900	\$20,202	\$30,625	\$51,150	\$66,913	\$79,082
Top Administrative Position								
	F	18	\$32,959		\$20,022	\$28,372	\$37,185	
	M	9	\$46,335			\$44,850		
Top Business Position								
	M	6	\$50,807			\$54,591		
Top Finance Position								
	F	29	\$42,466	\$17,184	\$21,000	\$36,000	\$53,300	\$87,733
	M	23	\$56,413	\$24,035	\$27,602	\$41,792	\$67,487	\$113,805
Top Operations Position								
	F	6	\$32,183			\$26,346		
	M	6	\$29,707			\$28,104		
Top Program Position								
	F	12	\$36,733		\$24,313	\$26,932	\$39,528	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	151	\$79,772	\$38,673	\$54,224	\$71,000	\$95,315	\$125,799
	M	148	\$89,201	\$42,452	\$58,777	\$76,734	\$108,159	\$142,427
	U	8	\$67,402			\$69,248		
Top Business Position								
	M	6	\$94,034			\$95,474		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee								
Between \$500 thousand and \$1 million								
Top Finance Position								
	F	9	\$53,974			\$40,360		
	M	6	\$88,310			\$91,069		
Top Operations Position								
	F	9	\$69,265			\$63,846		
	M	7	\$86,466			\$76,585		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	231	\$112,999	\$56,047	\$75,030	\$99,454	\$132,068	\$181,053
	M	312	\$132,844	\$66,529	\$90,036	\$118,961	\$161,976	\$219,641
	U	30	\$114,488	\$59,830	\$76,501	\$103,348	\$120,228	\$182,504
Top Administrative Position								
	F	15	\$83,334		\$47,633	\$66,253	\$105,862	
	M	23	\$110,309	\$65,515	\$73,682	\$105,274	\$134,557	\$155,778
Top Business Position								
	M	10	\$118,004		\$66,714	\$110,568	\$132,870	
Top Development Position								
	F	7	\$128,772			\$150,854		
Top Finance Position								
	F	57	\$79,950	\$46,651	\$63,303	\$75,816	\$100,264	\$109,690
	M	57	\$92,150	\$43,615	\$67,401	\$90,163	\$117,973	\$140,486
Top Operations Position								
	F	25	\$86,361	\$46,271	\$63,673	\$76,825	\$105,115	\$129,870
	M	24	\$91,246	\$50,793	\$64,754	\$85,800	\$115,700	\$138,955

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee								
Between \$1 million and \$5 million								
Top Program Position								
	F	6	\$104,905			\$97,438		
	M	6	\$108,957			\$102,812		
Greater than \$5 million								
CEO/Executive Director								
	F	117	\$207,390	\$99,954	\$117,620	\$159,051	\$225,337	\$346,432
	M	297	\$353,592	\$105,641	\$153,386	\$232,163	\$362,413	\$694,804
	U	15	\$189,670		\$132,129	\$160,766	\$186,801	
Top Administrative Position								
	F	24	\$205,886	\$98,139	\$116,535	\$154,047	\$203,962	\$316,624
	M	48	\$254,041	\$104,427	\$141,676	\$204,310	\$264,277	\$342,510
Top Business Position								
	F	13	\$202,067		\$122,993	\$166,600	\$236,010	
	M	19	\$196,260		\$160,928	\$171,919	\$240,588	
Top Development Position								
	F	24	\$161,063	\$114,492	\$121,095	\$140,863	\$157,778	\$215,624
	M	37	\$171,406	\$91,167	\$125,796	\$149,312	\$205,295	\$289,393
Top Education Position								
	F	24	\$199,520	\$115,959	\$126,106	\$164,139	\$218,606	\$257,535
	M	16	\$191,248		\$107,112	\$148,780	\$232,218	
Top Facilities Position								
	M	12	\$173,745		\$142,575	\$167,884	\$199,093	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee								
Greater than \$5 million								
Top Finance Position								
	F	118	\$162,155	\$71,792	\$86,967	\$129,378	\$178,529	\$257,429
	M	149	\$198,693	\$71,634	\$114,831	\$152,876	\$223,469	\$367,660
	U	7	\$130,607			\$118,953		
Top Human Resources Position								
	F	18	\$265,811		\$120,303	\$186,967	\$331,347	
	M	5	\$223,243			\$155,623		
Top Legal Position								
	M	13	\$359,691		\$184,705	\$236,064	\$540,967	
Top Marketing Position								
	F	17	\$201,284		\$137,867	\$154,138	\$219,545	
	M	6	\$145,362			\$134,676		
Top Operations Position								
	F	45	\$175,704	\$84,337	\$116,835	\$140,991	\$173,067	\$218,727
	M	69	\$234,835	\$114,041	\$133,278	\$167,910	\$256,355	\$368,935
	U	7	\$144,324			\$151,293		
Top PR/Communications Position								
	F	8	\$144,308			\$134,722		
	M	8	\$234,423			\$199,618		
Top Program Position								
	F	9	\$143,391			\$137,899		
	M	11	\$193,521		\$131,219	\$161,350	\$272,715	
Top Technology Position								
	F	8	\$317,730			\$276,297		
	M	32	\$198,739	\$120,466	\$128,217	\$157,084	\$243,262	\$375,230

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
\$500 thousand or less								
CEO/Executive Director								
	F	1,072	\$51,438	\$23,294	\$31,845	\$47,909	\$66,000	\$82,795
	M	884	\$59,892	\$23,575	\$34,298	\$52,144	\$76,965	\$103,256
	U	126	\$55,493	\$26,453	\$38,288	\$50,000	\$68,068	\$88,531
Top Administrative Position								
	F	51	\$34,509	\$17,550	\$20,660	\$28,873	\$40,482	\$65,989
	M	16	\$43,690		\$32,687	\$44,119	\$53,114	
	U	6	\$34,335			\$34,750		
Top Business Position								
	M	8	\$83,801			\$79,788		
Top Development Position								
	F	7	\$36,853			\$42,000		
Top Education Position								
	F	5	\$41,466			\$38,007		
	M	5	\$68,091			\$53,797		
Top Finance Position								
	F	67	\$42,911	\$19,395	\$24,000	\$30,357	\$55,814	\$74,363
	M	45	\$39,854	\$16,582	\$20,857	\$28,884	\$48,000	\$79,730
	U	8	\$31,486			\$26,113		
Top Operations Position								
	F	9	\$42,615			\$38,596		
	M	16	\$58,782		\$41,678	\$54,678	\$77,445	
Top Program Position								
	F	26	\$39,408	\$19,138	\$30,448	\$38,550	\$46,280	\$58,738
	M	12	\$37,148		\$22,941	\$30,130	\$43,923	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	454	\$81,614	\$40,437	\$57,173	\$74,102	\$95,070	\$126,753
	M	371	\$96,404	\$42,711	\$62,789	\$81,982	\$118,498	\$162,327
	U	36	\$91,804	\$40,662	\$57,471	\$77,524	\$97,625	\$166,486
Top Administrative Position								
	F	24	\$49,846	\$26,852	\$32,625	\$44,445	\$60,976	\$79,269
	M	11	\$71,040		\$52,669	\$63,618	\$78,462	
Top Development Position								
	F	5	\$65,677			\$56,625		
Top Education Position								
	M	6	\$94,182			\$96,408		
Top Finance Position								
	F	37	\$61,215	\$30,462	\$36,500	\$51,770	\$66,000	\$92,412
	M	26	\$96,909	\$30,190	\$44,999	\$74,545	\$133,518	\$158,106
Top Operations Position								
	F	12	\$63,089		\$56,891	\$62,668	\$65,344	
	M	10	\$90,622		\$58,125	\$82,901	\$122,274	
Top Program Position								
	F	10	\$65,403		\$45,356	\$57,441	\$92,552	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	735	\$116,192	\$58,963	\$77,252	\$103,704	\$136,144	\$183,596
	M	779	\$144,210	\$62,960	\$88,967	\$122,475	\$173,385	\$249,403
	U	66	\$125,093	\$56,219	\$73,875	\$110,774	\$146,598	\$195,244

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
Between \$1 million and \$5 million								
Top Administrative Position								
	F	56	\$89,672	\$44,841	\$54,672	\$80,410	\$111,600	\$141,416
	M	60	\$127,608	\$64,333	\$83,165	\$108,421	\$156,495	\$199,756
	U	6	\$83,620			\$76,747		
Top Business Position								
	F	13	\$88,129		\$63,525	\$75,644	\$103,170	
	M	31	\$135,748	\$55,406	\$73,803	\$123,300	\$174,449	\$206,785
	U	6	\$85,834			\$61,565		
Top Development Position								
	F	29	\$126,499	\$54,592	\$87,070	\$125,314	\$147,984	\$195,595
	M	13	\$112,775		\$101,516	\$112,985	\$141,747	
Top Education Position								
	M	8	\$138,281			\$137,865		
Top Facilities Position								
	M	6	\$128,115			\$121,473		
Top Finance Position								
	F	171	\$89,663	\$44,050	\$60,000	\$79,789	\$107,541	\$143,571
	M	114	\$112,145	\$48,824	\$60,268	\$95,583	\$131,359	\$183,901
	U	12	\$84,125		\$58,500	\$72,904	\$100,778	
Top Human Resources Position								
	F	9	\$115,510			\$124,806		
Top Legal Position								
	F	7	\$143,980			\$136,385		
	M	7	\$203,240			\$198,937		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
Between \$1 million and \$5 million								
Top Marketing Position								
	F	7	\$89,137			\$71,769		
	M	7	\$176,277			\$169,475		
Top Operations Position								
	F	67	\$102,206	\$46,584	\$68,424	\$101,784	\$131,597	\$159,649
	M	71	\$111,846	\$52,934	\$73,192	\$104,783	\$136,983	\$175,710
Top PR/Communications Position								
	F	6	\$137,382			\$128,092		
	M	6	\$165,490			\$181,200		
Top Program Position								
	F	17	\$101,733		\$69,042	\$98,352	\$135,310	
	M	6	\$58,694			\$44,643		
Top Technology Position								
	F	8	\$132,960			\$149,679		
	M	20	\$161,756	\$105,496	\$129,648	\$146,317	\$219,041	\$233,964
Greater than \$5 million								
CEO/Executive Director								
	F	385	\$225,126	\$101,953	\$128,667	\$168,475	\$250,786	\$394,502
	M	700	\$372,108	\$118,294	\$165,178	\$246,737	\$391,759	\$648,205
	U	37	\$321,450	\$114,285	\$172,054	\$240,044	\$401,511	\$548,087
Top Administrative Position								
	F	70	\$182,644	\$99,347	\$121,048	\$145,006	\$211,904	\$266,611
	M	162	\$229,523	\$110,204	\$134,633	\$184,311	\$271,057	\$375,717
	U	11	\$235,124		\$148,322	\$177,447	\$344,334	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
Greater than \$5 million								
Top Business Position								
	F	40	\$198,430	\$98,444	\$120,831	\$145,416	\$219,902	\$355,050
	M	59	\$200,454	\$108,418	\$141,817	\$172,160	\$235,724	\$295,618
	U	6	\$165,492			\$170,259		
Top Development Position								
	F	103	\$161,186	\$98,712	\$118,608	\$147,585	\$185,670	\$242,295
	M	77	\$213,673	\$112,414	\$134,924	\$179,944	\$241,919	\$344,938
	U	7	\$118,277			\$127,062		
Top Education Position								
	F	41	\$202,214	\$118,550	\$137,733	\$180,128	\$207,602	\$271,211
	M	42	\$231,750	\$92,140	\$129,018	\$164,843	\$236,631	\$313,078
	U	7	\$178,899			\$154,267		
Top Facilities Position								
	M	51	\$181,940	\$118,698	\$136,842	\$164,372	\$219,304	\$264,916
Top Finance Position								
	F	313	\$170,133	\$72,381	\$99,505	\$133,221	\$189,443	\$276,850
	M	355	\$214,321	\$84,139	\$113,239	\$159,895	\$238,213	\$334,793
	U	31	\$188,417	\$67,108	\$99,013	\$156,817	\$260,514	\$387,415
Top Human Resources Position								
	F	84	\$181,127	\$103,811	\$124,688	\$158,998	\$204,896	\$290,391
	M	35	\$278,011	\$113,165	\$136,173	\$199,795	\$242,464	\$388,410
	U	9	\$166,472			\$138,437		
Top Legal Position								
	F	26	\$276,547	\$143,902	\$154,864	\$223,922	\$325,725	\$476,688
	M	40	\$273,360	\$124,274	\$172,427	\$218,098	\$287,801	\$458,890

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
Greater than \$5 million								
Top Marketing Position								
	F	52	\$172,161	\$110,845	\$119,051	\$145,857	\$185,633	\$324,565
	M	30	\$232,410	\$133,606	\$165,138	\$193,000	\$282,659	\$391,357
	U	9	\$189,121			\$175,251		
Top Operations Position								
	F	141	\$214,494	\$90,730	\$111,688	\$151,751	\$236,815	\$370,297
	M	218	\$252,539	\$113,227	\$138,349	\$189,589	\$274,170	\$386,170
	U	25	\$197,946	\$110,884	\$139,060	\$170,783	\$226,545	\$291,436
Top PR/Communications Position								
	F	44	\$192,630	\$113,025	\$130,066	\$161,247	\$210,848	\$328,748
	M	39	\$208,197	\$124,626	\$141,415	\$187,752	\$240,098	\$336,646
Top Program Position								
	F	40	\$146,111	\$90,064	\$107,586	\$118,343	\$163,617	\$256,173
	M	28	\$165,034	\$80,439	\$123,965	\$155,165	\$190,719	\$217,711
Top Technology Position								
	F	26	\$250,712	\$116,327	\$130,042	\$177,716	\$267,904	\$472,644
	M	132	\$239,359	\$119,450	\$132,638	\$179,944	\$244,312	\$357,200
	U	10	\$225,748		\$117,166	\$168,891	\$285,249	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah								
\$500 thousand or less								
CEO/Executive Director								
	F	102	\$56,380	\$24,333	\$37,289	\$54,313	\$69,822	\$84,152
	M	81	\$62,572	\$24,069	\$36,000	\$57,313	\$76,160	\$106,374
	U	8	\$55,027			\$55,267		
Top Administrative Position								
	F	5	\$30,928			\$23,000		
Top Finance Position								
	M	5	\$39,608			\$36,000		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	46	\$77,040	\$45,618	\$60,156	\$75,112	\$84,769	\$105,384
	M	49	\$100,705	\$53,733	\$65,036	\$87,500	\$130,456	\$158,840
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	82	\$102,293	\$56,783	\$70,200	\$88,827	\$130,172	\$154,015
	M	118	\$149,377	\$60,095	\$88,066	\$119,976	\$173,020	\$280,359
	U	13	\$104,690		\$74,745	\$88,067	\$106,193	
Top Administrative Position								
	M	7	\$102,000			\$87,421		
Top Business Position								
	M	5	\$132,707			\$128,592		
Top Finance Position								
	F	9	\$74,049			\$73,778		
	M	22	\$103,151	\$45,677	\$54,177	\$89,256	\$134,592	\$141,230

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah								
Between \$1 million and \$5 million								
Top Operations Position								
	F	8	\$126,708			\$112,017		
	M	8	\$130,075			\$94,827		
Greater than \$5 million								
CEO/Executive Director								
	F	27	\$219,389	\$92,959	\$103,444	\$128,936	\$188,214	\$327,179
	M	68	\$268,828	\$111,731	\$148,889	\$209,397	\$339,408	\$482,023
Top Administrative Position								
	M	6	\$209,492			\$196,568		
Top Development Position								
	F	12	\$168,581		\$109,624	\$140,116	\$232,874	
Top Finance Position								
	F	18	\$123,305		\$88,551	\$114,524	\$155,426	
	M	37	\$180,752	\$93,709	\$118,366	\$149,005	\$204,139	\$291,544
Top Human Resources Position								
	F	5	\$189,750			\$158,761		
Top Operations Position								
	F	7	\$169,636			\$129,759		
	M	13	\$213,063		\$149,994	\$168,118	\$240,168	
Top Technology Position								
	M	11	\$204,990		\$173,013	\$191,547	\$228,189	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont								
\$500 thousand or less								
CEO/Executive Director								
	F	159	\$53,007	\$24,360	\$35,796	\$49,450	\$60,420	\$89,270
	M	95	\$63,238	\$25,800	\$42,376	\$56,643	\$73,062	\$100,728
	U	9	\$43,290			\$47,060		
Top Administrative Position								
	F	9	\$34,203			\$33,539		
Top Finance Position								
	F	7	\$50,509			\$44,913		
	M	5	\$69,662			\$65,000		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	72	\$67,770	\$42,109	\$55,655	\$66,438	\$75,624	\$91,830
	M	43	\$87,470	\$47,126	\$63,526	\$80,355	\$105,028	\$135,145
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	81	\$95,474	\$55,974	\$74,413	\$91,018	\$109,910	\$144,276
	M	79	\$118,248	\$65,182	\$85,098	\$100,871	\$129,237	\$169,869
	U	5	\$86,289			\$72,833		
Top Finance Position								
	F	15	\$86,555		\$58,456	\$79,433	\$109,283	
	M	7	\$132,634			\$112,623		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont								
Greater than \$5 million								
CEO/Executive Director								
	F	36	\$236,019	\$93,805	\$126,855	\$175,030	\$242,459	\$509,108
	M	71	\$230,540	\$105,929	\$132,396	\$202,481	\$273,015	\$384,424
	U	5	\$141,191			\$138,417		
Top Administrative Position								
	F	8	\$151,667			\$144,200		
	M	5	\$231,345			\$221,702		
Top Development Position								
	F	6	\$111,597			\$114,422		
	M	7	\$246,605			\$214,146		
Top Education Position								
	F	6	\$194,470			\$181,176		
Top Finance Position								
	F	33	\$130,634	\$76,591	\$93,565	\$127,292	\$149,003	\$183,336
	M	44	\$184,319	\$79,876	\$111,801	\$156,921	\$231,510	\$302,036
Top Human Resources Position								
	F	5	\$242,478			\$179,117		
	M	5	\$219,656			\$260,753		
Top Operations Position								
	F	12	\$258,468		\$129,118	\$164,447	\$190,148	
	M	8	\$176,690			\$164,828		
Top Program Position								
	M	7	\$190,386			\$135,142		
Top Technology Position								
	M	11	\$163,245		\$139,349	\$146,069	\$170,120	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virgin Islands								
\$500 thousand or less								
CEO/Executive Director								
	F	5	\$58,847			\$36,000		
Virginia								
\$500 thousand or less								
CEO/Executive Director								
	F	486	\$53,599	\$24,389	\$35,000	\$50,000	\$65,000	\$84,253
	M	353	\$63,881	\$22,944	\$32,400	\$53,000	\$81,899	\$119,999
	U	54	\$50,235	\$24,300	\$30,368	\$44,000	\$64,764	\$79,069
Top Administrative Position								
	F	11	\$32,677		\$24,850	\$28,587	\$37,475	
	M	19	\$36,032		\$24,135	\$34,720	\$48,050	
Top Finance Position								
	F	28	\$44,631	\$16,122	\$24,702	\$37,103	\$48,823	\$69,140
	M	25	\$59,526	\$21,414	\$27,000	\$44,030	\$61,308	\$128,673
Top Operations Position								
	F	8	\$55,251			\$55,637		
Top Program Position								
	F	15	\$46,650		\$33,308	\$40,000	\$51,244	
	M	6	\$37,084			\$36,129		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	249	\$93,846	\$45,323	\$59,567	\$77,339	\$113,560	\$161,027
	M	196	\$107,351	\$45,706	\$64,454	\$96,444	\$141,998	\$179,143
	U	20	\$109,108	\$53,400	\$60,000	\$82,194	\$114,285	\$147,623
Top Administrative Position								
	F	8	\$74,596			\$65,842		
	M	8	\$60,335			\$59,556		
Top Finance Position								
	F	12	\$74,398		\$54,275	\$71,507	\$79,819	
	M	14	\$84,084		\$39,613	\$66,789	\$125,329	
Top Operations Position								
	F	6	\$71,106			\$77,812		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	467	\$145,355	\$65,180	\$87,420	\$121,000	\$177,506	\$261,126
	M	492	\$194,724	\$77,067	\$106,656	\$158,110	\$238,990	\$360,495
	U	42	\$148,558	\$65,939	\$88,884	\$121,112	\$196,873	\$282,783
Top Administrative Position								
	F	31	\$104,962	\$36,102	\$56,366	\$108,859	\$136,685	\$159,772
	M	40	\$115,286	\$34,225	\$56,459	\$110,779	\$151,463	\$196,465
	U	6	\$95,108			\$89,894		
Top Business Position								
	F	17	\$146,636		\$133,155	\$146,050	\$165,830	
	M	12	\$137,909		\$109,139	\$131,904	\$177,285	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia								
Between \$1 million and \$5 million								
Top Development Position								
	F	19	\$128,114		\$120,239	\$124,750	\$142,229	
	M	10	\$138,172		\$106,615	\$128,871	\$174,241	
Top Education Position								
	F	13	\$135,607		\$124,255	\$143,569	\$169,427	
	M	10	\$155,870		\$128,508	\$140,909	\$175,536	
Top Finance Position								
	F	95	\$106,266	\$37,376	\$55,217	\$97,750	\$136,542	\$182,446
	M	72	\$127,505	\$52,405	\$68,645	\$112,894	\$154,243	\$199,127
	U	17	\$128,334		\$100,758	\$131,261	\$157,314	
Top Human Resources Position								
	M	5	\$100,026			\$118,257		
Top Legal Position								
	M	7	\$181,741			\$187,473		
Top Marketing Position								
	F	14	\$130,979		\$121,829	\$129,829	\$153,967	
	M	8	\$144,616			\$142,447		
Top Operations Position								
	F	52	\$149,064	\$69,491	\$111,464	\$137,068	\$174,984	\$245,009
	M	46	\$169,672	\$88,733	\$115,679	\$153,685	\$198,589	\$255,799
	U	6	\$121,185			\$120,566		
Top PR/Communications Position								
	F	20	\$139,319	\$111,015	\$133,258	\$141,335	\$162,355	\$170,109
	M	8	\$141,839			\$145,365		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia								
Between \$1 million and \$5 million								
Top Program Position								
	F	17	\$142,760		\$113,540	\$144,673	\$162,981	
	M	9	\$135,567			\$135,347		
Top Technology Position								
	F	6	\$111,580			\$118,348		
	M	33	\$160,887	\$107,516	\$123,327	\$161,028	\$173,810	\$236,939
Greater than \$5 million								
CEO/Executive Director								
	F	221	\$396,054	\$124,566	\$163,902	\$263,238	\$401,919	\$549,612
	M	485	\$452,794	\$140,924	\$212,115	\$329,770	\$517,039	\$910,269
	U	33	\$355,656	\$110,701	\$165,958	\$265,990	\$347,795	\$618,969
Top Administrative Position								
	F	69	\$195,874	\$112,594	\$137,263	\$170,334	\$206,773	\$286,642
	M	67	\$211,667	\$124,618	\$147,875	\$206,798	\$249,103	\$304,524
	U	9	\$190,728			\$181,930		
Top Business Position								
	F	42	\$201,369	\$128,613	\$142,722	\$165,433	\$200,157	\$265,124
	M	54	\$220,880	\$114,463	\$159,671	\$217,759	\$238,770	\$318,537
	U	5	\$219,480			\$201,162		
Top Development Position								
	F	64	\$178,350	\$116,870	\$131,436	\$168,729	\$197,458	\$258,924
	M	69	\$219,599	\$120,742	\$149,067	\$194,115	\$237,080	\$353,451
Top Education Position								
	F	41	\$199,002	\$125,815	\$140,730	\$183,584	\$216,909	\$297,732
	M	51	\$219,349	\$125,059	\$137,709	\$173,765	\$227,283	\$361,465

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia								
Greater than \$5 million								
Top Facilities Position								
	F	5	\$183,382			\$155,435		
	M	33	\$179,094	\$115,011	\$136,404	\$153,128	\$234,708	\$263,569
Top Finance Position								
	F	185	\$196,106	\$90,797	\$120,668	\$166,049	\$227,369	\$326,672
	M	270	\$240,512	\$115,753	\$146,700	\$202,890	\$275,766	\$399,718
	U	23	\$172,336	\$104,342	\$121,717	\$151,791	\$170,131	\$256,192
Top Human Resources Position								
	F	79	\$218,642	\$122,438	\$137,959	\$180,035	\$267,742	\$346,756
	M	28	\$220,474	\$120,692	\$147,358	\$211,123	\$257,609	\$364,207
	U	6	\$210,193			\$207,910		
Top Legal Position								
	F	36	\$360,145	\$188,381	\$214,653	\$310,044	\$468,038	\$685,487
	M	61	\$330,264	\$184,861	\$221,969	\$275,773	\$423,452	\$530,472
	U	6	\$413,333			\$361,345		
Top Marketing Position								
	F	57	\$201,702	\$132,354	\$146,059	\$158,943	\$202,989	\$274,587
	M	35	\$195,194	\$120,842	\$136,573	\$166,973	\$218,737	\$300,408
Top Operations Position								
	F	98	\$236,339	\$113,278	\$144,000	\$194,057	\$290,454	\$409,899
	M	150	\$283,972	\$126,596	\$171,474	\$244,176	\$322,782	\$488,680
	U	10	\$285,807		\$215,679	\$247,010	\$280,087	
Top PR/Communications Position								
	F	69	\$184,070	\$130,736	\$142,245	\$159,526	\$204,873	\$249,378
	M	51	\$241,967	\$132,370	\$154,175	\$216,688	\$281,805	\$407,823

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia								
Greater than \$5 million								
Top Program Position								
	F	44	\$198,567	\$126,265	\$141,623	\$172,981	\$209,695	\$288,160
	M	34	\$222,692	\$123,497	\$148,681	\$193,326	\$227,229	\$280,914
Top Technology Position								
	F	21	\$206,733	\$131,837	\$148,104	\$166,778	\$194,488	\$258,487
	M	134	\$228,083	\$128,783	\$154,334	\$201,929	\$261,830	\$364,379
	U	13	\$227,399		\$166,568	\$172,506	\$195,982	

Washington

\$500 thousand or less

CEO/Executive Director

F	487	\$55,070	\$24,964	\$36,643	\$50,231	\$68,237	\$87,052
M	361	\$65,743	\$24,000	\$37,965	\$55,803	\$80,000	\$120,000
U	54	\$53,124	\$25,176	\$36,188	\$48,203	\$61,916	\$81,694

Top Administrative Position

F	24	\$43,153	\$23,012	\$30,431	\$38,272	\$49,013	\$72,440
M	9	\$76,550			\$51,863		

Top Education Position

F	5	\$38,400			\$32,310		
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Top Finance Position

F	24	\$44,691	\$20,345	\$32,340	\$38,522	\$48,086	\$66,128
M	12	\$58,172		\$27,863	\$46,465	\$83,805	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington								
\$500 thousand or less								
Top Operations Position								
	F	11	\$48,720		\$35,426	\$44,301	\$60,829	
	M	9	\$62,304			\$45,641		
Top Program Position								
	F	11	\$40,664		\$27,666	\$41,983	\$45,791	
	M	6	\$47,653			\$51,685		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	227	\$80,110	\$45,019	\$59,886	\$74,067	\$92,162	\$120,288
	M	170	\$97,809	\$44,953	\$65,720	\$85,777	\$114,394	\$166,370
	U	17	\$75,060		\$53,626	\$73,848	\$94,966	
Top Administrative Position								
	F	10	\$63,028		\$50,008	\$57,207	\$77,809	
Top Business Position								
	M	6	\$127,362			\$125,429		
Top Finance Position								
	F	26	\$62,371	\$27,471	\$39,004	\$48,481	\$72,125	\$125,668
	M	13	\$103,922		\$45,602	\$78,242	\$140,856	
Top Operations Position								
	F	10	\$68,414		\$45,937	\$60,345	\$72,325	
Top Program Position								
	F	6	\$58,615			\$60,155		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	367	\$112,216	\$60,745	\$79,384	\$105,552	\$134,577	\$170,181
	M	346	\$127,956	\$61,528	\$87,308	\$115,164	\$149,770	\$209,825
	U	46	\$120,650	\$65,739	\$83,772	\$119,542	\$145,546	\$179,678
Top Administrative Position								
	F	16	\$102,279		\$84,768	\$99,591	\$126,250	
	M	24	\$116,154	\$54,670	\$84,879	\$111,774	\$141,863	\$176,823
Top Business Position								
	F	17	\$116,010		\$76,306	\$111,963	\$153,755	
	M	15	\$170,489		\$130,466	\$179,698	\$212,061	
Top Development Position								
	F	12	\$112,297		\$103,917	\$115,749	\$131,082	
Top Education Position								
	M	7	\$136,103			\$142,033		
Top Finance Position								
	F	84	\$89,659	\$47,059	\$62,770	\$85,505	\$116,357	\$135,238
	M	75	\$125,781	\$56,731	\$80,562	\$117,368	\$158,418	\$211,180
	U	7	\$92,608			\$79,499		
Top Operations Position								
	F	23	\$98,889	\$61,895	\$71,813	\$90,158	\$129,815	\$152,589
	M	21	\$116,798	\$68,999	\$90,394	\$111,803	\$135,974	\$156,093
Top PR/Communications Position								
	F	5	\$147,615			\$153,162		
Top Program Position								
	M	10	\$164,986		\$120,435	\$142,898	\$176,704	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington								
Between \$1 million and \$5 million								
Top Technology Position								
	M	5	\$115,328			\$108,744		
Greater than \$5 million								
CEO/Executive Director								
	F	173	\$252,629	\$115,631	\$141,178	\$182,121	\$253,521	\$419,710
	M	281	\$332,760	\$115,253	\$154,917	\$224,072	\$375,580	\$664,349
	U	18	\$229,949		\$140,433	\$180,206	\$264,118	
Top Administrative Position								
	F	31	\$165,741	\$109,696	\$119,195	\$146,078	\$185,116	\$248,329
	M	50	\$237,708	\$114,258	\$142,082	\$189,074	\$244,280	\$410,875
Top Business Position								
	F	19	\$183,053		\$135,693	\$150,193	\$196,427	
	M	29	\$269,353	\$142,485	\$187,300	\$210,294	\$235,751	\$279,088
Top Development Position								
	F	40	\$191,129	\$119,295	\$129,689	\$149,773	\$186,110	\$286,847
	M	24	\$181,228	\$94,646	\$136,837	\$181,380	\$209,568	\$295,760
	U	7	\$171,198			\$147,351		
Top Education Position								
	F	16	\$196,197		\$144,300	\$163,355	\$253,681	
	M	14	\$182,958		\$140,619	\$170,280	\$203,999	
Top Facilities Position								
	M	10	\$240,008		\$171,644	\$184,220	\$292,476	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington								
Greater than \$5 million								
Top Finance Position								
	F	165	\$155,158	\$74,748	\$100,045	\$132,489	\$171,065	\$260,768
	M	151	\$240,456	\$100,151	\$124,349	\$171,547	\$235,692	\$415,079
	U	26	\$182,906	\$84,844	\$110,297	\$132,272	\$159,712	\$257,641
Top Human Resources Position								
	F	46	\$197,593	\$113,642	\$125,689	\$170,614	\$221,384	\$333,321
	M	8	\$412,859			\$197,481		
Top Legal Position								
	F	12	\$366,121		\$190,605	\$258,033	\$299,050	
	M	12	\$244,242		\$138,039	\$179,583	\$301,633	
Top Marketing Position								
	F	19	\$160,604		\$132,482	\$151,009	\$181,775	
	M	19	\$187,926		\$134,795	\$164,337	\$223,379	
Top Operations Position								
	F	71	\$208,209	\$95,657	\$121,100	\$157,836	\$247,871	\$375,758
	M	79	\$252,111	\$122,200	\$132,429	\$196,384	\$288,324	\$444,336
	U	10	\$268,192		\$141,749	\$161,347	\$213,181	
Top PR/Communications Position								
	F	15	\$241,114		\$178,538	\$201,802	\$228,429	
	M	21	\$162,873	\$97,226	\$126,147	\$141,915	\$161,519	\$227,944
Top Program Position								
	F	20	\$164,768	\$121,511	\$133,447	\$157,261	\$191,694	\$219,088
	M	18	\$188,827		\$135,214	\$157,666	\$202,224	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington								
Greater than \$5 million								
Top Technology Position								
	F	11	\$370,330		\$118,897	\$162,805	\$448,114	
	M	69	\$224,789	\$122,366	\$143,902	\$179,560	\$262,896	\$424,905

West Virginia

\$500 thousand or less								
CEO/Executive Director								
	F	116	\$51,510	\$27,386	\$34,612	\$44,750	\$59,358	\$84,357
	M	74	\$55,835	\$20,191	\$32,461	\$47,795	\$79,552	\$101,857
Top Administrative Position								
	M	5	\$35,550			\$42,608		
Top Finance Position								
	F	7	\$29,698			\$24,282		
	M	7	\$48,857			\$37,713		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	64	\$66,610	\$36,768	\$44,803	\$53,078	\$70,724	\$106,961
	M	35	\$88,062	\$38,653	\$55,652	\$79,788	\$119,888	\$139,813
Top Business Position								
	M	5	\$132,151			\$101,939		
Top Finance Position								
	M	5	\$73,345			\$57,977		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	94	\$85,173	\$52,135	\$66,394	\$77,932	\$98,431	\$122,993
	M	85	\$118,152	\$57,367	\$67,818	\$88,303	\$127,250	\$193,243
Top Business Position								
	M	10	\$147,512		\$123,583	\$152,636	\$177,114	
Top Finance Position								
	F	23	\$74,465	\$29,998	\$49,975	\$60,565	\$88,331	\$114,051
	M	19	\$103,584		\$65,483	\$88,646	\$136,111	
Top Operations Position								
	M	6	\$186,031			\$84,623		
Greater than \$5 million								
CEO/Executive Director								
	F	42	\$161,050	\$78,235	\$103,027	\$146,364	\$173,734	\$217,037
	M	60	\$289,981	\$92,022	\$113,191	\$200,023	\$375,626	\$613,652
Top Administrative Position								
	F	9	\$126,040			\$117,722		
	M	9	\$297,816			\$150,726		
Top Finance Position								
	F	39	\$109,477	\$62,224	\$75,007	\$99,715	\$115,997	\$154,644
	M	37	\$211,130	\$63,848	\$91,146	\$140,934	\$284,565	\$388,233
Top Human Resources Position								
	F	6	\$264,656			\$148,946		
Top Legal Position								
	M	7	\$395,851			\$327,045		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia								
Greater than \$5 million								
Top Operations Position	F	11	\$157,319		\$103,771	\$114,004	\$162,983	
	M	20	\$240,353	\$87,222	\$120,458	\$213,704	\$280,725	\$406,515
Top Technology Position								
	M	10	\$295,032		\$188,253	\$252,293	\$335,760	
Wisconsin								
\$500 thousand or less								
CEO/Executive Director	F	467	\$52,766	\$24,120	\$35,180	\$50,000	\$64,533	\$82,011
	M	260	\$60,606	\$24,827	\$37,973	\$57,617	\$74,203	\$98,778
	U	27	\$46,375	\$22,095	\$27,296	\$45,757	\$59,729	\$74,797
Top Administrative Position	F	17	\$41,939		\$30,050	\$38,619	\$48,960	
	M	6	\$33,023			\$32,224		
Top Finance Position	F	31	\$40,916	\$19,991	\$26,063	\$42,399	\$49,110	\$60,491
	M	14	\$44,677		\$25,363	\$42,727	\$57,953	
Top Operations Position								
	F	9	\$53,476			\$47,204		
Top Program Position								
	F	7	\$34,081			\$30,279		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	197	\$78,470	\$49,617	\$59,380	\$73,551	\$89,696	\$117,294
	M	159	\$92,924	\$44,799	\$63,067	\$85,975	\$110,700	\$148,823
	U	13	\$79,308		\$54,080	\$65,131	\$104,755	
Top Administrative Position								
	F	9	\$57,309			\$54,018		
	M	9	\$63,618			\$54,686		
Top Finance Position								
	F	9	\$83,248			\$42,230		
	M	13	\$134,753		\$69,680	\$133,830	\$149,418	
Top Operations Position								
	F	5	\$69,402			\$72,466		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	313	\$107,220	\$63,269	\$77,500	\$96,020	\$125,729	\$158,382
	M	335	\$141,674	\$63,114	\$90,656	\$122,239	\$173,900	\$242,423
	U	19	\$123,186		\$96,561	\$102,195	\$140,249	
Top Administrative Position								
	F	17	\$80,961		\$59,767	\$80,311	\$108,721	
	M	23	\$112,223	\$69,004	\$97,828	\$103,807	\$125,392	\$162,827
Top Business Position								
	F	5	\$83,752			\$76,315		
	M	27	\$149,300	\$106,758	\$130,412	\$155,687	\$177,285	\$192,161
Top Facilities Position								
	M	6	\$111,532			\$115,684		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin								
Between \$1 million and \$5 million								
Top Finance Position								
	F	72	\$82,561	\$34,697	\$61,238	\$82,994	\$98,939	\$125,987
	M	60	\$118,195	\$52,760	\$75,639	\$101,940	\$143,283	\$199,038
Top Human Resources Position								
	F	5	\$90,119			\$98,575		
Top Legal Position								
	M	6	\$203,563			\$180,992		
Top Operations Position								
	F	23	\$93,202	\$53,913	\$67,477	\$91,055	\$116,495	\$127,153
	M	18	\$107,778		\$68,237	\$108,831	\$142,129	
Greater than \$5 million								
CEO/Executive Director								
	F	153	\$284,163	\$101,530	\$126,663	\$187,867	\$277,318	\$433,535
	M	255	\$364,382	\$123,837	\$170,537	\$260,425	\$395,378	\$611,041
	U	12	\$240,721		\$128,295	\$185,149	\$296,598	
Top Administrative Position								
	F	42	\$181,545	\$96,633	\$119,401	\$162,960	\$207,235	\$268,669
	M	36	\$233,795	\$109,468	\$132,331	\$197,062	\$289,240	\$329,840
Top Business Position								
	F	14	\$171,959		\$103,712	\$138,172	\$201,053	
	M	32	\$231,934	\$136,877	\$162,168	\$211,142	\$255,681	\$306,910
Top Development Position								
	F	28	\$187,301	\$119,558	\$126,979	\$141,803	\$215,139	\$298,169
	M	19	\$225,622		\$159,824	\$190,422	\$240,816	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin								
Greater than \$5 million								
Top Education Position								
	F	13	\$144,870		\$129,890	\$137,790	\$151,144	
	M	16	\$249,486		\$153,427	\$169,191	\$216,367	
Top Finance Position								
	F	131	\$157,354	\$72,230	\$90,351	\$133,490	\$181,606	\$234,396
	M	142	\$239,142	\$89,335	\$129,229	\$188,109	\$255,520	\$417,012
	U	11	\$238,377		\$85,996	\$122,931	\$167,781	
Top Human Resources Position								
	F	40	\$171,719	\$108,610	\$117,563	\$139,829	\$193,695	\$260,030
	M	11	\$294,184		\$196,485	\$255,480	\$395,017	
Top Legal Position								
	M	15	\$332,024		\$187,683	\$244,563	\$427,924	
Top Marketing Position								
	F	22	\$163,211	\$103,964	\$131,761	\$142,797	\$164,021	\$227,904
	M	16	\$226,665		\$150,739	\$179,606	\$237,472	
Top Operations Position								
	F	64	\$177,496	\$106,693	\$128,170	\$154,422	\$202,242	\$261,854
	M	74	\$280,631	\$121,180	\$152,784	\$195,894	\$253,123	\$381,694
Top PR/Communications Position								
	F	7	\$186,213			\$167,715		
	M	13	\$215,012		\$166,263	\$203,854	\$223,476	
Top Program Position								
	F	16	\$162,408		\$124,153	\$135,106	\$161,079	
	M	11	\$186,804		\$129,960	\$189,596	\$233,508	

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin								
Greater than \$5 million								
Top Technology Position								
	F	13	\$213,437		\$130,277	\$189,641	\$211,684	
	M	46	\$243,402	\$141,457	\$161,697	\$203,076	\$259,471	\$371,026

Wyoming

\$500 thousand or less

CEO/Executive Director

F	109	\$52,397	\$28,819	\$38,333	\$50,840	\$63,525	\$79,517
M	35	\$56,645	\$29,480	\$36,000	\$48,000	\$67,015	\$104,940
U	9	\$66,189			\$63,320		

Top Finance Position

F	5	\$28,568			\$32,340		
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Between \$500 thousand and \$1 million

CEO/Executive Director

F	40	\$80,206	\$51,930	\$66,181	\$75,239	\$88,125	\$104,826
M	16	\$101,966		\$60,204	\$103,286	\$134,895	

Between \$1 million and \$5 million

CEO/Executive Director

F	45	\$93,099	\$56,922	\$66,600	\$85,485	\$111,260	\$141,783
M	42	\$121,459	\$60,188	\$76,224	\$113,587	\$143,674	\$203,077

Top Administrative Position

M	5	\$64,213			\$48,650		
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All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming								
Between \$1 million and \$5 million								
Top Finance Position								
	F	10	\$60,430		\$46,956	\$51,609	\$84,195	
	M	8	\$86,260			\$78,353		
Top Operations Position								
	F	5	\$89,509			\$79,201		
Greater than \$5 million								
CEO/Executive Director								
	F	7	\$192,105			\$141,190		
	M	27	\$225,023	\$112,003	\$148,871	\$200,000	\$244,419	\$369,339
Top Administrative Position								
	M	6	\$214,309			\$203,234		
Top Finance Position								
	F	13	\$161,152		\$107,526	\$125,368	\$154,703	
	M	5	\$131,509			\$140,348		
Top Operations Position								
	M	7	\$170,824			\$169,459		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	8	\$32,360			\$25,775		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	30	\$52,278	\$30,009	\$39,083	\$46,346	\$61,650	\$85,878
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$80,919			\$72,114		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$119,298		\$84,039	\$89,262	\$170,120	
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	9	\$43,348			\$35,750		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	12	\$64,417		\$44,416	\$51,509	\$64,793	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$93,356			\$96,055		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$126,468			\$135,524		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	16	\$64,391		\$54,433	\$64,500	\$69,703	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$101,378			\$99,073		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	12	\$57,251		\$42,448	\$57,530	\$63,598	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$126,067			\$113,822		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	27	\$48,281	\$24,489	\$29,688	\$47,500	\$64,760	\$70,402
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$74,304		\$43,933	\$69,697	\$88,107	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$110,969	\$54,087	\$78,867	\$101,332	\$128,295	\$191,152
Top Finance Position	5	\$65,283			\$48,808		
Greater than \$5 million							
CEO/Executive Director	27	\$209,107	\$102,027	\$119,455	\$173,091	\$283,047	\$307,919
Top Administrative Position	7	\$151,440			\$116,601		
Top Education Position	9	\$160,713			\$137,281		
Top Finance Position	19	\$167,473		\$121,052	\$167,917	\$191,560	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	13	\$54,466		\$39,000	\$54,570	\$59,640	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$72,991			\$67,587		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	7	\$35,855			\$32,115		
Greater than \$5 million							
CEO/Executive Director	5	\$118,576			\$99,359		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	10	\$52,498		\$37,224	\$46,458	\$55,578	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$56,842			\$54,504		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$120,561		\$86,161	\$100,593	\$148,074	
Top Finance Position	5	\$100,822			\$102,950		
Greater than \$5 million							
CEO/Executive Director	29	\$381,034	\$144,105	\$181,167	\$258,744	\$424,111	\$673,453
Top Administrative Position	6	\$158,472			\$147,592		
Top Finance Position	13	\$325,115		\$145,993	\$185,347	\$334,112	
Top Operations Position	11	\$384,294		\$139,701	\$227,892	\$569,564	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	11	\$49,354		\$37,756	\$43,500	\$57,172	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$86,695			\$73,050		
Greater than \$5 million							
CEO/Executive Director	5	\$262,720			\$170,422		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	72	\$43,422	\$24,964	\$31,093	\$39,697	\$57,589	\$64,969
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	\$67,134	\$39,237	\$49,723	\$70,000	\$81,647	\$88,141
Between \$1 million and \$5 million							
CEO/Executive Director	54	\$90,971	\$58,759	\$67,821	\$83,413	\$104,302	\$135,478
Top Finance Position	8	\$70,591			\$75,711		
Greater than \$5 million							
CEO/Executive Director	35	\$209,180	\$102,363	\$115,773	\$149,362	\$238,227	\$318,634
Top Finance Position	26	\$115,298	\$46,063	\$75,125	\$105,486	\$134,554	\$200,340
Top Human Resources Position	6	\$103,373			\$94,167		
Top Operations Position	7	\$323,108			\$170,158		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	8	\$46,877			\$54,567		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	28	\$60,958	\$22,365	\$33,564	\$58,208	\$77,355	\$100,356

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Mental Health, Crisis Intervention							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$67,716			\$59,135		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$75,035		\$52,104	\$73,359	\$92,979	
Greater than \$5 million							
CEO/Executive Director	8	\$131,740			\$139,446		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	11	\$52,019		\$38,500	\$46,305	\$70,276	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$115,144		\$83,432	\$93,758	\$124,607	
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$86,500			\$75,000		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	9	\$67,907			\$61,180		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$158,470			\$140,865		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	84	\$54,452	\$19,501	\$27,428	\$45,567	\$74,649	\$106,323
Top Finance Position	7	\$54,426			\$43,636		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$58,309		\$41,188	\$49,260	\$60,275	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$125,965		\$82,730	\$134,056	\$173,437	
Unknown							
\$500 thousand or less							
CEO/Executive Director	6	\$60,095			\$62,211		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	19	\$58,064		\$41,711	\$52,061	\$74,162	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$71,108			\$70,620		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$109,236		\$95,750	\$104,162	\$111,724	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	26	\$49,923	\$28,980	\$41,858	\$47,199	\$61,500	\$68,685
Top Administrative Position	6	\$62,652			\$67,766		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$70,601		\$63,385	\$68,621	\$84,278	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$124,495			\$137,203		
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$120,788			\$105,544		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$46,451			\$36,311		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	\$61,189			\$46,731		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$74,802			\$68,890		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$132,681			\$133,534		
Greater than \$5 million							
CEO/Executive Director	5	\$176,532			\$146,535		
Top Finance Position	5	\$109,973			\$100,679		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	8	\$46,493			\$38,511		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$86,827		\$69,018	\$74,357	\$99,280	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$126,365			\$109,413		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$62,335			\$60,000		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$118,491		\$81,852	\$101,235	\$155,476	
Greater than \$5 million							
CEO/Executive Director	17	\$435,145		\$206,468	\$409,405	\$555,292	
Top Finance Position	15	\$263,535		\$150,615	\$234,531	\$307,267	
Top Operations Position	7	\$360,386			\$354,320		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$101,042		\$86,247	\$90,880	\$103,310	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	17	\$54,732		\$43,000	\$54,438	\$65,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$70,208		\$54,707	\$65,874	\$83,789	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$104,323	\$73,988	\$82,354	\$99,434	\$126,304	\$141,066
Top Finance Position	7	\$81,017			\$76,004		
Greater than \$5 million							
CEO/Executive Director	16	\$186,946		\$140,111	\$173,688	\$195,188	
Top Finance Position	9	\$174,302			\$169,258		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	7	\$63,749			\$52,350		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$103,004		\$89,339	\$102,679	\$116,689	
Greater than \$5 million							
CEO/Executive Director	8	\$124,456			\$116,969		
Top Finance Position	6	\$87,188			\$85,877		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	8	\$54,939			\$57,433		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$131,593			\$124,661		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	\$39,002			\$32,770		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	9	\$35,726			\$37,500		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$58,357		\$46,169	\$54,901	\$64,521	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$95,928			\$106,517		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	49	\$47,540	\$23,531	\$29,767	\$43,272	\$58,064	\$83,412
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$77,154	\$46,494	\$61,024	\$69,706	\$81,346	\$125,366
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$114,679		\$81,719	\$103,646	\$141,907	
Greater than \$5 million							
CEO/Executive Director	12	\$248,743		\$122,308	\$215,041	\$289,809	
Top Finance Position	9	\$91,015			\$78,911		
Top Operations Position	6	\$170,945			\$142,583		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	7	\$52,040			\$42,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$110,095			\$120,068		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	20	\$57,374	\$27,885	\$36,056	\$52,811	\$71,839	\$95,541
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$103,484			\$109,375		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$117,202		\$89,678	\$111,953	\$121,560	
Greater than \$5 million							
CEO/Executive Director	6	\$343,983			\$326,973		
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$167,066			\$145,690		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	12	\$45,925		\$29,579	\$46,776	\$64,333	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$110,383		\$97,661	\$101,818	\$114,454	
Top Finance Position	5	\$72,126			\$66,150		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	43	\$53,374	\$25,543	\$34,450	\$47,045	\$69,125	\$81,558
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$76,088	\$38,177	\$50,136	\$70,110	\$97,741	\$120,219

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	128	\$110,623	\$60,839	\$75,846	\$97,452	\$123,747	\$181,475
Top Administrative Position	7	\$67,235			\$65,813		
Top Business Position	7	\$74,580			\$73,234		
Top Finance Position	17	\$86,486		\$50,574	\$81,373	\$125,042	
Top Operations Position	6	\$136,510			\$142,287		
Greater than \$5 million							
CEO/Executive Director	70	\$162,585	\$86,535	\$108,235	\$128,077	\$190,651	\$266,780
Top Administrative Position	18	\$133,001		\$101,029	\$119,981	\$168,388	
Top Finance Position	23	\$131,884	\$77,851	\$93,092	\$104,699	\$146,258	\$177,649
Top Operations Position	11	\$116,990		\$89,134	\$131,867	\$151,931	
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	6	\$59,815			\$62,099		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$71,229		\$53,654	\$72,430	\$84,190	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	8	\$54,886			\$54,548		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$107,890		\$76,245	\$86,569	\$131,556	
Greater than \$5 million							
CEO/Executive Director	5	\$193,233			\$154,021		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$106,257			\$102,190		
Greater than \$5 million							
CEO/Executive Director	6	\$161,398			\$157,850		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	23	\$44,954	\$23,327	\$29,921	\$40,041	\$58,327	\$69,232
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$72,461			\$83,634		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$192,093		\$99,042	\$171,295	\$255,421	
Top Finance Position	5	\$104,815			\$103,282		
Greater than \$5 million							
CEO/Executive Director	46	\$628,487	\$155,678	\$213,600	\$288,364	\$431,799	\$910,598
Top Development Position	5	\$213,760			\$165,814		
Top Finance Position	37	\$288,628	\$103,724	\$120,077	\$173,906	\$287,043	\$631,034
Top Human Resources Position	10	\$421,824		\$201,610	\$353,291	\$460,006	
Top Legal Position	6	\$806,596			\$437,346		
Top Marketing Position	5	\$521,434			\$370,797		
Top Operations Position	23	\$435,197	\$125,552	\$171,241	\$218,355	\$340,884	\$924,434
Top Technology Position	15	\$228,676		\$158,282	\$196,469	\$304,725	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	13	\$54,468		\$45,207	\$48,500	\$66,000	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$84,870			\$81,946		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$94,060		\$73,669	\$94,806	\$123,317	
Greater than \$5 million							
CEO/Executive Director	7	\$161,385			\$165,220		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	81	\$46,871	\$23,998	\$31,200	\$43,377	\$53,619	\$69,292
Top Program Position	6	\$45,397			\$41,094		
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$76,069	\$39,408	\$59,038	\$72,008	\$86,063	\$119,073
Between \$1 million and \$5 million							
CEO/Executive Director	76	\$106,324	\$58,286	\$77,711	\$93,553	\$123,253	\$157,450
Top Finance Position	13	\$104,172		\$63,000	\$70,049	\$95,647	
Top Operations Position	8	\$76,396			\$72,913		
Greater than \$5 million							
CEO/Executive Director	62	\$192,441	\$95,893	\$122,093	\$189,350	\$232,262	\$273,712
Top Development Position	6	\$163,013			\$168,174		
Top Finance Position	38	\$135,395	\$71,559	\$96,103	\$126,051	\$161,245	\$199,261
Top Human Resources Position	5	\$180,261			\$175,687		
Top Marketing Position	5	\$144,045			\$124,981		
Top Operations Position	14	\$172,685		\$116,002	\$143,736	\$230,206	
Top Technology Position	6	\$164,339			\$126,529		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	7	\$48,719			\$38,787		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$113,930			\$108,242		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	12	\$60,564		\$27,767	\$45,169	\$67,244	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$122,770		\$99,640	\$120,400	\$134,364	
Greater than \$5 million							
CEO/Executive Director	21	\$234,509	\$124,696	\$148,872	\$213,515	\$276,451	\$420,530
Top Finance Position	11	\$128,197		\$107,084	\$129,662	\$155,583	
Top Operations Position	10	\$128,478		\$102,327	\$108,974	\$140,658	
Mutual/Membership Benefit Organizations, Other							
\$500 thousand or less							
CEO/Executive Director	5	\$54,367			\$55,000		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	8	\$61,006			\$58,312		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$80,608			\$88,505		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$194,820			\$188,525		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	9	\$274,060			\$237,680		
Top Finance Position	6	\$152,495			\$139,637		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$56,104			\$60,828		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$64,924			\$62,923		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$112,870			\$101,247		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	17	\$43,428		\$30,546	\$42,000	\$57,833	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$92,527		\$56,527	\$89,879	\$106,232	
Top Finance Position	5	\$49,348			\$56,400		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	67	\$51,913	\$22,037	\$29,296	\$48,000	\$71,493	\$80,836
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$85,412		\$66,008	\$82,230	\$102,250	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$126,524		\$77,790	\$120,000	\$168,656	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	28	\$61,467	\$38,391	\$46,486	\$59,925	\$73,104	\$84,058
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$76,591			\$80,955		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$109,732		\$84,543	\$109,596	\$121,328	
Greater than \$5 million							
Top Operations Position	5	\$126,646			\$119,558		
Arkansas							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	23	\$44,005	\$24,039	\$30,289	\$40,080	\$56,138	\$73,841
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$74,046			\$60,943		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$134,662			\$140,020		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	18	\$52,164		\$39,796	\$49,653	\$59,775	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$123,330			\$110,041		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Community Improvement, Capacity Building							
Greater than \$5 million							
CEO/Executive Director	6	\$100,294			\$103,819		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	6	\$41,270			\$35,638		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	21	\$53,558	\$28,500	\$35,500	\$49,702	\$61,700	\$79,036
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$73,837			\$48,375		
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$91,878	\$43,500	\$49,824	\$75,000	\$119,285	\$158,216
Greater than \$5 million							
CEO/Executive Director	24	\$259,318	\$119,638	\$164,519	\$242,289	\$304,783	\$399,143
Top Administrative Position	6	\$140,959			\$134,718		
Top Education Position	6	\$214,877			\$188,842		
Top Finance Position	16	\$153,214		\$101,738	\$154,405	\$178,127	
Top Operations Position	5	\$220,954			\$219,559		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	\$55,663			\$62,769		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$41,348			\$39,018		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$128,363			\$114,664		
Top Administrative Position	5	\$79,156			\$82,519		
Top Finance Position	5	\$89,568			\$75,974		
Greater than \$5 million							
CEO/Executive Director	49	\$275,144	\$71,749	\$98,860	\$185,143	\$389,950	\$713,502
Top Administrative Position	10	\$306,806		\$169,654	\$284,194	\$367,295	
Top Finance Position	26	\$150,082	\$64,528	\$79,895	\$118,198	\$207,509	\$304,958
Top Operations Position	16	\$217,300		\$122,993	\$205,529	\$304,292	
Top Technology Position	7	\$182,377			\$178,427		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	9	\$48,685			\$44,750		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$87,701			\$74,160		
Greater than \$5 million							
CEO/Executive Director	10	\$73,731		\$67,511	\$76,636	\$79,953	
Top Finance Position	6	\$77,837			\$77,585		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	42	\$44,300	\$22,350	\$32,820	\$42,095	\$49,824	\$74,002

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$58,884		\$34,865	\$47,799	\$71,191	
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$85,933	\$57,061	\$69,224	\$85,000	\$99,575	\$120,630
Top Finance Position	8	\$93,315			\$86,545		
Greater than \$5 million							
CEO/Executive Director	31	\$126,881	\$63,523	\$91,613	\$126,365	\$153,552	\$185,939
Top Finance Position	18	\$99,135		\$69,737	\$102,767	\$119,740	
Top Operations Position	5	\$91,784			\$98,939		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	7	\$52,323			\$58,444		
Greater than \$5 million							
CEO/Executive Director	12	\$155,640		\$144,260	\$157,512	\$171,444	
Top Finance Position	6	\$112,500			\$102,472		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$106,877			\$101,642		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	32	\$48,332	\$21,714	\$27,043	\$46,695	\$62,750	\$79,602
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$98,403			\$73,917		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$97,592		\$82,815	\$99,173	\$111,456	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	16	\$49,874		\$34,500	\$41,543	\$64,973	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$92,048			\$102,041		
California							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	69	\$51,706	\$19,956	\$27,000	\$44,119	\$70,909	\$87,119
Top Finance Position	7	\$40,553			\$32,285		
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$76,672	\$39,808	\$50,481	\$70,366	\$100,047	\$119,565
Between \$1 million and \$5 million							
CEO/Executive Director	86	\$101,877	\$50,154	\$71,149	\$94,996	\$128,827	\$160,417
Top Finance Position	10	\$96,186		\$77,833	\$98,187	\$113,230	
Top Operations Position	6	\$135,754			\$135,309		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Animal-Related							
Greater than \$5 million							
CEO/Executive Director	30	\$305,533	\$164,093	\$218,947	\$276,520	\$318,847	\$403,447
Top Development Position	18	\$167,388		\$125,394	\$142,636	\$168,473	
Top Finance Position	23	\$166,321	\$88,865	\$114,060	\$144,500	\$178,823	\$227,340
Top Human Resources Position	6	\$198,275			\$186,657		
Top Operations Position	15	\$185,328		\$145,416	\$168,912	\$182,711	
Top Program Position	6	\$168,503			\$181,982		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	419	\$51,749	\$21,824	\$31,661	\$46,924	\$65,000	\$87,109
Top Administrative Position	13	\$42,060		\$27,996	\$45,217	\$47,990	
Top Finance Position	27	\$45,255	\$21,075	\$29,420	\$40,000	\$54,717	\$81,611
Top Operations Position	6	\$47,757			\$39,102		
Top Program Position	6	\$46,569			\$33,700		
Between \$500 thousand and \$1 million							
CEO/Executive Director	199	\$77,262	\$40,273	\$59,528	\$73,973	\$92,595	\$114,247
Top Finance Position	14	\$72,293		\$48,370	\$70,109	\$86,356	
Top Operations Position	10	\$62,191		\$42,667	\$52,334	\$73,001	
Between \$1 million and \$5 million							
CEO/Executive Director	284	\$124,912	\$64,052	\$84,125	\$117,318	\$154,001	\$195,020
Top Administrative Position	10	\$89,541		\$63,113	\$85,782	\$101,961	
Top Development Position	13	\$104,428		\$97,717	\$112,257	\$115,274	
Top Finance Position	29	\$97,955	\$54,440	\$71,310	\$108,146	\$120,000	\$134,326
Top Operations Position	18	\$97,510		\$77,843	\$103,809	\$117,421	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	113	\$342,601	\$150,622	\$197,660	\$270,937	\$381,561	\$602,572
Top Administrative Position	21	\$175,051	\$117,247	\$131,514	\$154,968	\$225,513	\$268,147
Top Business Position	10	\$180,081		\$123,893	\$158,781	\$236,804	
Top Development Position	68	\$198,571	\$119,421	\$144,800	\$177,015	\$230,012	\$294,480
Top Education Position	21	\$172,692	\$108,488	\$120,953	\$163,119	\$194,934	\$275,914
Top Facilities Position	6	\$211,521			\$215,153		
Top Finance Position	78	\$179,119	\$103,336	\$124,279	\$162,254	\$224,430	\$269,727
Top Human Resources Position	12	\$197,747		\$150,068	\$188,597	\$223,838	
Top Legal Position	7	\$265,808			\$248,487		
Top Marketing Position	28	\$172,335	\$110,477	\$124,246	\$161,881	\$195,563	\$235,258
Top Operations Position	44	\$204,231	\$116,976	\$133,824	\$169,063	\$218,904	\$347,553
Top PR/Communications Position	18	\$159,585		\$135,727	\$148,418	\$192,888	
Top Program Position	9	\$188,375			\$149,850		
Top Technology Position	20	\$158,190	\$111,640	\$123,484	\$157,269	\$177,262	\$205,525
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	48	\$58,738	\$22,160	\$40,671	\$54,995	\$68,543	\$95,488
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$82,440	\$60,000	\$65,713	\$76,516	\$91,343	\$120,000
Between \$1 million and \$5 million							
CEO/Executive Director	78	\$132,059	\$75,000	\$99,871	\$127,924	\$162,057	\$202,017
Top Finance Position	19	\$93,103		\$73,988	\$110,060	\$116,104	
Top Legal Position	10	\$130,668		\$130,115	\$138,793	\$154,801	
Top Operations Position	9	\$105,202			\$110,472		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Civil Rights, Social Action, Advocacy							
Greater than \$5 million							
CEO/Executive Director	29	\$234,727	\$117,754	\$191,123	\$235,231	\$274,662	\$364,218
Top Development Position	5	\$183,900			\$171,115		
Top Finance Position	15	\$151,703		\$138,148	\$151,955	\$170,101	
Top Human Resources Position	5	\$135,389			\$119,814		
Top Legal Position	14	\$195,470		\$171,768	\$198,038	\$208,168	
Top Operations Position	13	\$176,643		\$143,638	\$161,857	\$197,048	
Top PR/Communications Position	9	\$173,955			\$163,977		
Top Program Position	5	\$160,552			\$158,755		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	94	\$66,083	\$26,096	\$39,249	\$62,750	\$87,195	\$113,421
Top Finance Position	6	\$33,538			\$26,795		
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	\$104,066	\$47,815	\$75,455	\$92,693	\$123,108	\$182,864
Top Finance Position	7	\$44,555			\$54,864		
Between \$1 million and \$5 million							
CEO/Executive Director	108	\$149,534	\$74,765	\$97,596	\$127,434	\$171,732	\$243,698
Top Administrative Position	5	\$103,438			\$79,947		
Top Finance Position	21	\$121,688	\$59,966	\$77,988	\$88,500	\$122,450	\$166,086
Top Operations Position	9	\$98,224			\$94,419		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Community Improvement, Capacity Building							
Greater than \$5 million							
CEO/Executive Director	37	\$278,390	\$130,650	\$158,625	\$257,750	\$349,060	\$442,592
Top Development Position	6	\$224,982			\$207,505		
Top Finance Position	26	\$180,077	\$88,857	\$124,878	\$165,537	\$207,359	\$289,781
Top Human Resources Position	5	\$206,656			\$185,334		
Top Operations Position	17	\$213,550		\$164,136	\$185,589	\$210,249	
Top PR/Communications Position	6	\$159,162			\$152,166		
Top Program Position	6	\$186,294			\$182,284		
Top Technology Position	5	\$201,075			\$199,950		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	49	\$60,729	\$23,903	\$42,000	\$52,156	\$83,400	\$102,860
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$96,423	\$47,378	\$62,728	\$85,814	\$120,924	\$140,787
Between \$1 million and \$5 million							
CEO/Executive Director	62	\$132,044	\$70,821	\$95,764	\$126,962	\$172,663	\$187,071
Top Finance Position	13	\$109,065		\$84,684	\$104,838	\$131,750	
Top Legal Position	11	\$152,153		\$131,639	\$157,033	\$172,578	
Top Operations Position	10	\$123,973		\$100,251	\$115,826	\$145,139	
Greater than \$5 million							
CEO/Executive Director	15	\$204,003		\$166,388	\$209,481	\$242,909	
Top Finance Position	8	\$137,575			\$137,195		
Top Legal Position	11	\$163,657		\$133,025	\$164,100	\$186,014	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	66	\$60,862	\$21,661	\$35,176	\$59,848	\$76,747	\$102,781
Top Finance Position	5	\$54,980			\$48,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	\$96,952	\$51,680	\$70,594	\$92,333	\$120,000	\$160,331
Between \$1 million and \$5 million							
CEO/Executive Director	47	\$145,723	\$89,558	\$113,669	\$142,283	\$178,817	\$205,963
Top Development Position	6	\$136,106			\$133,030		
Top Finance Position	5	\$92,084			\$95,434		
Top Program Position	7	\$126,860			\$126,000		
Greater than \$5 million							
CEO/Executive Director	26	\$288,991	\$129,894	\$178,685	\$237,813	\$347,301	\$459,493
Top Business Position	5	\$270,282			\$242,214		
Top Development Position	7	\$154,128			\$154,813		
Top Finance Position	16	\$184,111		\$136,525	\$163,758	\$188,333	
Top Operations Position	11	\$202,187		\$121,395	\$151,058	\$187,566	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	292	\$56,879	\$22,535	\$31,232	\$49,327	\$74,995	\$97,310
Top Administrative Position	9	\$40,874			\$42,355		
Top Finance Position	28	\$48,204	\$20,177	\$24,874	\$40,778	\$63,464	\$85,212
Top Program Position	11	\$54,092		\$39,238	\$48,154	\$60,281	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	188	\$91,440	\$49,940	\$62,385	\$81,968	\$115,386	\$150,565
Top Administrative Position	6	\$66,131			\$68,744		
Top Finance Position	19	\$83,814		\$52,250	\$74,701	\$117,693	
Top Program Position	8	\$65,478			\$65,528		
Between \$1 million and \$5 million							
CEO/Executive Director	535	\$131,535	\$65,154	\$95,935	\$121,230	\$153,234	\$194,321
Top Administrative Position	38	\$106,361	\$49,500	\$85,472	\$105,058	\$131,834	\$150,156
Top Business Position	27	\$89,716	\$48,478	\$60,757	\$83,329	\$105,847	\$133,001
Top Development Position	17	\$118,916		\$102,446	\$113,750	\$125,134	
Top Education Position	24	\$135,326	\$81,930	\$98,671	\$130,171	\$155,732	\$212,879
Top Finance Position	79	\$95,102	\$47,637	\$68,757	\$98,665	\$119,722	\$139,184
Top Human Resources Position	5	\$117,904			\$120,327		
Top Operations Position	42	\$111,411	\$61,866	\$92,154	\$111,582	\$133,604	\$146,424
Top Program Position	14	\$133,519		\$117,723	\$136,160	\$157,585	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	634	\$293,577	\$121,854	\$159,799	\$228,211	\$360,008	\$515,645
Top Administrative Position	153	\$191,917	\$111,869	\$126,554	\$165,100	\$217,611	\$310,770
Top Business Position	78	\$191,540	\$81,346	\$114,620	\$154,144	\$199,970	\$281,688
Top Development Position	148	\$213,556	\$111,398	\$142,030	\$176,495	\$233,285	\$349,118
Top Education Position	175	\$233,975	\$121,006	\$141,554	\$180,955	\$244,680	\$386,061
Top Facilities Position	20	\$171,718	\$115,058	\$123,488	\$156,001	\$194,707	\$253,186
Top Finance Position	343	\$198,103	\$101,338	\$128,735	\$180,553	\$233,235	\$297,812
Top Human Resources Position	59	\$174,602	\$118,423	\$133,356	\$152,898	\$191,013	\$247,679
Top Legal Position	22	\$309,149	\$151,967	\$206,050	\$235,118	\$308,229	\$550,647
Top Marketing Position	26	\$180,494	\$109,608	\$133,128	\$165,535	\$209,748	\$292,591
Top Operations Position	157	\$194,263	\$104,367	\$134,283	\$179,183	\$230,936	\$276,850
Top PR/Communications Position	44	\$179,627	\$118,859	\$130,575	\$160,382	\$201,834	\$248,097
Top Program Position	44	\$173,384	\$107,582	\$125,852	\$158,970	\$198,202	\$246,539
Top Technology Position	89	\$203,612	\$123,418	\$136,662	\$162,524	\$221,236	\$290,936
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	24	\$61,631	\$21,935	\$46,875	\$60,457	\$81,360	\$101,097
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$119,518	\$66,221	\$87,917	\$102,374	\$143,694	\$168,730
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$122,931	\$67,241	\$85,483	\$121,327	\$142,195	\$163,737
Top Education Position	8	\$197,977			\$202,262		
Top Finance Position	10	\$121,441		\$107,484	\$116,826	\$138,557	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	47	\$213,318	\$101,786	\$120,310	\$169,479	\$226,596	\$335,207
Top Administrative Position	10	\$184,671		\$137,716	\$181,987	\$233,137	
Top Development Position	5	\$153,438			\$150,239		
Top Finance Position	29	\$147,611	\$85,884	\$106,478	\$130,221	\$179,934	\$225,716
Top Human Resources Position	12	\$152,333		\$124,009	\$140,765	\$172,811	
Top Operations Position	11	\$287,980		\$153,627	\$178,331	\$263,751	
Top Program Position	7	\$151,608			\$158,291		
Top Technology Position	8	\$162,435			\$163,263		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	108	\$61,970	\$23,772	\$39,666	\$54,903	\$80,225	\$104,629
Top Finance Position	8	\$55,170			\$38,059		
Between \$500 thousand and \$1 million							
CEO/Executive Director	75	\$99,720	\$58,134	\$74,325	\$95,500	\$121,054	\$144,186
Between \$1 million and \$5 million							
CEO/Executive Director	147	\$133,331	\$78,645	\$97,717	\$120,662	\$163,733	\$194,685
Top Administrative Position	9	\$98,779			\$95,910		
Top Development Position	19	\$128,178		\$118,206	\$128,854	\$142,478	
Top Finance Position	27	\$104,225	\$57,736	\$75,998	\$109,695	\$131,480	\$145,930
Top Operations Position	8	\$116,497			\$125,613		
Top Program Position	8	\$119,957			\$119,486		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Environmental Quality, Protection, and Beautification							
Greater than \$5 million							
CEO/Executive Director	44	\$285,130	\$154,422	\$172,258	\$220,912	\$334,356	\$509,405
Top Administrative Position	6	\$181,838			\$138,584		
Top Development Position	15	\$173,075		\$129,274	\$136,947	\$170,346	
Top Finance Position	29	\$168,681	\$105,190	\$124,275	\$153,330	\$194,069	\$241,672
Top Legal Position	6	\$239,878			\$239,638		
Top Marketing Position	5	\$151,164			\$138,149		
Top Operations Position	11	\$212,769		\$151,490	\$178,728	\$262,121	
Top PR/Communications Position	5	\$144,932			\$138,375		
Top Program Position	12	\$198,395		\$125,784	\$161,091	\$219,910	
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	38	\$56,804	\$25,042	\$36,564	\$53,001	\$74,623	\$89,400
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$95,042	\$55,249	\$62,872	\$85,000	\$109,679	\$140,800
Between \$1 million and \$5 million							
CEO/Executive Director	48	\$92,026	\$46,677	\$73,759	\$97,103	\$109,394	\$133,566
Greater than \$5 million							
CEO/Executive Director	29	\$146,466	\$77,531	\$94,968	\$136,637	\$182,700	\$217,327
Top Development Position	8	\$136,271			\$158,663		
Top Finance Position	14	\$125,599		\$105,912	\$132,238	\$154,547	
Top Operations Position	8	\$144,375			\$129,358		
Top Program Position	5	\$148,345			\$146,826		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	97	\$58,506	\$23,242	\$38,500	\$53,105	\$72,507	\$90,880
Top Finance Position	8	\$49,514			\$41,521		
Between \$500 thousand and \$1 million							
CEO/Executive Director	61	\$99,372	\$46,491	\$75,000	\$92,056	\$121,316	\$151,604
Top Finance Position	5	\$67,461			\$49,386		
Between \$1 million and \$5 million							
CEO/Executive Director	159	\$156,565	\$76,093	\$93,113	\$138,206	\$206,157	\$270,757
Top Development Position	5	\$114,383			\$116,310		
Top Finance Position	29	\$123,508	\$66,994	\$90,150	\$106,080	\$130,123	\$196,078
Top Operations Position	20	\$129,702	\$61,843	\$90,162	\$125,290	\$154,004	\$184,409
Top Program Position	6	\$118,367			\$120,322		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	269	\$538,867	\$151,934	\$204,131	\$290,220	\$453,388	\$972,850
Top Administrative Position	42	\$406,868	\$121,981	\$153,631	\$200,691	\$247,945	\$393,495
Top Business Position	23	\$312,239	\$158,301	\$174,284	\$218,008	\$359,169	\$607,664
Top Development Position	36	\$222,689	\$121,867	\$146,294	\$210,783	\$251,612	\$333,486
Top Education Position	8	\$622,299			\$278,477		
Top Facilities Position	12	\$385,417		\$191,969	\$340,227	\$456,395	
Top Finance Position	203	\$306,472	\$108,449	\$146,709	\$198,936	\$307,144	\$575,858
Top Human Resources Position	58	\$406,254	\$131,816	\$164,183	\$245,506	\$464,481	\$656,997
Top Legal Position	17	\$788,417		\$287,124	\$543,432	\$635,889	
Top Marketing Position	11	\$323,072		\$223,976	\$292,994	\$470,665	
Top Operations Position	149	\$353,568	\$117,780	\$149,415	\$208,129	\$347,779	\$655,722
Top PR/Communications Position	18	\$325,883		\$221,578	\$267,298	\$359,578	
Top Program Position	17	\$191,961		\$128,961	\$179,896	\$240,162	
Top Technology Position	63	\$354,438	\$152,272	\$199,896	\$252,335	\$421,916	\$594,446
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	71	\$76,990	\$30,300	\$46,850	\$72,100	\$96,250	\$131,169
Between \$500 thousand and \$1 million							
CEO/Executive Director	52	\$101,215	\$39,640	\$65,401	\$79,169	\$103,331	\$166,815

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	127	\$160,846	\$73,399	\$99,200	\$127,550	\$182,697	\$248,511
Top Administrative Position	7	\$82,453			\$85,971		
Top Development Position	9	\$129,693			\$118,454		
Top Facilities Position	6	\$140,350			\$136,046		
Top Finance Position	30	\$126,802	\$63,480	\$103,106	\$120,234	\$156,791	\$177,526
Top Operations Position	16	\$128,411		\$92,139	\$128,140	\$165,993	
Greater than \$5 million							
CEO/Executive Director	102	\$238,776	\$101,339	\$157,495	\$207,753	\$251,962	\$378,076
Top Administrative Position	9	\$142,660			\$129,487		
Top Business Position	10	\$176,324		\$124,443	\$152,989	\$211,561	
Top Development Position	27	\$164,890	\$116,368	\$128,554	\$145,881	\$173,284	\$262,834
Top Facilities Position	10	\$139,673		\$116,655	\$122,903	\$153,166	
Top Finance Position	65	\$180,965	\$103,252	\$130,397	\$160,063	\$199,981	\$276,762
Top Human Resources Position	14	\$202,924		\$158,697	\$187,915	\$220,261	
Top Legal Position	6	\$181,168			\$149,889		
Top Marketing Position	6	\$177,564			\$137,364		
Top Operations Position	26	\$216,121	\$116,988	\$148,301	\$187,156	\$254,301	\$364,135
Top PR/Communications Position	5	\$165,261			\$148,641		
Top Program Position	13	\$132,209		\$122,211	\$126,154	\$135,439	
Top Technology Position	5	\$227,104			\$147,195		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	338	\$54,070	\$24,280	\$33,302	\$50,000	\$69,845	\$87,556
Top Administrative Position	11	\$42,899		\$31,327	\$35,000	\$54,455	
Top Finance Position	21	\$35,375	\$20,000	\$27,700	\$33,800	\$43,000	\$54,000
Top Operations Position	6	\$37,531			\$34,300		
Top Program Position	21	\$50,079	\$20,505	\$25,695	\$37,790	\$66,000	\$85,587
Between \$500 thousand and \$1 million							
CEO/Executive Director	236	\$81,860	\$38,386	\$56,158	\$74,659	\$97,599	\$122,253
Top Administrative Position	7	\$80,599			\$71,000		
Top Finance Position	13	\$59,821		\$46,023	\$55,500	\$73,290	
Top Operations Position	8	\$59,402			\$54,077		
Top Program Position	6	\$49,075			\$50,438		
Between \$1 million and \$5 million							
CEO/Executive Director	564	\$115,875	\$65,957	\$86,245	\$109,929	\$138,235	\$176,309
Top Administrative Position	20	\$92,051	\$58,259	\$61,831	\$89,818	\$107,645	\$133,234
Top Business Position	6	\$201,086			\$131,802		
Top Development Position	7	\$117,681			\$123,444		
Top Finance Position	105	\$87,595	\$46,820	\$58,646	\$77,660	\$102,602	\$132,964
Top Operations Position	24	\$123,288	\$66,739	\$79,542	\$101,681	\$124,539	\$186,429
Top Program Position	17	\$86,187		\$65,587	\$100,008	\$106,841	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	449	\$208,539	\$105,364	\$139,485	\$182,437	\$252,231	\$342,172
Top Administrative Position	54	\$147,108	\$90,987	\$115,767	\$137,639	\$166,100	\$221,983
Top Business Position	18	\$155,532		\$131,370	\$162,233	\$168,257	
Top Development Position	86	\$149,461	\$101,817	\$119,637	\$140,497	\$172,012	\$216,202
Top Education Position	12	\$146,675		\$123,031	\$146,477	\$166,858	
Top Facilities Position	15	\$147,756		\$123,918	\$157,045	\$165,194	
Top Finance Position	279	\$147,926	\$82,868	\$109,566	\$137,338	\$173,297	\$219,352
Top Human Resources Position	85	\$149,261	\$102,456	\$120,911	\$136,898	\$168,024	\$225,362
Top Legal Position	11	\$192,627		\$116,388	\$177,025	\$234,005	
Top Marketing Position	20	\$145,155	\$117,977	\$128,781	\$142,137	\$163,098	\$167,953
Top Operations Position	131	\$172,820	\$109,474	\$124,646	\$156,073	\$196,279	\$264,829
Top PR/Communications Position	24	\$147,505	\$116,661	\$122,969	\$140,719	\$176,276	\$187,027
Top Program Position	95	\$134,834	\$94,420	\$113,725	\$130,210	\$160,114	\$179,471
Top Technology Position	52	\$160,847	\$114,283	\$134,012	\$154,486	\$184,647	\$217,769
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	54	\$51,382	\$20,300	\$30,000	\$45,975	\$68,617	\$87,162
Top Finance Position	6	\$66,471			\$50,834		
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$98,200	\$33,700	\$59,995	\$86,512	\$131,500	\$161,158
Between \$1 million and \$5 million							
CEO/Executive Director	47	\$139,863	\$66,074	\$87,214	\$112,000	\$151,742	\$235,770
Top Finance Position	10	\$101,981		\$76,200	\$101,538	\$122,328	
Top Operations Position	8	\$132,595			\$136,912		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
International, Foreign Affairs, and National Security							
Greater than \$5 million							
CEO/Executive Director	20	\$275,244	\$119,286	\$130,413	\$202,985	\$358,792	\$516,942
Top Development Position	7	\$212,352			\$160,632		
Top Finance Position	15	\$180,208		\$118,868	\$146,622	\$255,910	
Top Operations Position	12	\$197,002		\$128,638	\$176,295	\$261,021	
Top Program Position	6	\$193,785			\$225,192		
Top Technology Position	7	\$172,334			\$169,712		
Medical Research							
\$500 thousand or less							
CEO/Executive Director	17	\$51,102		\$26,722	\$38,479	\$74,258	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$144,900		\$110,274	\$133,582	\$162,932	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$181,169	\$96,459	\$128,618	\$170,191	\$226,374	\$264,473
Top Operations Position	6	\$156,397			\$150,339		
Greater than \$5 million							
CEO/Executive Director	17	\$476,722		\$227,761	\$409,043	\$677,435	
Top Administrative Position	5	\$277,580			\$247,785		
Top Finance Position	10	\$278,693		\$181,146	\$275,641	\$333,709	
Top Operations Position	9	\$322,736			\$285,541		
Top Technology Position	7	\$213,140			\$210,000		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	86	\$56,885	\$23,725	\$36,271	\$49,850	\$72,104	\$97,356
Top Administrative Position	6	\$45,833			\$50,463		
Top Finance Position	8	\$49,314			\$46,793		
Between \$500 thousand and \$1 million							
CEO/Executive Director	54	\$91,421	\$51,151	\$67,076	\$91,250	\$103,504	\$128,489
Top Finance Position	6	\$80,051			\$48,565		
Between \$1 million and \$5 million							
CEO/Executive Director	127	\$129,731	\$71,997	\$90,265	\$114,217	\$145,185	\$197,500
Top Finance Position	24	\$96,698	\$51,414	\$66,263	\$98,896	\$113,049	\$124,657
Top Operations Position	9	\$93,476			\$94,990		
Top Program Position	7	\$94,343			\$100,000		
Greater than \$5 million							
CEO/Executive Director	104	\$217,670	\$131,369	\$162,775	\$195,137	\$257,308	\$312,448
Top Administrative Position	9	\$141,007			\$128,464		
Top Development Position	10	\$150,576		\$126,936	\$139,806	\$175,498	
Top Finance Position	66	\$155,538	\$89,948	\$118,878	\$147,704	\$184,927	\$221,589
Top Human Resources Position	20	\$141,856	\$114,218	\$126,201	\$140,857	\$155,960	\$172,364
Top Operations Position	30	\$199,583	\$122,638	\$138,319	\$161,492	\$210,210	\$265,933
Top Program Position	24	\$139,176	\$105,756	\$111,508	\$127,639	\$157,527	\$194,810
Top Technology Position	10	\$150,129		\$124,686	\$134,584	\$153,622	
Mutual/Membership Benefit Organizations, Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$233,404			\$206,287		
Top Operations Position	5	\$126,974			\$122,096		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	52	\$71,497	\$29,903	\$43,463	\$56,000	\$100,182	\$124,007
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	\$100,142	\$52,727	\$68,674	\$87,900	\$113,035	\$165,867
Between \$1 million and \$5 million							
CEO/Executive Director	82	\$154,270	\$84,757	\$107,576	\$137,538	\$182,081	\$215,935
Top Finance Position	13	\$109,234		\$95,684	\$110,260	\$120,795	
Top Operations Position	8	\$123,703			\$124,360		
Greater than \$5 million							
CEO/Executive Director	53	\$315,548	\$152,793	\$187,534	\$259,098	\$386,983	\$554,500
Top Business Position	7	\$258,524			\$247,834		
Top Development Position	19	\$195,837		\$136,221	\$167,818	\$265,424	
Top Finance Position	35	\$201,727	\$105,506	\$137,057	\$165,966	\$274,989	\$328,119
Top Marketing Position	9	\$165,633			\$150,768		
Top Operations Position	19	\$220,036		\$134,457	\$230,281	\$271,372	
Top PR/Communications Position	6	\$211,399			\$210,871		
Top Program Position	8	\$218,004			\$168,894		
Top Technology Position	7	\$185,577			\$180,013		
Public Safety, Disaster Preparedness, and Relief							
\$500 thousand or less							
CEO/Executive Director	14	\$66,357		\$46,638	\$64,380	\$79,751	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$91,631			\$97,119		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$148,311		\$107,180	\$126,603	\$176,808	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	52	\$60,827	\$23,467	\$34,703	\$54,755	\$81,237	\$98,869
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$106,576	\$50,547	\$77,799	\$94,438	\$131,908	\$180,973
Between \$1 million and \$5 million							
CEO/Executive Director	54	\$162,025	\$81,695	\$104,043	\$138,750	\$186,925	\$273,108
Top Finance Position	10	\$135,176		\$112,949	\$135,014	\$163,805	
Top Operations Position	7	\$137,245			\$128,546		
Greater than \$5 million							
CEO/Executive Director	40	\$354,294	\$124,494	\$162,754	\$237,348	\$315,124	\$543,853
Top Finance Position	22	\$225,004	\$109,365	\$138,696	\$177,913	\$240,654	\$400,046
Top Human Resources Position	7	\$306,172			\$231,437		
Top Operations Position	17	\$212,704		\$106,505	\$182,315	\$241,998	
Top Program Position	10	\$154,668		\$114,568	\$132,431	\$157,550	
Top Technology Position	8	\$340,163			\$226,241		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	110	\$51,926	\$23,990	\$32,252	\$47,113	\$63,458	\$81,534
Top Finance Position	13	\$49,679		\$30,132	\$45,000	\$57,950	
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	\$94,248	\$40,251	\$59,854	\$96,183	\$124,276	\$143,355
Top Finance Position	6	\$51,108			\$41,100		
Between \$1 million and \$5 million							
CEO/Executive Director	61	\$126,378	\$67,224	\$86,060	\$109,476	\$144,000	\$206,130
Top Finance Position	10	\$72,246		\$25,500	\$68,000	\$102,951	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Recreation, Sports, Leisure, Athletics							
Greater than \$5 million							
CEO/Executive Director	26	\$438,862	\$114,460	\$159,700	\$235,907	\$292,872	\$426,152
Top Finance Position	16	\$202,939		\$143,327	\$164,010	\$191,926	
Top Operations Position	12	\$216,669		\$146,194	\$164,450	\$209,603	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	371	\$50,896	\$19,500	\$25,701	\$43,347	\$66,040	\$90,000
Top Administrative Position	7	\$36,547			\$34,256		
Top Finance Position	25	\$35,996	\$17,017	\$20,800	\$33,596	\$49,489	\$60,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	67	\$83,149	\$30,180	\$52,317	\$72,400	\$95,670	\$137,418
Top Finance Position	12	\$50,070		\$31,427	\$44,760	\$64,903	
Top Operations Position	7	\$64,171			\$59,840		
Between \$1 million and \$5 million							
CEO/Executive Director	86	\$121,257	\$51,164	\$70,373	\$109,871	\$154,785	\$200,350
Top Finance Position	23	\$91,528	\$36,065	\$54,223	\$85,572	\$120,599	\$149,272
Top Operations Position	10	\$112,388		\$79,369	\$111,072	\$123,690	
Greater than \$5 million							
CEO/Executive Director	24	\$214,482	\$86,438	\$140,368	\$209,741	\$268,822	\$328,343
Top Development Position	7	\$176,843			\$155,320		
Top Finance Position	16	\$144,823		\$89,475	\$147,613	\$187,025	
Science and Technology Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	17	\$84,506		\$69,541	\$75,000	\$108,000	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Science and Technology Research Institutes, Services							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$129,872		\$82,500	\$117,852	\$148,169	
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$169,755	\$72,397	\$130,787	\$168,361	\$215,675	\$246,237
Top Finance Position	10	\$123,363		\$95,812	\$107,201	\$136,466	
Top Operations Position	5	\$111,190			\$124,010		
Greater than \$5 million							
CEO/Executive Director	17	\$477,541		\$270,657	\$374,622	\$552,126	
Top Administrative Position	5	\$318,592			\$232,570		
Top Finance Position	11	\$272,768		\$191,793	\$232,570	\$350,987	
Top Human Resources Position	5	\$233,980			\$224,512		
Top Operations Position	8	\$242,133			\$227,937		
Top Technology Position	8	\$270,210			\$242,135		
Social Science Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	13	\$52,704		\$30,000	\$39,974	\$65,100	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$133,337		\$120,053	\$129,036	\$165,100	
Greater than \$5 million							
CEO/Executive Director	6	\$202,863			\$186,638		
Unknown							
\$500 thousand or less							
CEO/Executive Director	36	\$49,844	\$21,815	\$31,310	\$45,332	\$63,438	\$77,000

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Unknown							
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$82,045	\$29,600	\$64,076	\$82,009	\$100,283	\$120,000
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$145,265	\$88,422	\$102,766	\$135,934	\$170,068	\$226,326
Greater than \$5 million							
CEO/Executive Director	9	\$185,507			\$175,758		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	154	\$56,206	\$20,000	\$32,981	\$53,026	\$74,785	\$89,942
Top Finance Position	11	\$56,018		\$28,507	\$34,222	\$70,000	
Top Program Position	6	\$32,408			\$31,276		
Between \$500 thousand and \$1 million							
CEO/Executive Director	111	\$88,377	\$50,000	\$66,779	\$82,413	\$102,031	\$122,389
Top Finance Position	11	\$63,688		\$53,184	\$62,072	\$79,862	
Top Operations Position	6	\$76,040			\$64,139		
Between \$1 million and \$5 million							
CEO/Executive Director	188	\$129,286	\$72,552	\$93,639	\$124,663	\$149,973	\$182,623
Top Development Position	9	\$125,962			\$129,686		
Top Finance Position	30	\$87,725	\$42,628	\$61,381	\$85,545	\$109,910	\$133,554
Top Operations Position	16	\$91,226		\$64,737	\$98,837	\$115,223	
Top Program Position	6	\$87,517			\$96,871		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Youth Development							
Greater than \$5 million							
CEO/Executive Director	61	\$245,070	\$130,542	\$160,000	\$216,073	\$259,546	\$428,119
Top Development Position	17	\$143,932		\$127,006	\$146,389	\$158,995	
Top Finance Position	32	\$154,252	\$102,700	\$114,356	\$134,451	\$161,077	\$197,257
Top Marketing Position	7	\$181,884			\$174,463		
Top Operations Position	18	\$189,661		\$123,377	\$154,316	\$194,962	
Top Program Position	9	\$172,099			\$127,237		
Colorado							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	18	\$39,199		\$26,700	\$40,334	\$48,175	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$60,247		\$48,595	\$64,649	\$71,830	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$101,536		\$80,000	\$99,466	\$121,429	
Greater than \$5 million							
CEO/Executive Director	7	\$195,421			\$225,060		
Top Finance Position	6	\$147,249			\$125,475		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	87	\$51,918	\$22,826	\$33,464	\$49,200	\$67,607	\$84,692

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	\$77,080	\$44,346	\$55,310	\$72,027	\$93,645	\$122,460
Between \$1 million and \$5 million							
CEO/Executive Director	61	\$113,881	\$55,000	\$75,433	\$100,862	\$136,598	\$180,769
Greater than \$5 million							
CEO/Executive Director	21	\$288,565	\$164,377	\$193,410	\$249,450	\$318,033	\$438,915
Top Development Position	8	\$137,041			\$134,320		
Top Finance Position	12	\$163,038		\$116,260	\$171,819	\$196,738	
Top Marketing Position	5	\$156,929			\$145,968		
Top Operations Position	6	\$145,242			\$128,423		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	12	\$64,437		\$47,646	\$59,200	\$77,972	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$75,538		\$63,641	\$86,268	\$89,649	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$121,180		\$72,983	\$117,317	\$135,503	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	34	\$66,757	\$29,422	\$48,683	\$69,224	\$86,950	\$95,847
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$98,274	\$71,886	\$79,428	\$93,960	\$109,176	\$121,543
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$127,828	\$56,824	\$80,063	\$108,893	\$154,449	\$207,885

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	19	\$52,527		\$34,441	\$50,258	\$72,169	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$76,546			\$75,978		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$119,395			\$115,429		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	22	\$63,222	\$27,190	\$39,197	\$56,988	\$78,269	\$92,033
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$87,944			\$83,650		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$103,135		\$67,873	\$96,356	\$128,867	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	98	\$58,133	\$26,797	\$38,822	\$54,400	\$67,067	\$99,666
Between \$500 thousand and \$1 million							
CEO/Executive Director	55	\$82,266	\$47,498	\$59,301	\$76,963	\$101,346	\$111,706
Between \$1 million and \$5 million							
CEO/Executive Director	115	\$119,489	\$68,438	\$83,699	\$106,750	\$133,573	\$195,427
Top Administrative Position	9	\$81,538			\$80,921		
Top Business Position	6	\$111,610			\$115,039		
Top Finance Position	13	\$95,603		\$74,723	\$98,392	\$118,365	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	86	\$208,915	\$114,657	\$128,390	\$177,276	\$249,766	\$344,747
Top Administrative Position	5	\$218,842			\$187,504		
Top Business Position	10	\$159,108		\$103,702	\$167,768	\$190,654	
Top Development Position	15	\$180,900		\$137,591	\$164,152	\$201,938	
Top Education Position	17	\$181,090		\$122,568	\$148,616	\$176,897	
Top Finance Position	41	\$161,261	\$82,970	\$107,376	\$143,290	\$197,465	\$246,342
Top Human Resources Position	5	\$136,248			\$123,774		
Top Operations Position	19	\$157,279		\$121,234	\$144,755	\$186,474	
Top PR/Communications Position	5	\$159,129			\$134,638		
Top Program Position	7	\$137,275			\$131,157		
Top Technology Position	7	\$171,041			\$149,821		
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	8	\$53,052			\$48,430		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$112,535			\$104,337		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	46	\$59,057	\$27,076	\$42,598	\$52,006	\$68,855	\$84,821
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$91,202		\$70,140	\$74,858	\$119,119	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	42	\$105,574	\$49,424	\$60,849	\$95,474	\$140,429	\$160,941
Top Finance Position	5	\$70,968			\$83,630		
Greater than \$5 million							
CEO/Executive Director	13	\$184,440		\$121,995	\$185,392	\$219,192	
Top Finance Position	5	\$134,658			\$120,000		
Top Operations Position	5	\$140,836			\$131,921		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	15	\$49,884		\$30,272	\$47,167	\$60,638	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$70,989			\$59,908		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$77,318		\$47,009	\$73,200	\$93,130	
Greater than \$5 million							
CEO/Executive Director	6	\$133,148			\$108,888		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	26	\$60,089	\$29,878	\$40,139	\$53,298	\$71,521	\$93,779
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$88,116	\$52,167	\$67,236	\$78,915	\$109,008	\$142,912
Between \$1 million and \$5 million							
CEO/Executive Director	40	\$138,661	\$67,570	\$108,557	\$127,606	\$149,385	\$206,918
Top Finance Position	8	\$132,155			\$126,289		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	53	\$588,203	\$139,905	\$197,170	\$272,963	\$756,561	\$1,034,448
Top Administrative Position	8	\$384,695			\$150,171		
Top Business Position	7	\$902,528			\$221,119		
Top Development Position	8	\$197,955			\$209,128		
Top Finance Position	48	\$386,625	\$108,443	\$136,978	\$199,968	\$303,986	\$678,763
Top Human Resources Position	13	\$376,668		\$109,658	\$189,077	\$343,223	
Top Legal Position	8	\$650,223			\$384,114		
Top Marketing Position	5	\$322,781			\$219,131		
Top Operations Position	29	\$386,529	\$100,164	\$153,406	\$226,796	\$340,762	\$540,853
Top Technology Position	12	\$319,912		\$180,117	\$214,329	\$408,878	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	17	\$50,755		\$40,083	\$49,184	\$52,435	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$93,340		\$67,618	\$80,000	\$96,450	
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$100,530	\$78,297	\$84,088	\$96,331	\$110,052	\$133,209
Greater than \$5 million							
CEO/Executive Director	5	\$150,619			\$160,848		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	144	\$51,559	\$20,283	\$30,271	\$47,177	\$66,000	\$83,332

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	65	\$82,084	\$52,175	\$62,217	\$75,778	\$94,700	\$119,772
Top Finance Position	5	\$69,111			\$55,744		
Between \$1 million and \$5 million							
CEO/Executive Director	115	\$99,122	\$57,044	\$72,400	\$96,512	\$116,088	\$137,945
Top Finance Position	13	\$66,926		\$45,358	\$53,105	\$73,430	
Top Operations Position	9	\$75,182			\$68,461		
Greater than \$5 million							
CEO/Executive Director	63	\$187,093	\$98,174	\$130,057	\$177,912	\$215,322	\$278,422
Top Administrative Position	7	\$100,891			\$104,623		
Top Business Position	5	\$129,724			\$125,661		
Top Development Position	15	\$119,021		\$93,304	\$121,526	\$139,639	
Top Finance Position	43	\$120,854	\$77,345	\$88,933	\$111,164	\$147,736	\$191,455
Top Human Resources Position	10	\$132,718		\$116,787	\$135,970	\$154,280	
Top Operations Position	14	\$158,926		\$138,985	\$160,312	\$175,450	
Top Technology Position	6	\$128,398			\$124,153		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	25	\$44,026	\$22,174	\$26,484	\$34,741	\$58,000	\$72,600
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$93,862			\$98,214		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$133,478			\$128,175		
Greater than \$5 million							
CEO/Executive Director	8	\$282,006			\$267,058		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	28	\$57,172	\$30,446	\$38,592	\$52,457	\$66,450	\$89,993
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$73,288		\$61,103	\$65,793	\$75,965	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$137,228	\$89,627	\$103,102	\$130,033	\$165,439	\$187,773
Greater than \$5 million							
CEO/Executive Director	22	\$237,210	\$138,459	\$170,604	\$211,042	\$279,340	\$327,073
Top Finance Position	17	\$173,194		\$112,307	\$155,621	\$229,959	
Top Operations Position	7	\$183,995			\$151,302		
Top Technology Position	5	\$178,316			\$189,242		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	18	\$53,658		\$39,970	\$47,900	\$62,977	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$78,098		\$67,522	\$70,050	\$89,686	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$112,017		\$80,245	\$103,379	\$140,284	
Greater than \$5 million							
CEO/Executive Director	12	\$242,973		\$199,575	\$231,719	\$264,552	
Top Finance Position	9	\$190,919			\$168,283		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$79,382			\$69,983		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Public, Society Benefit—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$105,185			\$101,980		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$150,473			\$157,072		
Greater than \$5 million							
CEO/Executive Director	5	\$270,085			\$246,258		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	35	\$47,801	\$21,034	\$31,940	\$47,282	\$63,725	\$76,044
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$77,958		\$56,180	\$72,907	\$102,284	
Between \$1 million and \$5 million							
CEO/Executive Director	40	\$145,399	\$85,294	\$103,964	\$123,690	\$170,806	\$239,313
Top Finance Position	5	\$66,846			\$51,334		
Greater than \$5 million							
CEO/Executive Director	21	\$351,124	\$140,657	\$187,117	\$327,175	\$452,069	\$577,558
Top Finance Position	14	\$191,184		\$114,902	\$162,296	\$267,564	
Top Legal Position	5	\$281,764			\$279,118		
Top Marketing Position	5	\$335,839			\$245,287		
Top Operations Position	8	\$231,797			\$231,147		
Top PR/Communications Position	5	\$274,473			\$267,460		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	138	\$55,056	\$21,700	\$32,003	\$48,554	\$71,027	\$97,933
Top Finance Position	8	\$36,328			\$26,359		
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$86,483	\$28,075	\$40,586	\$79,667	\$94,502	\$180,766
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$113,735	\$35,594	\$77,560	\$105,649	\$142,198	\$189,476
Greater than \$5 million							
CEO/Executive Director	8	\$208,925			\$150,264		
Top Operations Position	6	\$181,384			\$176,072		
Science and Technology Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	6	\$46,597			\$45,827		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$142,621			\$125,440		
Greater than \$5 million							
CEO/Executive Director	7	\$423,437			\$512,609		
Top Finance Position	6	\$246,221			\$167,438		
Unknown							
\$500 thousand or less							
CEO/Executive Director	8	\$43,746			\$41,695		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$99,674			\$104,274		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Unknown							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$104,611			\$115,351		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	54	\$56,462	\$23,135	\$41,458	\$56,680	\$68,212	\$79,991
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$87,260	\$64,562	\$73,004	\$81,132	\$91,728	\$112,408
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$129,550	\$69,924	\$92,388	\$114,535	\$162,239	\$199,011
Top Finance Position	5	\$81,882			\$84,883		
Greater than \$5 million							
CEO/Executive Director	9	\$277,273			\$229,734		
Top Development Position	6	\$157,710			\$168,452		
Top Finance Position	7	\$169,446			\$160,444		
Top Operations Position	5	\$174,690			\$161,239		

Connecticut

Animal-Related

\$500 thousand or less

CEO/Executive Director	7	\$42,193			\$31,100		
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501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	73	\$46,065	\$22,165	\$30,000	\$43,269	\$60,000	\$71,950
Top Finance Position	5	\$24,691			\$21,200		
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$77,825	\$47,368	\$56,179	\$73,327	\$96,393	\$119,429
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$129,236	\$68,036	\$94,579	\$130,843	\$162,101	\$181,272
Greater than \$5 million							
CEO/Executive Director	14	\$263,313		\$188,348	\$241,464	\$304,874	
Top Development Position	9	\$143,090			\$141,667		
Top Finance Position	9	\$133,621			\$141,489		
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$140,309			\$153,585		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	12	\$61,921		\$35,225	\$58,159	\$83,790	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$84,632			\$85,867		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$149,293		\$106,098	\$131,669	\$180,989	
Greater than \$5 million							
CEO/Executive Director	5	\$209,216			\$215,572		
Top Finance Position	5	\$138,940			\$120,364		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$60,644			\$42,974		
Greater than \$5 million							
Top Finance Position	5	\$143,473			\$130,864		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	8	\$57,455			\$58,750		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$129,230			\$118,153		
Greater than \$5 million							
CEO/Executive Director	6	\$348,377			\$310,410		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	45	\$65,497	\$29,251	\$33,248	\$59,348	\$83,200	\$125,750
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	\$98,133	\$57,626	\$71,261	\$87,307	\$114,758	\$152,557
Between \$1 million and \$5 million							
CEO/Executive Director	74	\$138,647	\$78,315	\$109,860	\$133,182	\$167,799	\$199,857
Top Business Position	7	\$93,945			\$89,169		
Top Development Position	5	\$112,857			\$116,364		
Top Finance Position	7	\$88,830			\$93,339		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	102	\$412,019	\$151,066	\$190,069	\$303,311	\$505,030	\$768,048
Top Administrative Position	20	\$218,752	\$118,419	\$146,579	\$178,601	\$300,167	\$345,195
Top Business Position	12	\$148,174		\$120,612	\$129,440	\$156,672	
Top Development Position	50	\$230,387	\$121,361	\$140,368	\$204,952	\$254,067	\$376,431
Top Education Position	37	\$230,392	\$120,868	\$135,754	\$172,397	\$246,809	\$367,270
Top Facilities Position	12	\$178,185		\$138,786	\$143,864	\$165,056	
Top Finance Position	65	\$255,429	\$110,567	\$142,683	\$245,256	\$348,929	\$407,036
Top Human Resources Position	7	\$210,934			\$150,755		
Top Legal Position	6	\$279,640			\$268,687		
Top Marketing Position	9	\$326,841			\$210,388		
Top Operations Position	18	\$256,858		\$126,958	\$191,127	\$340,515	
Top PR/Communications Position	10	\$238,708		\$182,280	\$215,135	\$297,938	
Top Technology Position	14	\$224,163		\$153,198	\$233,982	\$275,294	
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$166,451			\$118,199		
Greater than \$5 million							
CEO/Executive Director	9	\$252,931			\$220,789		
Top Administrative Position	5	\$198,642			\$182,215		
Top Finance Position	7	\$175,456			\$172,311		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	18	\$56,254		\$37,405	\$56,926	\$74,482	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$96,718			\$84,655		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$104,261			\$98,536		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	10	\$55,779		\$50,046	\$57,443	\$61,500	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$58,096			\$70,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$88,825			\$77,804		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	21	\$68,661	\$32,103	\$60,000	\$70,000	\$83,691	\$93,884
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$83,663			\$85,688		
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$145,840	\$76,537	\$99,532	\$130,801	\$190,606	\$221,261
Top Finance Position	5	\$122,145			\$76,197		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	75	\$575,414	\$169,282	\$212,083	\$283,991	\$603,274	\$1,595,975
Top Administrative Position	17	\$207,966		\$155,590	\$168,394	\$222,796	
Top Development Position	11	\$221,658		\$175,052	\$195,357	\$249,999	
Top Finance Position	47	\$283,764	\$129,854	\$166,244	\$215,497	\$338,067	\$519,068
Top Human Resources Position	15	\$250,698		\$154,921	\$189,790	\$280,023	
Top Marketing Position	5	\$236,942			\$215,269		
Top Operations Position	36	\$356,738	\$134,445	\$158,586	\$210,174	\$337,068	\$675,881
Top Technology Position	14	\$265,876		\$165,692	\$224,695	\$344,781	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	10	\$68,096		\$43,352	\$57,990	\$81,293	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$64,075			\$68,848		
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$133,999	\$81,353	\$99,708	\$130,401	\$162,020	\$186,255
Top Finance Position	8	\$103,423			\$103,970		
Greater than \$5 million							
CEO/Executive Director	10	\$160,695		\$133,264	\$151,497	\$180,810	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	56	\$58,941	\$26,960	\$40,426	\$58,942	\$75,434	\$93,210
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	\$83,133	\$46,972	\$57,113	\$78,812	\$102,015	\$127,102

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	86	\$114,627	\$66,874	\$87,093	\$106,960	\$129,104	\$169,086
Top Finance Position	16	\$87,221		\$64,665	\$86,510	\$107,289	
Greater than \$5 million							
CEO/Executive Director	87	\$186,228	\$100,485	\$129,453	\$170,907	\$218,186	\$304,650
Top Administrative Position	6	\$134,329			\$131,656		
Top Finance Position	56	\$125,223	\$78,793	\$95,680	\$117,732	\$147,689	\$176,521
Top Human Resources Position	7	\$136,838			\$122,999		
Top Operations Position	24	\$129,454	\$103,621	\$111,700	\$129,138	\$146,020	\$158,860
Top Technology Position	7	\$134,942			\$134,329		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	6	\$78,869			\$79,482		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	13	\$61,342		\$46,000	\$66,808	\$74,144	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$89,427			\$82,400		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$136,624		\$115,365	\$130,684	\$145,500	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	30	\$224,768	\$127,719	\$150,345	\$203,872	\$261,074	\$347,018
Top Facilities Position	5	\$149,083			\$147,380		
Top Finance Position	24	\$138,879	\$82,970	\$115,342	\$144,424	\$156,328	\$185,666
Top Human Resources Position	6	\$159,751			\$145,377		
Top Operations Position	10	\$183,285		\$132,572	\$196,470	\$221,493	
Top Program Position	7	\$131,103			\$126,178		
Top Technology Position	5	\$156,645			\$138,223		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	5	\$63,574			\$75,338		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$93,081			\$94,437		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$137,798		\$111,926	\$137,280	\$155,995	
Greater than \$5 million							
CEO/Executive Director	11	\$224,413		\$172,459	\$195,640	\$258,475	
Top Development Position	5	\$178,167			\$150,548		
Top Finance Position	6	\$158,037			\$150,463		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$45,768			\$35,308		
Greater than \$5 million							
CEO/Executive Director	5	\$1,073,767			\$493,261		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	9	\$49,169			\$46,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$78,083			\$73,333		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$165,982		\$105,000	\$138,952	\$190,860	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	\$41,737		\$27,000	\$37,225	\$57,650	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$65,738			\$63,231		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$109,420		\$70,000	\$85,000	\$141,827	
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$226,105			\$196,708		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	21	\$57,079	\$34,000	\$43,162	\$53,745	\$67,308	\$90,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$88,450		\$73,061	\$79,500	\$108,324	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$138,500	\$76,828	\$94,954	\$128,452	\$176,876	\$205,683
Top Finance Position	5	\$101,845			\$107,691		
Greater than \$5 million							
CEO/Executive Director	5	\$285,062			\$248,327		
Delaware							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	\$45,721		\$29,000	\$42,427	\$58,393	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$64,864			\$64,600		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$115,121		\$91,059	\$119,857	\$131,026	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	5	\$65,238			\$60,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$118,042			\$118,238		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	13	\$53,215		\$37,000	\$49,669	\$68,446	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$92,155			\$87,631		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$120,515		\$93,096	\$114,356	\$146,358	
Greater than \$5 million							
CEO/Executive Director	25	\$287,513	\$115,723	\$143,164	\$191,514	\$325,885	\$605,282
Top Development Position	5	\$214,552			\$185,808		
Top Education Position	5	\$255,335			\$201,058		
Top Finance Position	11	\$210,462		\$116,520	\$147,481	\$190,306	
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	12	\$446,665		\$166,087	\$231,972	\$537,013	
Top Finance Position	8	\$319,778			\$157,053		
Top Operations Position	6	\$320,953			\$244,019		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	\$51,145			\$44,553		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$115,585			\$119,260		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	24	\$58,092	\$30,992	\$39,508	\$54,506	\$67,442	\$95,310

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$70,069			\$67,310		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$109,023	\$41,108	\$71,721	\$101,696	\$139,845	\$177,497
Greater than \$5 million							
CEO/Executive Director	13	\$220,242		\$118,964	\$210,901	\$277,899	
Top Finance Position	7	\$135,126			\$97,168		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	\$28,852		\$19,200	\$28,413	\$36,225	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$50,522			\$61,417		
District of Columbia							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$120,763			\$101,602		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Animal-Related							
Greater than \$5 million							
CEO/Executive Director	7	\$343,622			\$306,306		
Top Finance Position	6	\$200,008			\$206,395		
Top Marketing Position	5	\$221,785			\$224,343		
Top Operations Position	5	\$253,678			\$264,491		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	45	\$72,165	\$27,554	\$40,766	\$70,000	\$105,000	\$117,820
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	\$103,848	\$74,000	\$79,500	\$100,000	\$115,146	\$147,000
Between \$1 million and \$5 million							
CEO/Executive Director	62	\$186,617	\$85,835	\$107,984	\$147,699	\$197,965	\$267,165
Top Development Position	7	\$147,912			\$130,000		
Top Finance Position	7	\$123,637			\$124,796		
Top Operations Position	6	\$131,470			\$130,398		
Top PR/Communications Position	5	\$162,595			\$137,733		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	32	\$373,431	\$129,198	\$211,013	\$289,443	\$454,349	\$664,884
Top Administrative Position	11	\$250,485		\$153,914	\$167,566	\$276,105	
Top Development Position	18	\$218,844		\$151,786	\$179,209	\$270,542	
Top Education Position	7	\$254,234			\$235,855		
Top Finance Position	24	\$234,595	\$104,098	\$149,985	\$180,306	\$314,595	\$395,757
Top Human Resources Position	6	\$190,317			\$200,109		
Top Legal Position	11	\$307,377		\$208,220	\$271,490	\$367,537	
Top Operations Position	13	\$251,085		\$129,954	\$245,596	\$340,340	
Top PR/Communications Position	7	\$164,756			\$140,319		
Top Program Position	9	\$187,804			\$180,330		
Top Technology Position	12	\$207,132		\$159,710	\$196,200	\$262,391	
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	23	\$53,519	\$28,718	\$35,514	\$46,250	\$68,534	\$79,600
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$151,245	\$96,267	\$111,250	\$129,940	\$157,913	\$186,256
Between \$1 million and \$5 million							
CEO/Executive Director	62	\$181,265	\$97,408	\$137,183	\$180,230	\$214,681	\$272,964
Top Development Position	7	\$130,937			\$134,404		
Top Finance Position	8	\$160,034			\$142,158		
Top Legal Position	17	\$161,559		\$127,804	\$157,966	\$194,359	
Top Operations Position	14	\$135,739		\$109,418	\$129,852	\$158,518	
Top PR/Communications Position	9	\$139,649			\$139,796		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Civil Rights, Social Action, Advocacy							
Greater than \$5 million							
CEO/Executive Director	29	\$332,742	\$200,874	\$222,998	\$255,455	\$406,044	\$565,159
Top Administrative Position	8	\$170,887			\$158,979		
Top Business Position	6	\$202,576			\$159,249		
Top Development Position	11	\$157,035		\$128,704	\$154,315	\$190,520	
Top Finance Position	21	\$170,761	\$114,105	\$130,409	\$158,809	\$184,558	\$265,004
Top Human Resources Position	5	\$202,098			\$195,617		
Top Legal Position	8	\$176,259			\$184,896		
Top Operations Position	11	\$199,083		\$162,226	\$190,235	\$214,470	
Top PR/Communications Position	13	\$166,984		\$131,313	\$165,540	\$199,908	
Top Program Position	7	\$157,482			\$150,456		
Top Technology Position	5	\$205,865			\$188,410		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	21	\$64,817	\$23,128	\$34,615	\$61,000	\$85,200	\$97,805
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$129,686		\$72,915	\$130,800	\$172,441	
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$178,475	\$61,711	\$138,468	\$167,911	\$246,999	\$289,411
Top Operations Position	7	\$124,060			\$130,387		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Community Improvement, Capacity Building							
Greater than \$5 million							
CEO/Executive Director	16	\$371,224		\$189,342	\$289,176	\$444,226	
Top Finance Position	9	\$259,038			\$233,437		
Top Legal Position	6	\$303,083			\$236,234		
Top Operations Position	7	\$266,370			\$242,633		
Top Technology Position	5	\$219,504			\$223,963		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	10	\$112,860		\$91,664	\$98,799	\$148,037	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$87,884			\$84,470		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$198,875		\$152,000	\$164,769	\$188,315	
Top Legal Position	6	\$171,083			\$170,254		
Greater than \$5 million							
CEO/Executive Director	11	\$251,869		\$188,989	\$220,736	\$280,390	
Top Development Position	5	\$155,282			\$164,194		
Top Finance Position	7	\$159,925			\$155,130		
Top Legal Position	8	\$156,907			\$148,887		
Top Operations Position	6	\$167,545			\$158,876		
Top PR/Communications Position	5	\$172,189			\$163,820		
Diseases, Disorders, Medical Disciplines							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$191,154			\$232,282		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$215,350		\$140,973	\$195,797	\$258,884	
Top Operations Position	5	\$166,894			\$174,305		
Greater than \$5 million							
CEO/Executive Director	12	\$407,118		\$319,121	\$345,505	\$448,486	
Top Development Position	5	\$168,657			\$153,939		
Top Finance Position	7	\$223,250			\$239,141		
Top Marketing Position	5	\$179,664			\$176,625		
Top Operations Position	6	\$247,577			\$221,509		
Top PR/Communications Position	8	\$195,186			\$213,973		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	31	\$71,464	\$22,000	\$40,258	\$64,208	\$101,605	\$117,114
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	\$120,011	\$43,843	\$86,409	\$113,547	\$161,475	\$190,320
Between \$1 million and \$5 million							
CEO/Executive Director	93	\$208,353	\$106,470	\$126,926	\$182,250	\$268,281	\$335,937
Top Development Position	5	\$140,683			\$118,918		
Top Finance Position	12	\$130,274		\$113,156	\$125,956	\$144,411	
Top Operations Position	18	\$161,580		\$119,380	\$137,589	\$185,543	
Top Program Position	5	\$145,817			\$153,370		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	136	\$349,423	\$138,718	\$174,551	\$263,891	\$447,211	\$624,864
Top Administrative Position	25	\$224,425	\$145,911	\$177,890	\$213,024	\$251,331	\$349,411
Top Business Position	13	\$224,618		\$164,159	\$214,004	\$235,900	
Top Development Position	32	\$189,968	\$111,337	\$133,041	\$155,866	\$230,915	\$282,555
Top Education Position	37	\$258,469	\$123,236	\$149,637	\$197,666	\$267,133	\$532,587
Top Finance Position	69	\$227,848	\$120,151	\$150,133	\$198,234	\$258,259	\$370,910
Top Human Resources Position	19	\$200,153		\$159,218	\$181,873	\$253,219	
Top Legal Position	21	\$261,654	\$136,508	\$168,168	\$211,002	\$331,604	\$466,125
Top Marketing Position	8	\$238,130			\$213,937		
Top Operations Position	55	\$218,641	\$115,300	\$135,325	\$172,246	\$243,623	\$393,966
Top PR/Communications Position	30	\$206,976	\$143,560	\$164,172	\$190,217	\$227,993	\$271,468
Top Program Position	19	\$226,147		\$151,146	\$195,526	\$270,350	
Top Technology Position	26	\$217,958	\$128,734	\$135,125	\$166,407	\$208,103	\$402,064
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$163,324		\$129,157	\$144,181	\$194,837	
Greater than \$5 million							
CEO/Executive Director	5	\$242,337			\$252,260		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	15	\$76,983		\$61,625	\$75,000	\$89,117	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$130,876		\$111,942	\$125,854	\$139,456	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	42	\$178,031	\$107,911	\$144,196	\$168,852	\$200,974	\$255,922
Top Development Position	5	\$126,235			\$138,363		
Top Finance Position	13	\$134,278		\$104,353	\$146,602	\$159,823	
Top Operations Position	6	\$129,548			\$147,191		
Top Program Position	9	\$145,951			\$124,800		
Greater than \$5 million							
CEO/Executive Director	30	\$394,693	\$194,930	\$257,015	\$319,541	\$422,629	\$531,000
Top Development Position	13	\$205,997		\$155,672	\$207,583	\$238,751	
Top Finance Position	17	\$230,168		\$160,888	\$197,828	\$278,978	
Top Legal Position	6	\$285,703			\$260,566		
Top Operations Position	17	\$215,356		\$160,994	\$193,365	\$219,801	
Top PR/Communications Position	18	\$202,069		\$159,808	\$182,367	\$214,880	
Top Program Position	11	\$170,753		\$134,916	\$150,986	\$188,045	
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$140,580			\$119,462		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	8	\$70,566			\$60,793		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$129,213			\$132,915		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$225,357	\$110,303	\$150,942	\$205,747	\$254,862	\$378,641
Top Development Position	5	\$142,411			\$133,216		
Top Finance Position	6	\$162,417			\$160,171		
Top Operations Position	12	\$152,683		\$122,598	\$142,001	\$185,542	
Top Program Position	8	\$124,299			\$121,555		
Greater than \$5 million							
CEO/Executive Director	31	\$566,426	\$183,908	\$234,088	\$356,212	\$664,114	\$966,132
Top Development Position	5	\$147,807			\$149,669		
Top Education Position	7	\$725,001			\$238,604		
Top Finance Position	26	\$256,287	\$108,069	\$144,623	\$177,344	\$284,799	\$429,753
Top Human Resources Position	6	\$340,681			\$201,835		
Top Operations Position	17	\$360,472		\$178,419	\$222,481	\$326,196	
Top PR/Communications Position	7	\$157,183			\$157,567		
Top Program Position	14	\$242,034		\$145,270	\$174,709	\$219,891	
Top Technology Position	9	\$260,488			\$219,324		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	\$71,000			\$54,977		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$122,293			\$112,672		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$131,744		\$97,573	\$118,848	\$142,781	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Housing, Shelter							
Greater than \$5 million							
CEO/Executive Director	12	\$202,633		\$139,616	\$165,878	\$230,945	
Top Administrative Position	5	\$150,276			\$144,248		
Top Finance Position	6	\$119,977			\$124,999		
Top Operations Position	5	\$184,340			\$210,812		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	33	\$76,322	\$38,746	\$51,500	\$71,355	\$86,700	\$118,540
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$96,205		\$76,700	\$106,544	\$119,915	
Between \$1 million and \$5 million							
CEO/Executive Director	55	\$143,012	\$69,200	\$86,956	\$128,888	\$186,839	\$220,326
Top Finance Position	5	\$101,194			\$93,293		
Top Program Position	5	\$122,045			\$120,725		
Greater than \$5 million							
CEO/Executive Director	32	\$273,605	\$147,188	\$164,880	\$216,243	\$283,919	\$486,768
Top Administrative Position	7	\$143,719			\$123,000		
Top Development Position	12	\$175,602		\$153,127	\$163,400	\$180,594	
Top Finance Position	19	\$183,105		\$137,140	\$179,994	\$219,234	
Top Human Resources Position	5	\$184,597			\$174,281		
Top Marketing Position	5	\$179,455			\$147,568		
Top Operations Position	15	\$193,617		\$149,155	\$193,557	\$233,454	
Top PR/Communications Position	5	\$167,056			\$147,568		
Top Program Position	12	\$166,717		\$122,803	\$143,098	\$185,487	
Top Technology Position	6	\$212,468			\$203,105		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	38	\$65,203	\$27,126	\$42,035	\$72,132	\$81,444	\$96,143
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$121,340	\$51,882	\$85,329	\$122,400	\$165,796	\$194,317
Between \$1 million and \$5 million							
CEO/Executive Director	73	\$191,600	\$100,002	\$142,522	\$166,050	\$211,783	\$295,104
Top Administrative Position	7	\$165,165			\$142,522		
Top Finance Position	21	\$117,000	\$79,004	\$89,000	\$115,239	\$146,363	\$170,000
Top Operations Position	10	\$145,183		\$116,204	\$151,774	\$164,886	
Top Program Position	7	\$144,928			\$140,720		
Greater than \$5 million							
CEO/Executive Director	54	\$344,322	\$199,545	\$254,657	\$308,649	\$429,175	\$543,934
Top Administrative Position	8	\$180,873			\$179,206		
Top Business Position	6	\$218,581			\$199,676		
Top Development Position	13	\$213,024		\$173,909	\$216,077	\$248,745	
Top Education Position	5	\$161,162			\$168,375		
Top Finance Position	34	\$201,909	\$148,812	\$174,428	\$197,235	\$231,540	\$252,922
Top Human Resources Position	5	\$171,116			\$166,653		
Top Legal Position	5	\$160,700			\$171,885		
Top Operations Position	24	\$224,987	\$132,433	\$161,409	\$206,469	\$248,681	\$339,490
Top PR/Communications Position	18	\$171,790		\$139,501	\$169,280	\$197,827	
Top Program Position	21	\$203,324	\$164,708	\$177,104	\$206,322	\$217,330	\$247,754
Top Technology Position	8	\$167,862			\$162,953		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Medical Research							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$250,754			\$288,750		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$175,172		\$126,031	\$150,210	\$216,961	
Top Finance Position	5	\$109,119			\$120,158		
Greater than \$5 million							
CEO/Executive Director	7	\$381,075			\$283,867		
Mutual/Membership Benefit Organizations, Other							
Greater than \$5 million							
CEO/Executive Director	6	\$775,288			\$484,961		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$126,596			\$153,880		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$241,646	\$130,050	\$156,570	\$242,211	\$318,619	\$354,572
Top Program Position	7	\$167,818			\$169,377		
Greater than \$5 million							
CEO/Executive Director	15	\$273,219		\$173,186	\$255,376	\$327,817	
Top Finance Position	8	\$211,146			\$200,997		
Top Operations Position	5	\$176,246			\$177,933		
Top Program Position	8	\$152,352			\$138,507		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Public Safety, Disaster Preparedness, and Relief							
Greater than \$5 million							
CEO/Executive Director	5	\$326,212			\$299,424		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	13	\$90,398		\$60,500	\$86,126	\$96,455	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$163,285		\$108,788	\$147,309	\$212,564	
Between \$1 million and \$5 million							
CEO/Executive Director	54	\$226,400	\$124,390	\$157,431	\$202,845	\$267,572	\$372,079
Top Finance Position	10	\$177,214		\$133,150	\$181,534	\$208,228	
Top Legal Position	5	\$189,047			\$193,639		
Top Operations Position	5	\$189,240			\$165,362		
Top PR/Communications Position	11	\$138,840		\$114,259	\$136,571	\$152,387	
Top Program Position	6	\$146,165			\$143,365		
Greater than \$5 million							
CEO/Executive Director	34	\$463,462	\$193,643	\$273,481	\$375,123	\$529,291	\$669,075
Top Administrative Position	6	\$233,730			\$199,107		
Top Development Position	13	\$241,691		\$213,966	\$236,525	\$252,704	
Top Finance Position	29	\$261,402	\$152,462	\$177,499	\$223,784	\$336,927	\$398,229
Top Human Resources Position	5	\$240,937			\$263,853		
Top Legal Position	13	\$251,897		\$191,094	\$209,719	\$248,935	
Top Operations Position	19	\$275,131		\$195,828	\$257,534	\$311,094	
Top PR/Communications Position	15	\$218,041		\$170,090	\$219,368	\$250,341	
Top Program Position	13	\$209,927		\$157,998	\$187,822	\$226,569	
Top Technology Position	5	\$269,662			\$160,986		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$214,163		\$117,396	\$137,439	\$280,663	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	14	\$64,538		\$39,864	\$50,941	\$81,981	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$142,041			\$115,542		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$154,640		\$90,699	\$168,938	\$228,582	
Greater than \$5 million							
CEO/Executive Director	5	\$328,978			\$294,966		
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$343,839		\$236,959	\$338,830	\$440,736	
Greater than \$5 million							
CEO/Executive Director	22	\$448,438	\$264,246	\$305,007	\$404,914	\$585,788	\$714,333
Top Administrative Position	5	\$211,931			\$241,844		
Top Finance Position	16	\$253,959		\$187,005	\$244,657	\$290,443	
Top Operations Position	14	\$285,538		\$185,770	\$243,459	\$385,552	
Top PR/Communications Position	9	\$216,639			\$192,583		
Top Program Position	10	\$213,388		\$171,862	\$226,537	\$241,402	
Top Technology Position	7	\$236,480			\$197,159		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Social Science Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	5	\$122,738			\$109,000		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$258,144		\$209,806	\$244,763	\$299,020	
Top Finance Position	5	\$170,631			\$158,197		
Greater than \$5 million							
CEO/Executive Director	22	\$453,697	\$194,794	\$223,720	\$300,241	\$539,626	\$808,063
Top Administrative Position	12	\$241,143		\$151,111	\$227,596	\$264,124	
Top Education Position	5	\$253,313			\$262,286		
Top Finance Position	21	\$278,129	\$115,314	\$156,821	\$204,315	\$265,932	\$439,028
Top Operations Position	5	\$482,069			\$152,973		
Top PR/Communications Position	6	\$216,014			\$187,682		
Top Program Position	10	\$221,216		\$129,233	\$198,336	\$296,679	
Top Technology Position	5	\$313,481			\$253,070		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	17	\$81,461		\$55,000	\$85,000	\$102,939	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$115,814		\$91,441	\$106,803	\$133,662	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$147,670		\$97,874	\$126,061	\$201,307	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Youth Development							
Greater than \$5 million							
CEO/Executive Director	11	\$273,806		\$195,102	\$270,724	\$319,538	
Top Administrative Position	5	\$173,009			\$128,164		
Top Development Position	6	\$154,812			\$153,725		
Top Finance Position	7	\$170,224			\$148,425		
Top Operations Position	7	\$179,854			\$147,216		
Florida							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	33	\$43,053	\$18,304	\$30,425	\$37,500	\$50,000	\$76,256
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$75,110		\$51,734	\$75,000	\$84,700	
Between \$1 million and \$5 million							
CEO/Executive Director	43	\$95,967	\$44,812	\$64,187	\$90,706	\$127,236	\$158,157
Greater than \$5 million							
CEO/Executive Director	18	\$216,429		\$145,126	\$200,089	\$242,296	
Top Finance Position	13	\$124,832		\$108,275	\$118,846	\$157,959	
Top Operations Position	7	\$173,319			\$132,000		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	134	\$46,560	\$20,554	\$30,000	\$45,184	\$59,729	\$72,282
Top Finance Position	7	\$27,474			\$23,633		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	65	\$77,194	\$47,519	\$59,658	\$78,019	\$88,600	\$104,447
Between \$1 million and \$5 million							
CEO/Executive Director	100	\$116,250	\$65,242	\$83,224	\$103,939	\$146,362	\$175,951
Top Finance Position	20	\$81,453	\$52,279	\$64,751	\$77,537	\$100,087	\$113,447
Top Operations Position	8	\$78,726			\$77,557		
Greater than \$5 million							
CEO/Executive Director	45	\$280,539	\$146,452	\$183,031	\$227,543	\$313,307	\$506,042
Top Administrative Position	5	\$143,480			\$126,511		
Top Development Position	19	\$145,099		\$124,034	\$143,851	\$161,960	
Top Finance Position	27	\$160,026	\$103,392	\$114,769	\$144,352	\$211,150	\$248,882
Top Marketing Position	10	\$150,848		\$113,533	\$146,850	\$170,279	
Top Operations Position	10	\$201,934		\$160,526	\$197,084	\$246,190	
Top Program Position	6	\$213,388			\$231,486		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	14	\$62,617		\$44,128	\$56,118	\$81,038	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$101,756		\$60,232	\$92,500	\$126,045	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$163,505		\$124,872	\$163,106	\$187,675	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	47	\$52,623	\$22,382	\$34,225	\$48,077	\$72,035	\$86,619

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$87,740	\$40,192	\$53,582	\$91,434	\$119,411	\$129,648
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$139,413	\$72,105	\$88,186	\$112,414	\$183,746	\$224,832
Top Operations Position	6	\$147,927			\$113,520		
Greater than \$5 million							
CEO/Executive Director	7	\$287,748			\$202,260		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	31	\$52,148	\$25,827	\$33,438	\$45,106	\$67,502	\$82,510
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$98,730		\$76,239	\$89,086	\$113,741	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$133,491		\$88,773	\$105,275	\$170,256	
Greater than \$5 million							
CEO/Executive Director	7	\$250,647			\$206,410		
Top Operations Position	5	\$142,950			\$121,359		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	28	\$53,865	\$22,505	\$38,403	\$50,000	\$68,724	\$88,322
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$83,100		\$62,187	\$78,462	\$116,579	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$107,116	\$55,603	\$76,943	\$96,450	\$137,690	\$165,848

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Diseases, Disorders, Medical Disciplines							
Greater than \$5 million							
CEO/Executive Director	12	\$262,175		\$184,998	\$270,682	\$329,556	
Top Finance Position	9	\$175,692			\$169,064		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	106	\$49,335	\$20,782	\$32,318	\$44,859	\$59,500	\$81,988
Top Finance Position	11	\$48,979		\$25,169	\$47,983	\$68,675	
Between \$500 thousand and \$1 million							
CEO/Executive Director	90	\$74,542	\$40,540	\$50,124	\$68,853	\$86,623	\$122,019
Top Administrative Position	5	\$57,745			\$66,219		
Top Finance Position	9	\$58,827			\$55,375		
Between \$1 million and \$5 million							
CEO/Executive Director	186	\$119,351	\$63,166	\$80,033	\$109,113	\$148,468	\$186,858
Top Administrative Position	16	\$89,908		\$54,513	\$87,026	\$107,968	
Top Education Position	8	\$155,463			\$116,812		
Top Finance Position	32	\$65,217	\$34,420	\$41,927	\$53,165	\$88,556	\$110,801
Top Operations Position	12	\$134,487		\$85,119	\$109,209	\$126,244	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	177	\$262,540	\$98,560	\$125,367	\$188,138	\$292,750	\$495,489
Top Administrative Position	32	\$190,039	\$112,096	\$143,191	\$170,193	\$241,832	\$284,062
Top Business Position	16	\$177,806		\$124,920	\$167,754	\$233,797	
Top Development Position	32	\$180,029	\$112,821	\$125,105	\$168,276	\$208,005	\$281,349
Top Education Position	30	\$231,240	\$145,367	\$162,793	\$197,081	\$299,914	\$329,252
Top Finance Position	85	\$198,396	\$85,903	\$118,806	\$158,889	\$231,529	\$299,222
Top Human Resources Position	11	\$146,488		\$104,237	\$129,227	\$199,308	
Top Legal Position	6	\$239,912			\$222,137		
Top Marketing Position	8	\$164,016			\$157,205		
Top Operations Position	29	\$191,835	\$97,722	\$120,762	\$171,630	\$199,715	\$291,376
Top Program Position	8	\$129,098			\$133,731		
Top Technology Position	18	\$194,867		\$145,556	\$175,000	\$221,984	
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	9	\$63,518			\$64,140		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$115,926			\$113,502		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$106,165		\$82,207	\$101,602	\$122,765	
Top Finance Position	8	\$87,604			\$91,460		
Greater than \$5 million							
CEO/Executive Director	19	\$207,905		\$147,091	\$186,385	\$226,331	
Top Finance Position	14	\$129,304		\$96,695	\$125,353	\$144,496	
Top Operations Position	9	\$146,551			\$135,887		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	39	\$52,732	\$19,600	\$35,250	\$50,004	\$67,043	\$87,640
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$102,831		\$74,019	\$94,899	\$127,178	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$113,993		\$100,851	\$114,326	\$141,790	
Greater than \$5 million							
CEO/Executive Director	7	\$226,163			\$238,114		
Top Finance Position	5	\$108,011			\$112,748		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	12	\$50,167		\$37,659	\$46,362	\$56,437	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$81,666		\$52,031	\$69,352	\$102,634	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$97,745		\$72,780	\$110,211	\$118,529	
Greater than \$5 million							
CEO/Executive Director	17	\$138,290		\$106,721	\$131,336	\$173,932	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	51	\$58,340	\$23,900	\$41,658	\$54,423	\$72,509	\$86,371
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	\$86,224	\$49,296	\$64,101	\$89,628	\$101,352	\$123,909

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	63	\$161,645	\$71,566	\$90,843	\$121,415	\$174,987	\$274,473
Top Finance Position	7	\$198,542			\$137,307		
Top Operations Position	5	\$207,248			\$133,094		
Greater than \$5 million							
CEO/Executive Director	132	\$592,906	\$146,099	\$190,100	\$293,274	\$636,704	\$1,136,161
Top Administrative Position	46	\$273,889	\$114,108	\$141,863	\$178,767	\$333,938	\$455,438
Top Business Position	9	\$257,854			\$242,222		
Top Development Position	23	\$208,826	\$130,985	\$146,883	\$195,332	\$254,477	\$279,968
Top Education Position	6	\$218,093			\$200,210		
Top Facilities Position	7	\$324,352			\$276,002		
Top Finance Position	97	\$323,989	\$90,301	\$125,206	\$184,735	\$372,818	\$804,093
Top Human Resources Position	28	\$299,296	\$115,189	\$164,051	\$249,170	\$377,180	\$547,128
Top Legal Position	17	\$536,304		\$259,544	\$544,091	\$667,704	
Top Operations Position	80	\$472,980	\$109,064	\$157,596	\$210,810	\$369,059	\$730,335
Top PR/Communications Position	14	\$238,875		\$137,510	\$193,597	\$238,477	
Top Program Position	8	\$328,295			\$167,587		
Top Technology Position	41	\$383,762	\$120,873	\$178,767	\$282,575	\$483,186	\$658,584
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	35	\$55,669	\$21,138	\$29,526	\$51,518	\$71,493	\$85,756
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	\$74,884	\$35,890	\$51,315	\$68,632	\$89,648	\$105,598

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	64	\$115,047	\$57,055	\$70,263	\$105,741	\$136,050	\$191,122
Top Finance Position	12	\$113,358		\$73,338	\$94,547	\$138,646	
Greater than \$5 million							
CEO/Executive Director	29	\$185,380	\$118,460	\$124,872	\$147,013	\$174,547	\$285,807
Top Finance Position	11	\$146,060		\$92,638	\$115,500	\$130,143	
Top Operations Position	9	\$169,626			\$119,154		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	198	\$46,669	\$20,964	\$29,758	\$43,521	\$59,336	\$75,022
Top Finance Position	11	\$34,297		\$21,930	\$34,698	\$43,295	
Top Operations Position	9	\$43,675			\$40,115		
Between \$500 thousand and \$1 million							
CEO/Executive Director	91	\$71,159	\$35,250	\$50,333	\$67,074	\$88,353	\$96,908
Top Finance Position	8	\$48,121			\$44,006		
Between \$1 million and \$5 million							
CEO/Executive Director	219	\$104,702	\$60,489	\$79,361	\$98,084	\$126,226	\$152,399
Top Administrative Position	7	\$68,539			\$76,601		
Top Development Position	8	\$103,974			\$113,181		
Top Finance Position	54	\$76,630	\$44,219	\$58,958	\$74,823	\$93,806	\$111,181
Top Operations Position	19	\$91,812		\$72,137	\$85,666	\$103,894	
Top Program Position	8	\$93,439			\$100,612		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	207	\$225,404	\$103,726	\$139,472	\$180,000	\$265,640	\$392,685
Top Administrative Position	19	\$144,507		\$121,342	\$132,929	\$150,534	
Top Business Position	17	\$196,516		\$135,910	\$158,940	\$224,540	
Top Development Position	27	\$135,777	\$97,981	\$114,095	\$132,392	\$155,642	\$179,148
Top Facilities Position	6	\$166,081			\$164,760		
Top Finance Position	139	\$138,176	\$75,282	\$98,094	\$117,340	\$147,741	\$228,727
Top Human Resources Position	28	\$154,237	\$95,524	\$105,924	\$147,403	\$188,831	\$233,151
Top Legal Position	6	\$164,934			\$146,719		
Top Marketing Position	20	\$164,275	\$118,916	\$130,170	\$153,219	\$176,131	\$191,265
Top Operations Position	80	\$163,264	\$90,911	\$109,033	\$143,915	\$207,370	\$253,281
Top PR/Communications Position	6	\$122,787			\$124,292		
Top Program Position	13	\$135,481		\$98,527	\$118,077	\$165,109	
Top Technology Position	15	\$157,240		\$109,585	\$119,012	\$157,957	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	17	\$38,650		\$27,000	\$33,690	\$40,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$78,173			\$64,640		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$89,112			\$63,250		
Medical Research							
Greater than \$5 million							
CEO/Executive Director	5	\$543,695			\$306,400		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	48	\$57,989	\$23,791	\$32,186	\$52,950	\$71,159	\$96,450
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$82,151		\$67,452	\$77,950	\$100,432	
Between \$1 million and \$5 million							
CEO/Executive Director	45	\$110,651	\$50,152	\$79,846	\$111,071	\$126,090	\$151,348
Top Finance Position	11	\$100,378		\$75,730	\$88,062	\$104,313	
Top Operations Position	5	\$82,123			\$85,340		
Greater than \$5 million							
CEO/Executive Director	47	\$210,247	\$134,250	\$149,431	\$189,665	\$249,195	\$290,863
Top Finance Position	34	\$137,927	\$77,504	\$102,136	\$125,336	\$153,511	\$210,278
Top Human Resources Position	5	\$143,280			\$131,645		
Top Operations Position	23	\$136,194	\$92,406	\$105,242	\$124,349	\$158,982	\$197,875
Top Technology Position	6	\$125,133			\$95,129		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	35	\$60,400	\$19,520	\$31,275	\$55,090	\$83,187	\$113,037
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$69,598		\$44,993	\$58,000	\$93,900	
Between \$1 million and \$5 million							
CEO/Executive Director	37	\$117,292	\$48,493	\$87,112	\$114,414	\$146,007	\$176,744
Top Finance Position	9	\$72,428			\$76,456		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	31	\$283,612	\$188,403	\$196,288	\$264,166	\$322,397	\$378,637
Top Development Position	15	\$171,782		\$147,234	\$163,588	\$197,861	
Top Finance Position	22	\$164,970	\$113,062	\$125,599	\$160,501	\$197,581	\$236,354
Top Operations Position	8	\$180,531			\$156,839		
Public Safety, Disaster Preparedness, and Relief							
\$500 thousand or less							
CEO/Executive Director	6	\$59,306			\$65,502		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$83,086			\$81,600		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$101,194			\$98,900		
Greater than \$5 million							
CEO/Executive Director	5	\$209,847			\$226,527		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	29	\$60,509	\$24,960	\$39,000	\$60,664	\$73,543	\$98,687
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$81,699			\$59,326		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$120,986		\$65,427	\$98,900	\$139,431	
Greater than \$5 million							
CEO/Executive Director	9	\$223,307			\$222,440		
Top Finance Position	6	\$138,419			\$115,387		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	34	\$50,767	\$24,287	\$33,250	\$50,554	\$63,027	\$75,396
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$75,542			\$69,753		
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$125,852	\$49,440	\$74,500	\$106,906	\$164,470	\$239,920
Top Finance Position	5	\$70,961			\$45,867		
Greater than \$5 million							
CEO/Executive Director	12	\$475,135		\$239,826	\$335,891	\$654,091	
Top Finance Position	7	\$174,041			\$173,797		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	245	\$52,019	\$20,000	\$30,000	\$45,750	\$66,757	\$93,569
Top Administrative Position	9	\$47,046			\$32,500		
Top Finance Position	13	\$37,686		\$24,000	\$32,000	\$48,865	
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$101,652	\$33,176	\$71,224	\$83,234	\$112,693	\$203,373
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$107,613	\$39,335	\$67,334	\$102,252	\$146,023	\$188,745
Top Finance Position	8	\$59,365			\$61,273		
Top Operations Position	5	\$94,336			\$83,665		
Greater than \$5 million							
CEO/Executive Director	11	\$195,490		\$165,043	\$197,873	\$213,587	
Top Finance Position	6	\$123,911			\$138,885		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Science and Technology Research Institutes, Services							
Greater than \$5 million							
CEO/Executive Director	5	\$281,839			\$201,346		
Top Finance Position	5	\$138,350			\$112,053		
Unknown							
\$500 thousand or less							
CEO/Executive Director	5	\$72,153			\$74,231		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	69	\$53,710	\$25,000	\$36,000	\$48,020	\$64,327	\$88,088
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	\$64,659	\$28,445	\$49,698	\$66,018	\$81,044	\$89,314
Between \$1 million and \$5 million							
CEO/Executive Director	47	\$124,918	\$66,493	\$85,333	\$108,468	\$142,890	\$172,001
Top Finance Position	10	\$74,421		\$64,016	\$73,761	\$81,828	
Top Operations Position	9	\$83,271			\$79,206		
Greater than \$5 million							
CEO/Executive Director	24	\$235,603	\$123,863	\$143,509	\$195,366	\$239,194	\$361,799
Top Finance Position	16	\$126,915		\$94,918	\$111,405	\$122,589	
Top Operations Position	10	\$119,351		\$99,637	\$109,590	\$117,271	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	7	\$60,135			\$49,010		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$53,129			\$56,504		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$102,550			\$85,471		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	67	\$46,576	\$20,857	\$32,263	\$40,250	\$60,000	\$75,927
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$73,458	\$41,339	\$50,002	\$65,000	\$85,707	\$103,294
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$126,433	\$69,656	\$90,101	\$115,042	\$148,400	\$192,108
Top Finance Position	7	\$93,702			\$89,496		
Greater than \$5 million							
CEO/Executive Director	11	\$353,640		\$212,580	\$360,880	\$484,326	
Top Development Position	6	\$176,852			\$147,939		
Top Finance Position	8	\$185,590			\$193,910		
Top Marketing Position	5	\$141,936			\$127,473		
Top Operations Position	7	\$178,516			\$182,893		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	17	\$63,843		\$40,000	\$66,976	\$82,500	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Civil Rights, Social Action, Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$100,271			\$84,700		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$125,634			\$110,325		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	26	\$51,095	\$26,860	\$38,624	\$46,985	\$55,150	\$77,242
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$87,362		\$50,581	\$73,709	\$112,185	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$146,861	\$53,304	\$93,136	\$151,237	\$187,308	\$217,387
Top Finance Position	5	\$97,000			\$105,948		
Greater than \$5 million							
CEO/Executive Director	11	\$163,939		\$111,221	\$149,741	\$200,897	
Top Finance Position	7	\$130,303			\$132,544		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	22	\$51,380	\$23,964	\$40,532	\$50,697	\$63,696	\$73,039
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$81,088		\$63,390	\$75,394	\$92,677	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$169,232			\$178,796		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	19	\$49,602		\$29,507	\$47,650	\$69,222	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$109,771		\$92,934	\$103,064	\$116,741	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$118,961			\$93,566		
Top Finance Position	5	\$75,629			\$78,773		
Greater than \$5 million							
CEO/Executive Director	5	\$268,177			\$287,404		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	71	\$50,624	\$19,830	\$30,238	\$42,436	\$58,930	\$89,357
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	\$75,320	\$34,580	\$49,050	\$69,331	\$90,000	\$127,522
Between \$1 million and \$5 million							
CEO/Executive Director	93	\$129,263	\$57,288	\$83,437	\$114,750	\$146,795	\$259,261
Top Finance Position	17	\$95,914		\$60,000	\$80,000	\$109,154	
Top Operations Position	6	\$90,400			\$77,377		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	122	\$288,020	\$129,456	\$163,637	\$222,607	\$320,415	\$497,558
Top Administrative Position	24	\$198,891	\$71,402	\$135,620	\$168,173	\$226,409	\$337,638
Top Business Position	16	\$218,606		\$119,081	\$172,212	\$267,811	
Top Development Position	33	\$166,657	\$113,350	\$134,000	\$160,879	\$194,328	\$231,834
Top Education Position	23	\$202,274	\$106,151	\$131,234	\$159,515	\$211,703	\$267,873
Top Finance Position	76	\$195,400	\$81,242	\$106,901	\$146,007	\$241,420	\$305,686
Top Human Resources Position	9	\$313,997			\$181,631		
Top Legal Position	5	\$348,364			\$292,378		
Top Marketing Position	10	\$189,180		\$155,917	\$166,850	\$207,218	
Top Operations Position	25	\$232,158	\$113,047	\$126,122	\$155,649	\$245,011	\$576,343
Top PR/Communications Position	10	\$181,013		\$124,747	\$183,134	\$250,052	
Top Technology Position	10	\$194,713		\$147,458	\$175,579	\$224,397	
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$102,770			\$85,670		
Greater than \$5 million							
CEO/Executive Director	7	\$234,213			\$247,393		
Top Finance Position	7	\$223,379			\$180,854		
Top Operations Position	5	\$198,407			\$204,027		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	36	\$58,195	\$29,772	\$47,037	\$58,224	\$66,249	\$77,750

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$91,483			\$77,667		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$145,335		\$120,823	\$127,460	\$153,124	
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	8	\$43,835			\$39,750		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$71,339			\$63,832		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$75,246		\$65,696	\$67,168	\$78,118	
Greater than \$5 million							
CEO/Executive Director	8	\$149,664			\$144,684		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	31	\$56,094	\$23,460	\$39,838	\$52,250	\$71,610	\$89,971
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$83,016		\$56,830	\$74,577	\$97,552	
Between \$1 million and \$5 million							
CEO/Executive Director	43	\$139,186	\$66,846	\$92,108	\$123,978	\$148,961	\$192,812
Top Finance Position	10	\$126,106		\$60,801	\$118,313	\$172,432	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	82	\$659,106	\$149,971	\$193,059	\$370,503	\$784,096	\$1,642,514
Top Administrative Position	27	\$231,452	\$122,283	\$138,140	\$182,908	\$288,174	\$385,065
Top Business Position	8	\$247,646			\$157,802		
Top Development Position	5	\$361,655			\$137,648		
Top Finance Position	67	\$315,220	\$101,554	\$123,438	\$220,294	\$391,806	\$655,241
Top Human Resources Position	20	\$398,325	\$208,045	\$236,076	\$327,218	\$420,119	\$729,163
Top Legal Position	14	\$499,427		\$334,305	\$521,650	\$625,254	
Top Marketing Position	6	\$387,524			\$288,245		
Top Operations Position	43	\$410,290	\$126,221	\$155,045	\$239,783	\$467,310	\$914,066
Top Program Position	6	\$289,286			\$271,778		
Top Technology Position	17	\$382,408		\$286,746	\$362,896	\$464,443	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	48	\$49,997	\$24,150	\$37,085	\$45,057	\$60,572	\$69,080
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$77,651		\$61,265	\$76,089	\$90,346	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$125,953	\$53,199	\$75,500	\$92,820	\$131,741	\$213,286
Top Finance Position	6	\$110,224			\$100,710		
Greater than \$5 million							
CEO/Executive Director	8	\$296,715			\$244,382		
Top Finance Position	6	\$164,167			\$153,799		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	146	\$47,186	\$21,735	\$30,000	\$41,146	\$58,150	\$78,347
Top Finance Position	9	\$25,916			\$25,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	63	\$71,723	\$39,533	\$51,740	\$68,010	\$84,231	\$101,245
Between \$1 million and \$5 million							
CEO/Executive Director	114	\$105,148	\$62,530	\$80,522	\$98,273	\$126,006	\$142,417
Top Finance Position	21	\$63,542	\$38,316	\$50,500	\$64,995	\$71,680	\$91,849
Top Operations Position	9	\$90,369			\$90,063		
Greater than \$5 million							
CEO/Executive Director	57	\$206,159	\$96,012	\$128,714	\$163,401	\$257,253	\$309,586
Top Business Position	5	\$125,883			\$131,112		
Top Development Position	12	\$204,748		\$124,109	\$169,574	\$210,107	
Top Finance Position	35	\$139,576	\$80,927	\$94,623	\$113,555	\$160,971	\$246,357
Top Human Resources Position	5	\$186,804			\$194,345		
Top Marketing Position	6	\$245,664			\$176,642		
Top Operations Position	18	\$193,872		\$128,528	\$161,095	\$219,327	
Top PR/Communications Position	5	\$190,620			\$172,053		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	18	\$58,775		\$41,740	\$52,000	\$71,145	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$98,503			\$110,000		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	28	\$50,297	\$20,850	\$29,415	\$49,537	\$64,837	\$80,751
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$83,114		\$64,438	\$77,971	\$93,154	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$126,503		\$97,086	\$136,364	\$162,714	
Greater than \$5 million							
CEO/Executive Director	10	\$185,192		\$128,434	\$152,367	\$216,759	
Top Finance Position	6	\$125,414			\$101,676		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	21	\$47,966	\$27,083	\$32,952	\$41,084	\$63,077	\$74,550
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$71,338		\$56,306	\$66,815	\$84,531	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$128,345		\$84,081	\$105,517	\$134,427	
Greater than \$5 million							
CEO/Executive Director	13	\$208,099		\$157,624	\$169,132	\$203,513	
Top Finance Position	6	\$135,290			\$120,199		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	17	\$63,088		\$40,000	\$54,221	\$82,652	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$59,376			\$48,933		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$129,413			\$114,925		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	20	\$47,037	\$17,490	\$25,500	\$45,544	\$63,495	\$66,400
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$93,735		\$59,221	\$80,790	\$116,863	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$153,030		\$100,606	\$127,274	\$180,209	
Top Finance Position	5	\$94,151			\$97,238		
Greater than \$5 million							
CEO/Executive Director	6	\$352,608			\$301,173		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	183	\$54,230	\$19,366	\$31,371	\$48,000	\$73,355	\$95,952
Top Finance Position	21	\$42,375	\$20,389	\$25,900	\$30,500	\$52,822	\$79,650
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$91,584	\$40,366	\$62,440	\$85,970	\$101,624	\$130,441
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$102,777	\$43,434	\$64,250	\$94,525	\$125,849	\$155,607
Top Finance Position	8	\$80,453			\$74,935		
Top Operations Position	5	\$88,316			\$102,650		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Religion-Related, Spiritual Development							
Greater than \$5 million							
CEO/Executive Director	13	\$253,586		\$178,114	\$264,606	\$310,000	
Top Finance Position	7	\$165,463			\$182,286		
Top Operations Position	6	\$145,757			\$146,808		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	57	\$52,923	\$22,467	\$37,115	\$49,733	\$63,201	\$84,262
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$88,236		\$66,304	\$82,166	\$114,423	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$125,628	\$67,752	\$94,050	\$109,103	\$157,235	\$185,825
Greater than \$5 million							
CEO/Executive Director	10	\$319,272		\$180,093	\$305,712	\$382,749	
Top Development Position	5	\$143,257			\$141,409		
Top Finance Position	6	\$153,809			\$134,387		
Top Operations Position	5	\$136,222			\$107,965		
Hawaii							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	19	\$52,603		\$33,012	\$51,464	\$74,492	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$63,951		\$48,845	\$55,680	\$81,360	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$99,453		\$77,191	\$98,500	\$128,461	
Greater than \$5 million							
CEO/Executive Director	7	\$216,933			\$187,394		
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$52,609			\$49,830		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$132,830			\$117,386		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	7	\$70,775			\$60,000		
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$109,086			\$104,817		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	24	\$55,540	\$25,996	\$35,688	\$59,095	\$67,128	\$84,065
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$70,576		\$58,147	\$65,960	\$76,232	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$101,373		\$85,349	\$96,871	\$119,194	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	24	\$299,736	\$138,285	\$175,867	\$233,523	\$310,619	\$667,208
Top Development Position	6	\$195,652			\$181,637		
Top Finance Position	14	\$208,969		\$120,374	\$168,881	\$259,759	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	14	\$67,918		\$50,472	\$67,915	\$90,333	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$93,127			\$79,327		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	6	\$52,532			\$39,291		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$154,559		\$88,657	\$134,639	\$169,518	
Top Finance Position	8	\$84,203			\$89,126		
Greater than \$5 million							
CEO/Executive Director	20	\$456,817	\$156,661	\$190,481	\$255,958	\$386,496	\$730,913
Top Finance Position	12	\$325,437		\$157,508	\$187,022	\$332,142	
Top Operations Position	13	\$238,459		\$152,138	\$164,734	\$212,735	
Top Technology Position	6	\$359,002			\$178,728		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	6	\$90,827			\$72,034		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$119,843			\$112,878		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	20	\$55,765	\$23,810	\$34,082	\$47,754	\$70,500	\$86,895
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$75,626			\$74,533		
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$101,486	\$69,730	\$74,536	\$98,711	\$119,934	\$151,997
Top Finance Position	9	\$92,929			\$85,000		
Greater than \$5 million							
CEO/Executive Director	17	\$170,976		\$119,564	\$152,852	\$212,460	
Top Finance Position	8	\$109,599			\$113,179		
Top Operations Position	5	\$138,008			\$148,647		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	7	\$60,484			\$66,115		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$108,701			\$97,161		
Top Finance Position	5	\$75,172			\$59,055		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	\$46,592			\$43,450		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	12	\$46,116		\$32,795	\$40,197	\$60,410	
Unknown							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$99,667			\$98,102		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	10	\$52,146		\$35,559	\$48,791	\$67,417	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$89,997			\$97,266		
Idaho							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	20	\$40,066	\$18,002	\$24,730	\$34,601	\$47,607	\$52,505
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$53,276			\$54,075		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$103,570		\$81,563	\$93,526	\$124,159	
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	5	\$67,125			\$60,000		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	9	\$52,661			\$47,530		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	\$50,599		\$23,537	\$34,783	\$55,889	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$63,351		\$43,290	\$63,316	\$84,477	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$101,639	\$65,212	\$73,256	\$94,773	\$127,957	\$148,036
Top Administrative Position	18	\$88,781		\$80,817	\$89,035	\$101,286	
Greater than \$5 million							
CEO/Executive Director	8	\$160,892			\$156,639		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	8	\$50,815			\$48,771		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	9	\$41,963			\$31,424		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$146,317			\$98,638		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	18	\$282,380		\$155,096	\$198,633	\$294,800	
Top Finance Position	15	\$227,871		\$128,075	\$140,457	\$166,630	
Top Operations Position	6	\$272,146			\$193,515		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	14	\$51,012		\$35,166	\$48,113	\$57,262	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$66,292		\$50,103	\$68,819	\$73,660	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$100,553		\$75,888	\$90,819	\$103,902	
Greater than \$5 million							
CEO/Executive Director	5	\$107,625			\$115,815		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	\$38,624			\$37,969		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	9	\$43,038			\$40,000		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	17	\$56,099		\$45,809	\$54,692	\$72,839	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$94,883			\$99,300		
Unknown							
\$500 thousand or less							
CEO/Executive Director	5	\$51,127			\$36,930		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	\$40,960			\$39,568		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$111,042			\$95,310		

Illinois

Animal-Related

\$500 thousand or less							
CEO/Executive Director	17	\$39,798		\$26,282	\$32,000	\$44,121	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$63,761			\$59,723		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$92,015		\$73,496	\$80,944	\$95,497	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	151	\$48,830	\$21,070	\$30,438	\$45,992	\$60,121	\$74,271
Top Administrative Position	7	\$46,873			\$41,003		
Between \$500 thousand and \$1 million							
CEO/Executive Director	67	\$70,980	\$38,000	\$53,124	\$71,000	\$89,373	\$104,061
Between \$1 million and \$5 million							
CEO/Executive Director	72	\$115,657	\$57,820	\$78,057	\$104,390	\$143,244	\$181,607
Top Finance Position	11	\$105,492		\$87,704	\$105,167	\$119,368	
Greater than \$5 million							
CEO/Executive Director	31	\$387,081	\$184,068	\$210,423	\$341,045	\$529,399	\$653,516
Top Administrative Position	6	\$146,275			\$128,857		
Top Development Position	18	\$205,736		\$173,385	\$212,055	\$230,578	
Top Education Position	7	\$151,467			\$142,058		
Top Finance Position	22	\$195,255	\$107,998	\$130,077	\$188,021	\$225,197	\$339,865
Top Marketing Position	13	\$189,122		\$127,934	\$184,191	\$242,206	
Top Operations Position	6	\$243,493			\$239,262		
Top PR/Communications Position	7	\$188,253			\$183,460		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	22	\$55,316	\$37,644	\$42,709	\$56,042	\$65,516	\$74,027
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$89,828			\$85,250		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$125,540		\$81,813	\$98,374	\$133,603	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Civil Rights, Social Action, Advocacy							
Greater than \$5 million							
CEO/Executive Director	9	\$235,264			\$219,771		
Top Finance Position	6	\$137,776			\$124,504		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	55	\$64,787	\$28,500	\$42,826	\$58,555	\$78,393	\$102,940
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$76,413		\$67,620	\$73,268	\$80,405	
Between \$1 million and \$5 million							
CEO/Executive Director	47	\$137,487	\$63,322	\$91,216	\$120,282	\$164,882	\$213,660
Top Finance Position	9	\$107,747			\$106,442		
Top Operations Position	6	\$154,417			\$146,299		
Greater than \$5 million							
CEO/Executive Director	19	\$343,385		\$195,263	\$273,886	\$458,849	
Top Business Position	5	\$189,748			\$168,566		
Top Finance Position	12	\$222,423		\$128,891	\$182,154	\$216,356	
Top Operations Position	10	\$242,915		\$184,465	\$232,617	\$295,733	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	29	\$47,348	\$22,269	\$34,914	\$38,406	\$56,000	\$72,098
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$94,756		\$64,268	\$94,533	\$123,625	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$123,375		\$93,426	\$111,770	\$143,094	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Crime, Legal-Related							
Greater than \$5 million							
CEO/Executive Director	9	\$195,608			\$196,456		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	23	\$64,319	\$19,819	\$40,013	\$60,632	\$83,007	\$94,687
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$113,848		\$82,294	\$118,205	\$127,745	
Between \$1 million and \$5 million							
CEO/Executive Director	39	\$173,243	\$30,092	\$97,879	\$134,992	\$223,016	\$310,028
Top Finance Position	7	\$96,466			\$115,043		
Greater than \$5 million							
CEO/Executive Director	27	\$536,959	\$129,900	\$204,648	\$474,553	\$625,872	\$966,477
Top Development Position	6	\$225,153			\$193,203		
Top Education Position	9	\$294,737			\$235,478		
Top Finance Position	16	\$294,815		\$156,331	\$225,877	\$310,617	
Top Marketing Position	5	\$162,481			\$149,859		
Top Operations Position	8	\$300,318			\$236,021		
Top PR/Communications Position	8	\$225,312			\$166,706		
Top Program Position	6	\$203,196			\$140,532		
Top Technology Position	9	\$199,706			\$210,622		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	83	\$57,209	\$25,007	\$34,876	\$49,427	\$71,500	\$87,573
Top Administrative Position	7	\$45,522			\$38,385		
Top Finance Position	6	\$42,181			\$28,581		
Top Program Position	5	\$29,839			\$28,113		
Between \$500 thousand and \$1 million							
CEO/Executive Director	60	\$81,415	\$39,870	\$59,087	\$79,812	\$94,042	\$126,738
Top Administrative Position	6	\$56,353			\$56,453		
Top Finance Position	10	\$62,700		\$42,446	\$54,967	\$70,345	
Between \$1 million and \$5 million							
CEO/Executive Director	140	\$140,507	\$67,648	\$90,223	\$128,541	\$161,464	\$227,774
Top Administrative Position	12	\$74,150		\$56,051	\$69,621	\$92,350	
Top Business Position	6	\$92,994			\$81,316		
Top Development Position	6	\$134,388			\$129,942		
Top Education Position	9	\$111,824			\$112,978		
Top Finance Position	21	\$88,383	\$47,058	\$64,274	\$90,000	\$119,016	\$125,784
Top Operations Position	16	\$109,931		\$53,938	\$96,653	\$143,204	
Top Program Position	5	\$130,414			\$138,663		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	162	\$348,255	\$124,021	\$164,364	\$254,894	\$392,938	\$561,292
Top Administrative Position	36	\$230,494	\$118,696	\$152,991	\$188,054	\$260,460	\$391,415
Top Business Position	17	\$175,605		\$132,734	\$168,880	\$202,755	
Top Development Position	42	\$239,403	\$130,726	\$149,990	\$179,242	\$257,759	\$389,275
Top Education Position	71	\$248,909	\$123,086	\$151,813	\$186,078	\$272,264	\$423,505
Top Facilities Position	8	\$250,676			\$153,698		
Top Finance Position	99	\$199,384	\$98,766	\$128,343	\$175,667	\$223,245	\$319,551
Top Human Resources Position	15	\$245,867		\$170,032	\$218,769	\$304,387	
Top Legal Position	12	\$396,907		\$180,620	\$291,419	\$584,039	
Top Marketing Position	8	\$198,044			\$169,839		
Top Operations Position	39	\$237,569	\$113,214	\$126,487	\$163,615	\$224,421	\$323,704
Top PR/Communications Position	12	\$156,143		\$134,292	\$158,233	\$171,990	
Top Program Position	6	\$140,006			\$139,322		
Top Technology Position	31	\$205,653	\$112,899	\$148,519	\$186,287	\$229,302	\$320,500
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	15	\$60,351		\$37,120	\$65,000	\$77,053	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$111,142			\$97,234		
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$136,644	\$62,164	\$97,099	\$112,571	\$165,953	\$216,601
Greater than \$5 million							
CEO/Executive Director	9	\$190,275			\$192,425		
Top Finance Position	7	\$143,082			\$129,451		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	11	\$50,561		\$30,367	\$50,000	\$65,035	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$112,424		\$61,107	\$98,349	\$122,494	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$138,491		\$101,664	\$132,828	\$151,176	
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	18	\$41,304		\$24,550	\$38,390	\$54,286	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$75,186			\$74,358		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$79,315		\$40,199	\$76,180	\$108,765	
Greater than \$5 million							
CEO/Executive Director	9	\$278,171			\$229,008		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	34	\$65,941	\$24,283	\$46,250	\$65,136	\$82,680	\$89,228
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$101,845	\$50,098	\$62,920	\$79,263	\$122,500	\$208,672
Between \$1 million and \$5 million							
CEO/Executive Director	48	\$142,957	\$69,238	\$88,238	\$113,149	\$184,683	\$258,385
Top Administrative Position	6	\$102,998			\$93,608		
Top Finance Position	6	\$106,943			\$110,413		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	135	\$639,743	\$134,584	\$204,057	\$348,623	\$730,076	\$1,418,929
Top Administrative Position	27	\$295,238	\$110,391	\$128,674	\$180,675	\$310,786	\$760,518
Top Business Position	20	\$385,700	\$155,466	\$180,217	\$295,197	\$403,628	\$654,005
Top Development Position	10	\$372,736		\$168,725	\$183,497	\$353,583	
Top Education Position	5	\$268,075			\$158,124		
Top Facilities Position	5	\$340,716			\$272,660		
Top Finance Position	116	\$343,805	\$103,351	\$139,356	\$218,410	\$415,880	\$681,623
Top Human Resources Position	34	\$437,430	\$155,585	\$211,092	\$318,399	\$535,954	\$832,954
Top Legal Position	25	\$510,580	\$177,612	\$220,391	\$341,452	\$578,000	\$1,044,740
Top Marketing Position	12	\$437,960		\$192,428	\$374,044	\$516,266	
Top Operations Position	71	\$407,748	\$128,352	\$180,436	\$262,595	\$412,361	\$779,234
Top PR/Communications Position	10	\$305,322		\$149,593	\$195,769	\$332,617	
Top Technology Position	34	\$395,116	\$131,198	\$169,272	\$261,960	\$554,584	\$763,305
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	17	\$51,017		\$31,500	\$51,241	\$65,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$84,631	\$45,670	\$76,784	\$90,895	\$101,174	\$111,803
Between \$1 million and \$5 million							
CEO/Executive Director	50	\$107,358	\$67,682	\$81,069	\$94,383	\$131,391	\$169,337
Top Finance Position	5	\$94,286			\$93,385		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Housing, Shelter							
Greater than \$5 million							
CEO/Executive Director	25	\$281,483	\$87,269	\$111,420	\$172,453	\$233,847	\$408,469
Top Administrative Position	5	\$128,324			\$129,971		
Top Finance Position	12	\$179,463		\$126,075	\$189,851	\$215,918	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	151	\$49,696	\$25,292	\$33,853	\$48,557	\$60,269	\$72,677
Between \$500 thousand and \$1 million							
CEO/Executive Director	103	\$73,918	\$40,278	\$51,269	\$66,000	\$87,032	\$118,593
Top Finance Position	6	\$61,072			\$63,662		
Between \$1 million and \$5 million							
CEO/Executive Director	209	\$104,726	\$53,271	\$74,963	\$96,681	\$122,880	\$162,055
Top Administrative Position	5	\$89,040			\$81,950		
Top Development Position	6	\$100,999			\$106,328		
Top Finance Position	40	\$77,097	\$47,493	\$56,699	\$73,024	\$90,656	\$117,689
Top Operations Position	18	\$129,252		\$68,537	\$91,358	\$118,599	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	204	\$202,362	\$95,197	\$124,620	\$168,179	\$219,719	\$328,308
Top Administrative Position	24	\$133,099	\$100,113	\$105,851	\$136,386	\$150,368	\$176,109
Top Business Position	17	\$168,849		\$125,219	\$131,878	\$148,888	
Top Development Position	23	\$151,545	\$103,674	\$126,247	\$152,372	\$178,304	\$192,950
Top Education Position	7	\$112,148			\$122,604		
Top Finance Position	115	\$141,387	\$70,218	\$95,678	\$124,953	\$166,166	\$216,949
Top Human Resources Position	24	\$164,643	\$98,432	\$110,772	\$140,651	\$174,411	\$242,466
Top Marketing Position	13	\$185,610		\$128,881	\$162,312	\$220,590	
Top Operations Position	46	\$165,785	\$100,275	\$119,066	\$146,028	\$188,490	\$276,795
Top PR/Communications Position	10	\$149,541		\$112,506	\$133,376	\$195,509	
Top Program Position	27	\$140,723	\$104,161	\$115,417	\$124,441	\$150,886	\$185,020
Top Technology Position	16	\$158,442		\$134,806	\$147,410	\$177,501	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	18	\$43,771		\$29,420	\$44,169	\$52,657	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$69,116			\$60,800		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$125,395		\$96,979	\$103,008	\$148,089	
Greater than \$5 million							
CEO/Executive Director	8	\$276,675			\$219,732		
Top Finance Position	5	\$171,468			\$166,782		
Top Operations Position	5	\$195,055			\$186,248		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Medical Research							
\$500 thousand or less							
CEO/Executive Director	7	\$83,478			\$84,938		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$164,349			\$165,621		
Greater than \$5 million							
CEO/Executive Director	6	\$331,400			\$258,416		
Top Finance Position	5	\$176,485			\$172,750		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	25	\$54,579	\$30,768	\$41,975	\$54,000	\$62,500	\$79,175
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$84,933	\$49,485	\$62,957	\$80,409	\$105,668	\$115,789
Between \$1 million and \$5 million							
CEO/Executive Director	66	\$113,105	\$69,954	\$86,227	\$100,403	\$131,594	\$159,521
Top Finance Position	13	\$108,146		\$79,129	\$102,789	\$117,500	
Top Operations Position	6	\$97,362			\$90,402		
Greater than \$5 million							
CEO/Executive Director	30	\$238,197	\$118,092	\$166,093	\$194,988	\$301,077	\$393,983
Top Finance Position	17	\$168,436		\$100,331	\$167,454	\$226,062	
Top Operations Position	7	\$182,525			\$162,221		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	28	\$51,838	\$23,363	\$30,759	\$52,279	\$66,502	\$79,704

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$106,054		\$75,069	\$92,332	\$122,309	
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$151,705	\$87,637	\$112,052	\$137,669	\$172,228	\$257,367
Top Finance Position	6	\$112,663			\$103,164		
Top Program Position	5	\$113,657			\$110,265		
Greater than \$5 million							
CEO/Executive Director	18	\$300,857		\$165,105	\$215,058	\$281,200	
Top Development Position	7	\$252,331			\$242,990		
Top Finance Position	7	\$183,299			\$196,194		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	13	\$57,194		\$26,000	\$50,000	\$71,207	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$105,351		\$83,689	\$98,684	\$121,230	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$172,758		\$127,176	\$158,361	\$179,985	
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	14	\$41,581		\$24,625	\$32,870	\$60,734	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$85,729		\$71,947	\$82,319	\$92,373	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$154,400	\$67,264	\$92,723	\$121,792	\$171,079	\$317,798

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Recreation, Sports, Leisure, Athletics							
Greater than \$5 million							
CEO/Executive Director	5	\$1,420,379			\$276,929		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	106	\$54,818	\$19,900	\$34,156	\$51,316	\$67,472	\$95,094
Top Finance Position	8	\$30,488			\$21,879		
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$69,189	\$34,128	\$45,644	\$65,932	\$94,335	\$104,258
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$106,073	\$56,045	\$71,265	\$97,792	\$149,678	\$180,897
Top Finance Position	7	\$114,099			\$124,046		
Greater than \$5 million							
CEO/Executive Director	17	\$238,613		\$128,632	\$194,076	\$257,573	
Top Finance Position	12	\$136,952		\$84,048	\$126,957	\$184,639	
Top Operations Position	7	\$197,193			\$181,787		
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$139,360			\$120,845		
Greater than \$5 million							
CEO/Executive Director	6	\$493,592			\$305,482		
Top Finance Position	5	\$247,065			\$177,692		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Unknown							
\$500 thousand or less							
CEO/Executive Director	6	\$55,610			\$49,719		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	58	\$52,383	\$24,431	\$35,728	\$52,893	\$65,722	\$77,127
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	\$90,168	\$59,238	\$74,583	\$86,306	\$105,085	\$117,224
Between \$1 million and \$5 million							
CEO/Executive Director	37	\$113,059	\$60,000	\$85,553	\$102,328	\$137,549	\$182,017
Top Finance Position	7	\$67,647			\$72,615		
Greater than \$5 million							
CEO/Executive Director	11	\$232,186		\$111,443	\$242,434	\$300,764	
Top Finance Position	5	\$98,976			\$84,086		
Indiana							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	19	\$41,378		\$31,685	\$38,000	\$45,042	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$70,886			\$71,332		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	67	\$45,878	\$25,882	\$31,409	\$44,038	\$55,151	\$67,961
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$77,852	\$38,558	\$56,925	\$69,665	\$90,420	\$124,228
Between \$1 million and \$5 million							
CEO/Executive Director	37	\$105,057	\$58,327	\$80,000	\$98,762	\$126,909	\$160,740
Top Administrative Position	6	\$90,964			\$102,138		
Top Finance Position	6	\$59,694			\$53,590		
Greater than \$5 million							
CEO/Executive Director	14	\$310,192		\$189,426	\$226,588	\$281,983	
Top Finance Position	11	\$178,192		\$139,651	\$163,298	\$188,195	
Top Marketing Position	5	\$153,560			\$146,217		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	9	\$75,454			\$68,872		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$69,842			\$80,273		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	54	\$62,697	\$31,416	\$41,733	\$61,893	\$78,961	\$96,227
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$82,475		\$63,750	\$70,352	\$118,479	
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$134,469	\$56,754	\$92,333	\$108,234	\$150,630	\$243,842

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Community Improvement, Capacity Building							
Greater than \$5 million							
CEO/Executive Director	5	\$415,674			\$124,478		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	20	\$53,033	\$22,753	\$39,859	\$53,469	\$64,221	\$77,088
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$100,666			\$109,620		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	12	\$49,926		\$31,844	\$47,691	\$71,100	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$69,193			\$73,120		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$122,184			\$110,439		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	58	\$52,915	\$23,265	\$30,329	\$47,599	\$69,168	\$86,498
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$72,589	\$33,731	\$49,500	\$73,750	\$84,158	\$110,880
Between \$1 million and \$5 million							
CEO/Executive Director	70	\$107,304	\$64,527	\$72,233	\$99,108	\$123,391	\$160,694
Top Finance Position	14	\$73,983		\$49,713	\$58,504	\$75,315	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	69	\$288,893	\$108,928	\$138,000	\$246,545	\$349,121	\$535,932
Top Administrative Position	16	\$169,745		\$115,300	\$143,815	\$231,489	
Top Business Position	9	\$185,798			\$177,074		
Top Development Position	24	\$194,114	\$114,248	\$123,001	\$180,921	\$229,785	\$315,889
Top Education Position	29	\$208,838	\$103,531	\$138,474	\$159,553	\$237,455	\$314,765
Top Finance Position	48	\$160,271	\$72,596	\$94,690	\$130,067	\$181,945	\$301,103
Top Legal Position	8	\$283,436			\$258,304		
Top Marketing Position	9	\$167,367			\$156,869		
Top Operations Position	8	\$197,524			\$194,278		
Top PR/Communications Position	7	\$191,877			\$196,549		
Top Technology Position	7	\$213,133			\$187,386		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$89,682			\$87,920		
Greater than \$5 million							
CEO/Executive Director	12	\$143,225		\$109,770	\$133,482	\$163,889	
Top Finance Position	6	\$97,831			\$99,596		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	14	\$53,322		\$43,542	\$56,733	\$64,696	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$78,436		\$66,245	\$76,682	\$95,354	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	16	\$43,290		\$27,083	\$38,544	\$53,958	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$89,850			\$84,043		
Greater than \$5 million							
CEO/Executive Director	10	\$127,450		\$80,542	\$96,424	\$109,860	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	20	\$66,569	\$24,510	\$30,718	\$43,401	\$80,967	\$130,174
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$76,921		\$54,202	\$79,911	\$91,543	
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$142,183	\$69,483	\$84,492	\$109,226	\$169,178	\$204,898
Top Finance Position	6	\$166,867			\$134,835		
Top Operations Position	10	\$166,225		\$101,668	\$146,834	\$195,355	
Greater than \$5 million							
CEO/Executive Director	81	\$457,782	\$120,900	\$200,926	\$305,563	\$517,531	\$797,941
Top Administrative Position	13	\$227,721		\$139,566	\$170,946	\$315,515	
Top Business Position	6	\$287,685			\$252,226		
Top Development Position	5	\$147,526			\$126,656		
Top Finance Position	55	\$291,509	\$82,696	\$112,164	\$173,771	\$334,892	\$802,396
Top Human Resources Position	13	\$343,057		\$178,244	\$256,636	\$488,307	
Top Operations Position	40	\$314,850	\$108,572	\$160,839	\$228,620	\$328,023	\$579,242
Top Technology Position	12	\$320,680		\$167,501	\$201,165	\$341,724	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	22	\$42,659	\$23,377	\$31,250	\$40,491	\$50,676	\$69,768
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$59,536		\$53,846	\$58,800	\$70,654	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$101,986	\$44,500	\$66,000	\$84,800	\$128,009	\$173,307
Greater than \$5 million							
CEO/Executive Director	10	\$216,992		\$143,689	\$171,985	\$203,675	
Top Finance Position	5	\$158,262			\$111,794		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	106	\$46,916	\$23,411	\$33,668	\$43,890	\$59,963	\$71,986
Between \$500 thousand and \$1 million							
CEO/Executive Director	78	\$61,112	\$33,147	\$50,000	\$62,421	\$74,118	\$84,909
Between \$1 million and \$5 million							
CEO/Executive Director	123	\$89,577	\$56,664	\$68,382	\$83,049	\$104,450	\$125,820
Top Finance Position	19	\$74,396		\$52,726	\$74,187	\$87,106	
Top Operations Position	11	\$78,500		\$63,515	\$80,000	\$90,753	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	94	\$169,702	\$91,798	\$124,338	\$159,568	\$193,358	\$255,181
Top Development Position	6	\$98,270			\$101,590		
Top Finance Position	61	\$112,272	\$72,867	\$90,059	\$106,840	\$124,342	\$165,462
Top Human Resources Position	7	\$128,968			\$129,692		
Top Marketing Position	6	\$160,902			\$156,824		
Top Operations Position	21	\$126,614	\$91,302	\$98,408	\$114,266	\$147,577	\$187,956
Top Program Position	5	\$128,581			\$112,094		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	15	\$48,733		\$33,360	\$41,800	\$52,830	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$91,027			\$58,275		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	27	\$45,140	\$25,650	\$32,188	\$40,038	\$60,975	\$66,455
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$63,883		\$61,037	\$63,109	\$70,686	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$100,499			\$116,609		
Greater than \$5 million							
CEO/Executive Director	21	\$343,820	\$147,800	\$177,551	\$223,514	\$284,612	\$338,762
Top Finance Position	13	\$175,564		\$134,480	\$147,741	\$198,354	
Top Operations Position	7	\$150,013			\$149,442		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	26	\$44,902	\$27,141	\$30,625	\$43,559	\$47,609	\$56,171
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$75,040	\$43,705	\$51,853	\$68,198	\$86,057	\$130,212
Between \$1 million and \$5 million							
CEO/Executive Director	55	\$106,447	\$71,744	\$81,449	\$97,888	\$123,642	\$151,825
Top Finance Position	7	\$73,245			\$70,688		
Greater than \$5 million							
CEO/Executive Director	8	\$339,731			\$229,764		
Top Finance Position	6	\$243,384			\$121,602		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$61,319			\$53,132		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	12	\$60,255		\$35,613	\$48,180	\$58,413	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$62,021			\$68,694		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$105,836		\$61,000	\$107,991	\$139,219	
Greater than \$5 million							
CEO/Executive Director	8	\$716,037			\$268,350		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	88	\$47,283	\$22,791	\$27,750	\$45,300	\$58,653	\$76,220
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$72,983	\$34,797	\$50,610	\$69,972	\$93,571	\$114,374
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$93,065	\$47,945	\$67,790	\$86,302	\$114,880	\$147,521
Greater than \$5 million							
CEO/Executive Director	5	\$213,233			\$180,181		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	42	\$49,175	\$21,304	\$34,347	\$47,411	\$59,806	\$78,621
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$69,270	\$45,802	\$58,000	\$66,196	\$77,007	\$85,574
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$120,945	\$63,487	\$92,136	\$113,587	\$144,261	\$185,034
Greater than \$5 million							
CEO/Executive Director	8	\$210,298			\$202,437		
Iowa							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$41,331			\$40,965		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Animal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$66,428			\$55,929		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	41	\$50,048	\$26,250	\$29,800	\$44,577	\$61,800	\$80,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$85,388		\$76,232	\$78,469	\$89,701	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$101,155	\$55,426	\$70,716	\$92,701	\$124,898	\$164,753
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	6	\$69,808			\$60,800		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	19	\$54,813		\$33,006	\$49,700	\$68,670	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$81,778			\$83,000		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$84,463		\$63,816	\$81,335	\$94,280	
Greater than \$5 million							
CEO/Executive Director	8	\$116,104			\$115,239		
Top Finance Position	5	\$86,735			\$88,859		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	8	\$59,859			\$61,993		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	9	\$64,713			\$48,703		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	19	\$51,533		\$30,452	\$40,964	\$69,233	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$94,102		\$51,921	\$65,346	\$94,242	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$119,587		\$74,150	\$101,314	\$128,485	
Greater than \$5 million							
CEO/Executive Director	39	\$334,008	\$109,869	\$201,352	\$301,522	\$418,714	\$562,614
Top Administrative Position	22	\$149,416	\$73,714	\$125,683	\$144,796	\$187,119	\$214,037
Top Business Position	6	\$156,879			\$147,532		
Top Development Position	17	\$181,193		\$169,245	\$180,411	\$205,068	
Top Education Position	23	\$191,769	\$100,312	\$143,990	\$177,554	\$200,434	\$300,438
Top Finance Position	30	\$176,175	\$39,693	\$122,087	\$178,138	\$224,904	\$304,251
Top PR/Communications Position	5	\$149,506			\$139,226		
Top Technology Position	8	\$195,702			\$185,613		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$98,738			\$88,269		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	10	\$56,022		\$46,078	\$55,865	\$67,504	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$94,072			\$88,188		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$106,236			\$100,374		
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$128,844			\$103,303		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	11	\$79,522		\$55,036	\$58,975	\$66,195	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$72,025			\$73,831		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$183,932		\$121,688	\$130,762	\$181,123	
Top Administrative Position	6	\$87,162			\$75,687		
Top Finance Position	6	\$192,752			\$190,904		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	58	\$328,216	\$121,062	\$151,802	\$211,946	\$343,513	\$615,785
Top Administrative Position	14	\$142,580		\$114,738	\$126,584	\$156,657	
Top Finance Position	40	\$221,749	\$91,699	\$114,389	\$151,287	\$208,378	\$388,344
Top Human Resources Position	11	\$193,803		\$122,532	\$166,564	\$231,721	
Top Operations Position	17	\$288,904		\$139,667	\$195,261	\$314,773	
Top Technology Position	6	\$196,211			\$128,835		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	9	\$49,426			\$60,600		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$88,716		\$72,230	\$83,924	\$106,308	
Top Administrative Position	8	\$79,792			\$71,949		
Top Finance Position	5	\$72,326			\$60,058		
Greater than \$5 million							
CEO/Executive Director	13	\$183,831		\$136,758	\$176,450	\$199,859	
Top Finance Position	6	\$127,397			\$134,351		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	66	\$44,986	\$25,018	\$30,122	\$41,332	\$52,494	\$66,303
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	\$68,532	\$33,601	\$48,510	\$65,280	\$79,851	\$106,615

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	60	\$90,837	\$62,005	\$73,940	\$88,097	\$103,821	\$118,991
Top Administrative Position	5	\$89,783			\$85,647		
Top Finance Position	10	\$73,307		\$58,129	\$71,617	\$87,943	
Greater than \$5 million							
CEO/Executive Director	53	\$173,944	\$98,970	\$121,572	\$162,439	\$205,265	\$237,587
Top Administrative Position	8	\$125,732			\$114,956		
Top Finance Position	40	\$112,060	\$77,987	\$86,259	\$102,672	\$112,766	\$143,163
Top Human Resources Position	5	\$116,086			\$74,641		
Top Operations Position	7	\$167,223			\$137,232		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	10	\$47,883		\$32,722	\$44,243	\$64,250	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$101,202		\$84,471	\$100,051	\$111,731	
Greater than \$5 million							
CEO/Executive Director	14	\$155,186		\$125,562	\$147,524	\$183,356	
Top Finance Position	7	\$105,466			\$83,255		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	5	\$37,298			\$39,003		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$88,932		\$71,104	\$84,744	\$108,069	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	7	\$215,862			\$200,871		
Top Development Position	5	\$146,588			\$144,872		
Top Finance Position	6	\$135,293			\$126,036		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$64,236			\$78,080		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	14	\$63,995		\$47,706	\$61,759	\$75,770	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$71,246			\$65,500		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$100,768			\$101,165		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	29	\$53,273	\$21,152	\$32,137	\$49,605	\$69,000	\$82,812
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$65,772			\$68,156		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	\$40,009			\$40,000		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$85,254		\$66,887	\$79,324	\$91,600	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$115,135		\$92,794	\$95,588	\$129,732	
Kansas							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$36,752			\$40,000		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$82,690			\$80,895		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	27	\$41,187	\$27,816	\$30,490	\$36,750	\$51,408	\$60,705
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$75,809		\$61,672	\$70,680	\$77,810	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$103,036	\$61,596	\$83,438	\$97,624	\$120,180	\$145,969
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	9	\$49,930			\$49,625		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Civil Rights, Social Action, Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$75,414			\$70,102		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	17	\$51,068		\$35,000	\$42,000	\$52,320	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$115,999		\$58,936	\$96,858	\$144,939	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	8	\$49,910			\$48,718		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	10	\$67,638		\$42,284	\$63,389	\$76,961	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	21	\$51,247	\$19,553	\$24,936	\$40,075	\$66,188	\$97,350
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$71,964		\$51,010	\$65,824	\$83,307	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$113,601	\$49,478	\$70,950	\$108,870	\$130,625	\$191,661
Top Finance Position	6	\$64,254			\$53,950		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	34	\$241,140	\$90,332	\$161,338	\$231,696	\$298,452	\$397,268
Top Administrative Position	10	\$145,994		\$122,288	\$130,809	\$151,669	
Top Development Position	13	\$156,134		\$92,735	\$136,136	\$184,487	
Top Education Position	10	\$134,717		\$124,307	\$132,968	\$157,486	
Top Finance Position	29	\$144,427	\$67,238	\$94,592	\$128,544	\$179,526	\$222,244
Top Marketing Position	5	\$143,893			\$114,051		
Top Operations Position	6	\$221,287			\$186,831		
Top Program Position	5	\$132,981			\$148,460		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$93,573			\$93,024		
Greater than \$5 million							
CEO/Executive Director	8	\$212,785			\$213,683		
Top Finance Position	7	\$146,209			\$118,603		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	6	\$54,668			\$43,740		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	11	\$51,045		\$39,858	\$50,000	\$57,905	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$147,688			\$88,604		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$140,148		\$95,896	\$125,340	\$137,481	
Top Administrative Position	15	\$71,256		\$49,303	\$63,191	\$94,678	
Top Finance Position	11	\$95,150		\$70,873	\$81,539	\$100,322	
Greater than \$5 million							
CEO/Executive Director	57	\$318,687	\$129,710	\$167,522	\$240,574	\$346,555	\$540,441
Top Administrative Position	17	\$134,730		\$98,825	\$134,129	\$166,642	
Top Finance Position	44	\$165,273	\$90,676	\$104,304	\$143,521	\$206,203	\$244,518
Top Human Resources Position	7	\$180,207			\$173,835		
Top Operations Position	20	\$282,785	\$134,140	\$159,382	\$189,023	\$281,010	\$498,203
Top Technology Position	5	\$201,811			\$177,031		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	8	\$54,191			\$54,197		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$67,054			\$65,372		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$80,191		\$65,460	\$75,026	\$91,396	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	46	\$45,679	\$19,719	\$35,922	\$42,672	\$55,863	\$71,009
Top Finance Position	5	\$30,016			\$18,200		
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$63,985	\$42,253	\$51,234	\$63,160	\$74,461	\$86,121

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	60	\$95,454	\$62,088	\$71,230	\$91,926	\$111,538	\$136,352
Top Administrative Position	6	\$73,129			\$69,109		
Top Finance Position	13	\$75,390		\$63,634	\$67,685	\$93,401	
Greater than \$5 million							
CEO/Executive Director	43	\$164,316	\$101,590	\$119,137	\$134,507	\$200,682	\$257,693
Top Administrative Position	5	\$100,197			\$110,781		
Top Finance Position	26	\$113,126	\$70,594	\$94,308	\$111,445	\$130,654	\$155,015
Top Operations Position	9	\$122,757			\$121,079		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	6	\$42,052			\$41,372		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	\$52,979			\$53,624		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$66,400			\$68,305		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$103,990		\$78,875	\$94,817	\$117,474	
Top Finance Position	6	\$75,516			\$72,189		
Greater than \$5 million							
CEO/Executive Director	24	\$180,871	\$110,429	\$117,286	\$159,480	\$196,324	\$308,961
Top Finance Position	15	\$106,553		\$76,602	\$105,307	\$132,204	
Top Operations Position	5	\$138,811			\$130,430		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	15	\$51,915		\$24,974	\$47,476	\$68,321	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$95,022		\$79,574	\$87,022	\$107,918	
Greater than \$5 million							
CEO/Executive Director	12	\$146,781		\$115,947	\$124,758	\$180,506	
Top Finance Position	6	\$101,479			\$86,945		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	\$49,717			\$49,430		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$95,646			\$98,415		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	27	\$40,744	\$22,656	\$30,434	\$37,841	\$46,222	\$57,529
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$80,003			\$77,683		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	12	\$52,012		\$39,656	\$49,607	\$60,190	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$126,229		\$91,176	\$107,970	\$145,811	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	8	\$40,600			\$38,998		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	40	\$50,654	\$17,886	\$29,944	\$43,450	\$63,069	\$92,271
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$76,025		\$66,501	\$75,000	\$84,741	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$100,929		\$77,668	\$92,185	\$112,358	
Greater than \$5 million							
CEO/Executive Director	9	\$185,302			\$190,820		
Top Finance Position	6	\$99,662			\$96,533		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	6	\$60,643			\$40,488		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	14	\$54,690		\$26,250	\$39,631	\$69,586	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$120,194			\$127,651		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$125,726			\$143,919		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Community Improvement, Capacity Building							
Greater than \$5 million							
CEO/Executive Director	11	\$178,425		\$114,162	\$128,941	\$221,698	
Top Finance Position	5	\$124,242			\$99,188		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	14	\$49,178		\$44,324	\$50,000	\$54,197	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$81,536			\$77,750		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	11	\$61,991		\$37,103	\$55,000	\$82,471	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$126,435			\$82,413		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	27	\$52,724	\$19,945	\$33,712	\$49,467	\$75,000	\$85,237
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$77,106		\$57,281	\$70,000	\$82,941	
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$109,732	\$53,254	\$69,114	\$110,608	\$129,695	\$198,142

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	36	\$288,313	\$127,041	\$204,513	\$277,755	\$347,255	\$434,140
Top Administrative Position	13	\$138,337		\$101,974	\$138,116	\$146,050	
Top Business Position	5	\$154,157			\$151,963		
Top Development Position	14	\$153,315		\$122,014	\$135,639	\$181,796	
Top Education Position	17	\$179,765		\$137,054	\$177,637	\$208,666	
Top Finance Position	22	\$145,778	\$98,757	\$107,092	\$129,303	\$181,447	\$203,963
Top Operations Position	7	\$189,970			\$186,854		
Top PR/Communications Position	6	\$145,695			\$140,249		
Top Technology Position	7	\$192,174			\$174,089		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	10	\$58,398		\$36,617	\$43,250	\$82,328	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$117,915			\$110,451		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	10	\$44,790		\$35,942	\$45,858	\$57,484	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	26	\$54,698	\$27,025	\$38,475	\$52,072	\$66,528	\$79,236
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$90,324		\$58,812	\$77,672	\$113,967	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$105,480		\$85,604	\$103,277	\$128,189	
Greater than \$5 million							
CEO/Executive Director	48	\$379,293	\$142,286	\$158,542	\$209,995	\$443,415	\$885,177
Top Administrative Position	13	\$139,222		\$77,429	\$110,875	\$132,193	
Top Finance Position	42	\$231,514	\$88,334	\$116,781	\$153,986	\$264,856	\$542,375
Top Human Resources Position	10	\$332,864		\$168,876	\$204,289	\$259,070	
Top Legal Position	7	\$601,431			\$394,651		
Top Marketing Position	5	\$274,682			\$254,563		
Top Operations Position	19	\$304,163		\$137,790	\$189,933	\$367,120	
Top Technology Position	9	\$253,420			\$180,245		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	19	\$37,090		\$28,695	\$31,543	\$46,445	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$73,362			\$69,449		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$83,786		\$64,772	\$81,041	\$90,134	
Greater than \$5 million							
CEO/Executive Director	7	\$161,062			\$152,058		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	60	\$44,179	\$22,545	\$29,575	\$41,200	\$52,206	\$72,619
Top Finance Position	7	\$24,789			\$22,620		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$65,535	\$40,179	\$49,259	\$57,175	\$76,530	\$90,793
Between \$1 million and \$5 million							
CEO/Executive Director	63	\$100,660	\$60,501	\$76,969	\$94,415	\$122,153	\$146,264
Top Finance Position	9	\$67,966			\$75,929		
Greater than \$5 million							
CEO/Executive Director	42	\$171,100	\$102,402	\$120,022	\$149,264	\$192,665	\$271,444
Top Administrative Position	7	\$126,381			\$125,994		
Top Development Position	5	\$121,941			\$133,315		
Top Finance Position	29	\$117,773	\$55,607	\$86,336	\$114,676	\$142,001	\$184,557
Top Technology Position	5	\$130,621			\$120,699		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	5	\$56,584			\$64,000		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	10	\$44,359		\$35,172	\$40,576	\$46,875	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$82,772			\$77,262		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$109,930			\$109,372		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	16	\$205,079		\$145,284	\$161,773	\$229,849	
Top Finance Position	9	\$116,655			\$104,209		
Top Operations Position	5	\$137,226			\$155,237		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$145,675			\$136,881		
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$167,291			\$176,445		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	10	\$57,367		\$46,689	\$50,989	\$79,019	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$63,297			\$58,994		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$150,471			\$164,086		
Greater than \$5 million							
CEO/Executive Director	5	\$214,206			\$164,899		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	45	\$51,796	\$23,280	\$30,000	\$49,733	\$62,012	\$78,693

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$95,613			\$95,680		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$51,889			\$51,027		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	10	\$48,600		\$35,906	\$50,050	\$54,743	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$134,335			\$118,340		

Louisiana

Arts, Culture, and Humanities

\$500 thousand or less							
CEO/Executive Director	44	\$48,956	\$22,250	\$32,108	\$42,282	\$60,252	\$86,663
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$62,665		\$46,962	\$62,750	\$77,864	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$111,382	\$56,081	\$76,014	\$99,537	\$158,949	\$177,361
Greater than \$5 million							
CEO/Executive Director	6	\$185,938			\$147,585		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	7	\$76,289			\$49,582		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	13	\$53,661		\$19,081	\$60,846	\$72,500	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$87,947			\$79,630		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$144,809		\$93,246	\$135,993	\$199,887	
Greater than \$5 million							
CEO/Executive Director	5	\$329,349			\$362,093		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	9	\$51,448			\$44,298		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$96,984		\$86,488	\$99,255	\$104,808	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	13	\$58,842		\$35,677	\$53,643	\$65,683	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$94,388		\$80,877	\$87,032	\$106,681	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	31	\$57,417	\$25,870	\$38,485	\$50,000	\$70,000	\$100,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$64,896		\$45,000	\$53,400	\$78,923	
Between \$1 million and \$5 million							
CEO/Executive Director	50	\$112,049	\$60,332	\$80,255	\$99,457	\$127,772	\$187,051
Greater than \$5 million							
CEO/Executive Director	68	\$207,881	\$108,895	\$134,239	\$181,758	\$236,413	\$302,239
Top Administrative Position	8	\$149,251			\$135,875		
Top Development Position	12	\$182,419		\$121,135	\$144,313	\$208,447	
Top Education Position	10	\$236,414		\$127,745	\$160,426	\$267,262	
Top Finance Position	31	\$149,661	\$91,118	\$109,009	\$130,726	\$172,506	\$241,481
Top Operations Position	13	\$181,124		\$124,812	\$140,944	\$156,344	
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$95,766			\$81,632		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	\$63,244			\$61,867		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$94,446			\$90,825		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$97,751			\$87,123		
Greater than \$5 million							
CEO/Executive Director	6	\$110,297			\$97,374		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	16	\$60,683		\$34,196	\$50,164	\$58,463	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$79,137			\$79,146		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$187,426		\$100,378	\$141,328	\$229,535	
Greater than \$5 million							
CEO/Executive Director	43	\$524,454	\$169,563	\$204,947	\$285,899	\$648,719	\$1,112,196
Top Administrative Position	10	\$150,803		\$113,518	\$133,008	\$162,813	
Top Finance Position	35	\$242,799	\$108,642	\$125,240	\$151,292	\$305,656	\$534,592
Top Human Resources Position	5	\$298,121			\$327,284		
Top Legal Position	6	\$410,228			\$400,859		
Top Operations Position	27	\$328,222	\$140,863	\$171,723	\$269,862	\$398,394	\$630,109
Top Technology Position	8	\$274,399			\$299,770		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	8	\$54,036			\$41,355		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$46,946			\$50,752		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$107,316		\$85,383	\$96,829	\$129,434	
Greater than \$5 million							
CEO/Executive Director	5	\$221,336			\$129,837		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	64	\$46,277	\$24,037	\$35,018	\$43,715	\$60,188	\$71,924
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	\$69,241	\$38,975	\$51,778	\$68,254	\$86,267	\$100,749
Between \$1 million and \$5 million							
CEO/Executive Director	50	\$90,156	\$49,992	\$65,857	\$81,370	\$111,036	\$148,434
Greater than \$5 million							
CEO/Executive Director	39	\$169,367	\$90,705	\$120,320	\$159,314	\$196,359	\$249,256
Top Finance Position	21	\$110,419	\$58,087	\$82,377	\$103,506	\$143,539	\$174,500
Top Operations Position	7	\$152,552			\$142,312		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	10	\$52,477		\$41,625	\$53,170	\$60,776	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$87,391			\$100,229		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$84,123		\$72,249	\$82,649	\$102,417	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	9	\$61,564			\$44,850		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$167,180		\$99,882	\$117,813	\$241,558	
Greater than \$5 million							
CEO/Executive Director	7	\$202,550			\$142,800		
Public Safety, Disaster Preparedness, and Relief							
\$500 thousand or less							
CEO/Executive Director	6	\$57,507			\$56,099		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$96,996			\$97,788		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	\$61,667			\$43,575		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$67,409			\$47,764		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$100,898			\$108,500		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	52	\$50,119	\$20,258	\$27,875	\$40,784	\$64,317	\$99,781
Top Finance Position	5	\$54,591			\$42,312		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$77,094			\$76,847		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	18	\$44,571		\$29,850	\$47,438	\$57,575	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$87,698			\$80,204		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$125,536		\$89,359	\$115,323	\$141,697	
Maine							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	8	\$43,617			\$41,976		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$97,988			\$92,752		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	41	\$45,571	\$23,000	\$31,305	\$43,260	\$60,000	\$69,807
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$67,242	\$48,362	\$59,419	\$67,258	\$73,228	\$87,112

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$135,080	\$77,757	\$96,955	\$111,337	\$169,610	\$219,744
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	7	\$60,848			\$55,368		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	11	\$58,751		\$35,869	\$58,808	\$80,296	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$103,626			\$117,809		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$140,858			\$114,441		
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$103,979			\$104,704		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	\$46,136			\$45,055		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	34	\$50,971	\$22,751	\$36,005	\$42,650	\$58,918	\$83,349

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$90,595		\$57,750	\$72,701	\$94,435	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$110,431	\$74,685	\$89,127	\$105,835	\$135,397	\$150,311
Top Finance Position	7	\$78,489			\$73,672		
Greater than \$5 million							
CEO/Executive Director	27	\$303,475	\$123,737	\$179,254	\$233,942	\$330,730	\$522,828
Top Administrative Position	6	\$297,135			\$340,534		
Top Development Position	11	\$216,605		\$148,106	\$174,392	\$276,335	
Top Education Position	10	\$229,557		\$155,991	\$204,901	\$285,225	
Top Finance Position	19	\$191,859		\$122,920	\$175,107	\$207,575	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	27	\$66,003	\$48,583	\$57,833	\$61,785	\$73,562	\$88,440
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$89,968		\$70,247	\$83,092	\$100,813	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$123,590		\$85,437	\$115,214	\$141,020	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	9	\$62,972			\$54,230		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$86,942			\$71,218		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$124,778		\$92,342	\$104,178	\$125,071	
Top Finance Position	6	\$127,236			\$81,881		
Greater than \$5 million							
CEO/Executive Director	48	\$344,011	\$136,380	\$167,774	\$267,483	\$383,486	\$530,466
Top Administrative Position	9	\$131,440			\$136,844		
Top Finance Position	41	\$248,435	\$94,875	\$149,153	\$211,523	\$291,897	\$480,000
Top Operations Position	25	\$264,854	\$138,356	\$178,334	\$211,858	\$306,687	\$485,047
Top Technology Position	5	\$399,706			\$468,659		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	10	\$50,001		\$40,180	\$51,455	\$61,264	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$113,761		\$80,415	\$81,650	\$111,323	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	33	\$44,928	\$20,800	\$26,400	\$47,645	\$56,974	\$69,650
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$67,898		\$47,730	\$61,496	\$79,128	
Between \$1 million and \$5 million							
CEO/Executive Director	44	\$92,016	\$65,749	\$77,367	\$90,735	\$105,793	\$120,900
Top Finance Position	6	\$64,288			\$65,607		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	43	\$141,806	\$89,508	\$102,745	\$120,386	\$171,560	\$209,417
Top Finance Position	27	\$102,074	\$63,370	\$84,021	\$101,773	\$127,184	\$139,631
Top Operations Position	12	\$117,528		\$95,620	\$117,144	\$135,589	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	7	\$66,034			\$63,375		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$97,896		\$77,813	\$97,337	\$111,019	
Greater than \$5 million							
CEO/Executive Director	12	\$174,866		\$106,312	\$121,519	\$205,255	
Top Finance Position	7	\$143,832			\$100,795		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	6	\$66,508			\$63,440		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$104,137			\$109,509		
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$128,462			\$99,595		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	8	\$38,061			\$40,388		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$95,296		\$75,963	\$85,504	\$98,327	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	12	\$47,140		\$33,536	\$43,100	\$54,839	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	12	\$53,139		\$35,994	\$53,636	\$70,332	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$77,711			\$74,624		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$99,988			\$84,298		

Maryland

Animal-Related

\$500 thousand or less							
CEO/Executive Director	12	\$56,316		\$29,535	\$45,656	\$63,905	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$52,365			\$50,000		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$116,096		\$79,317	\$85,537	\$122,002	
Greater than \$5 million							
CEO/Executive Director	6	\$312,515			\$292,156		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	84	\$52,065	\$23,829	\$32,451	\$46,325	\$69,886	\$86,606
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$95,177	\$53,462	\$68,578	\$79,770	\$111,629	\$136,062
Between \$1 million and \$5 million							
CEO/Executive Director	46	\$134,507	\$67,284	\$96,508	\$125,800	\$157,733	\$221,294
Top Finance Position	11	\$113,060		\$82,147	\$90,526	\$114,963	
Top Operations Position	7	\$121,183			\$107,909		
Greater than \$5 million							
CEO/Executive Director	13	\$223,356		\$128,578	\$182,498	\$328,576	
Top Finance Position	8	\$137,821			\$148,688		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	7	\$70,090			\$70,060		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$111,161		\$84,405	\$106,003	\$122,225	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$128,897			\$112,344		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	31	\$68,899	\$33,196	\$40,348	\$65,000	\$79,717	\$121,660
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$98,585		\$80,146	\$90,872	\$124,327	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$155,868	\$84,365	\$92,641	\$158,323	\$203,843	\$225,745
Top Finance Position	6	\$108,359			\$107,533		
Greater than \$5 million							
CEO/Executive Director	22	\$223,969	\$88,521	\$125,731	\$196,656	\$294,449	\$331,681
Top Finance Position	12	\$148,495		\$79,971	\$149,515	\$175,294	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	13	\$60,475		\$40,737	\$56,034	\$78,829	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$81,934			\$86,077		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$141,615			\$142,000		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	22	\$72,901	\$31,449	\$39,774	\$63,645	\$101,560	\$118,477
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$103,495			\$101,543		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$175,434	\$97,943	\$137,221	\$173,451	\$224,701	\$252,471
Top Finance Position	5	\$117,118			\$97,868		
Top Operations Position	5	\$101,838			\$110,498		
Greater than \$5 million							
CEO/Executive Director	17	\$369,107		\$188,240	\$299,386	\$390,909	
Top Development Position	5	\$244,387			\$268,741		
Top Finance Position	13	\$251,557		\$155,629	\$173,319	\$308,301	
Top Operations Position	11	\$264,702		\$142,118	\$166,668	\$294,834	
Top PR/Communications Position	8	\$160,311			\$129,839		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	63	\$55,349	\$19,661	\$36,394	\$52,006	\$71,626	\$88,791
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	\$104,220	\$42,063	\$58,093	\$86,564	\$121,641	\$186,335
Between \$1 million and \$5 million							
CEO/Executive Director	87	\$133,992	\$68,721	\$89,483	\$119,880	\$167,797	\$213,692
Top Business Position	8	\$81,147			\$75,128		
Top Finance Position	11	\$104,499		\$77,634	\$89,962	\$132,405	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	101	\$297,798	\$131,092	\$167,124	\$236,534	\$414,635	\$513,040
Top Administrative Position	15	\$170,132		\$135,362	\$165,044	\$191,196	
Top Business Position	14	\$167,198		\$131,453	\$175,400	\$197,331	
Top Development Position	33	\$174,273	\$119,168	\$145,155	\$166,738	\$188,819	\$229,434
Top Education Position	26	\$190,402	\$121,759	\$137,326	\$181,196	\$223,536	\$304,430
Top Facilities Position	6	\$143,961			\$145,215		
Top Finance Position	69	\$177,772	\$94,850	\$134,954	\$175,276	\$215,570	\$259,636
Top Human Resources Position	7	\$149,866			\$154,345		
Top Operations Position	30	\$187,090	\$131,529	\$145,396	\$160,710	\$227,111	\$265,359
Top PR/Communications Position	8	\$153,715			\$151,091		
Top Program Position	10	\$143,014		\$124,111	\$126,549	\$160,253	
Top Technology Position	21	\$151,670	\$113,884	\$127,577	\$143,869	\$160,228	\$182,889
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$40,686			\$41,600		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$97,613			\$100,282		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$141,933			\$136,858		
Greater than \$5 million							
CEO/Executive Director	13	\$242,577		\$150,000	\$220,190	\$281,918	
Top Finance Position	7	\$163,131			\$170,166		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	27	\$68,762	\$24,340	\$46,009	\$64,946	\$86,625	\$119,794
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$95,788			\$104,864		
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$132,116	\$87,415	\$104,571	\$116,805	\$162,465	\$183,526
Top Finance Position	9	\$90,219			\$87,371		
Greater than \$5 million							
CEO/Executive Director	5	\$233,929			\$250,926		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	11	\$47,458		\$30,941	\$38,000	\$60,148	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$122,326			\$115,535		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	22	\$57,566	\$33,006	\$42,036	\$52,400	\$79,173	\$86,987
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$122,673			\$133,597		
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$157,807	\$69,264	\$114,853	\$149,885	\$200,329	\$244,852
Top Finance Position	6	\$105,546			\$114,294		
Top Operations Position	6	\$167,472			\$172,902		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	83	\$626,994	\$153,907	\$202,141	\$372,253	\$623,456	\$1,383,383
Top Administrative Position	18	\$192,625		\$135,130	\$156,097	\$222,390	
Top Business Position	11	\$205,896		\$146,840	\$172,430	\$205,541	
Top Development Position	14	\$273,761		\$166,243	\$211,675	\$306,618	
Top Finance Position	61	\$311,027	\$115,090	\$133,760	\$201,149	\$367,695	\$618,454
Top Human Resources Position	23	\$253,383	\$151,493	\$179,460	\$202,895	\$293,882	\$415,655
Top Legal Position	10	\$479,834		\$345,930	\$487,819	\$670,150	
Top Operations Position	48	\$318,590	\$142,957	\$168,208	\$243,594	\$365,118	\$650,661
Top PR/Communications Position	11	\$292,767		\$202,084	\$265,540	\$382,592	
Top Program Position	12	\$268,980		\$163,216	\$196,857	\$367,060	
Top Technology Position	20	\$307,936	\$129,900	\$153,283	\$209,337	\$395,417	\$538,304
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	21	\$56,620	\$30,000	\$36,202	\$55,000	\$74,136	\$76,096
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$88,162		\$67,959	\$79,224	\$102,675	
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$134,061	\$71,028	\$88,511	\$111,433	\$143,705	\$220,496
Top Finance Position	11	\$136,777		\$56,580	\$77,196	\$174,600	
Greater than \$5 million							
CEO/Executive Director	16	\$315,219		\$165,074	\$220,777	\$385,582	
Top Administrative Position	5	\$151,311			\$146,847		
Top Development Position	6	\$161,838			\$162,687		
Top Finance Position	9	\$176,415			\$144,452		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	81	\$58,814	\$28,600	\$41,040	\$57,721	\$70,558	\$90,523
Top Program Position	7	\$39,728			\$41,022		
Between \$500 thousand and \$1 million							
CEO/Executive Director	43	\$90,379	\$40,399	\$66,590	\$81,871	\$104,473	\$146,354
Between \$1 million and \$5 million							
CEO/Executive Director	98	\$118,862	\$73,275	\$90,103	\$111,458	\$147,630	\$164,765
Top Administrative Position	5	\$118,002			\$118,075		
Top Finance Position	24	\$86,593	\$30,800	\$58,376	\$72,277	\$105,582	\$147,887
Greater than \$5 million							
CEO/Executive Director	115	\$198,749	\$98,571	\$133,164	\$182,366	\$247,011	\$317,375
Top Administrative Position	14	\$161,518		\$118,481	\$134,214	\$184,880	
Top Business Position	11	\$154,747		\$125,990	\$137,875	\$179,822	
Top Development Position	16	\$153,558		\$122,702	\$141,672	\$165,419	
Top Facilities Position	5	\$141,332			\$145,911		
Top Finance Position	81	\$138,898	\$79,486	\$99,058	\$123,392	\$158,948	\$229,983
Top Human Resources Position	17	\$140,876		\$123,136	\$136,728	\$158,912	
Top Legal Position	6	\$157,568			\$141,099		
Top Marketing Position	8	\$158,933			\$141,233		
Top Operations Position	30	\$153,604	\$88,709	\$119,714	\$137,641	\$175,785	\$236,414
Top PR/Communications Position	8	\$164,946			\$148,388		
Top Program Position	10	\$137,285		\$124,101	\$133,528	\$144,776	
Top Technology Position	8	\$146,564			\$140,258		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	13	\$82,226		\$55,550	\$70,349	\$103,554	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$154,313			\$161,428		
Greater than \$5 million							
CEO/Executive Director	6	\$333,769			\$364,820		
Top Finance Position	5	\$202,777			\$195,189		
Top Program Position	5	\$202,752			\$209,857		
Top Technology Position	5	\$184,963			\$185,888		
Medical Research							
\$500 thousand or less							
CEO/Executive Director	5	\$87,057			\$82,487		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$263,160			\$251,802		
Greater than \$5 million							
CEO/Executive Director	12	\$558,122		\$244,973	\$486,947	\$862,149	
Top Finance Position	11	\$254,297		\$185,742	\$262,987	\$293,872	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	25	\$49,050	\$22,331	\$30,000	\$45,372	\$54,873	\$82,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$98,493		\$67,416	\$99,147	\$113,646	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$121,863	\$73,684	\$92,645	\$115,137	\$152,081	\$172,408
Top Finance Position	8	\$93,216			\$89,284		
Greater than \$5 million							
CEO/Executive Director	36	\$232,501	\$112,947	\$148,773	\$188,225	\$250,120	\$372,522
Top Finance Position	19	\$162,400		\$101,829	\$128,233	\$164,552	
Top Operations Position	14	\$158,037		\$125,165	\$155,797	\$183,056	
Top Technology Position	5	\$144,666			\$130,176		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	10	\$49,676		\$35,625	\$56,796	\$60,750	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$67,241			\$74,057		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$117,671			\$102,889		
Greater than \$5 million							
CEO/Executive Director	9	\$312,732			\$226,450		
Top Finance Position	6	\$169,390			\$173,117		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	19	\$67,546		\$47,100	\$59,716	\$79,257	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$108,648			\$113,355		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$158,415		\$110,681	\$136,973	\$183,504	
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	17	\$51,230		\$31,800	\$47,700	\$66,560	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$89,933		\$62,218	\$86,000	\$107,146	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$119,216		\$74,375	\$105,423	\$160,022	
Top Finance Position	5	\$75,809			\$69,000		
Greater than \$5 million							
CEO/Executive Director	7	\$193,137			\$238,188		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	43	\$59,216	\$24,352	\$31,800	\$48,000	\$87,113	\$107,582
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$85,560		\$54,405	\$87,505	\$108,318	
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$197,569			\$178,296		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Science and Technology Research Institutes, Services							
Greater than \$5 million							
CEO/Executive Director	9	\$419,143			\$362,077		
Top Administrative Position	5	\$159,271			\$144,445		
Top Finance Position	7	\$216,480			\$196,994		
Top PR/Communications Position	5	\$206,781			\$174,269		
Top Technology Position	5	\$194,988			\$176,329		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	34	\$54,655	\$21,128	\$35,463	\$49,991	\$75,151	\$84,187
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$76,185		\$60,375	\$73,833	\$92,058	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$138,064		\$111,983	\$123,817	\$174,293	
Greater than \$5 million							
CEO/Executive Director	6	\$463,032			\$487,341		
Massachusetts							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	15	\$43,000		\$25,125	\$39,931	\$54,300	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$76,023			\$76,842		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$127,165			\$105,073		
Greater than \$5 million							
CEO/Executive Director	6	\$378,668			\$340,374		
Top Finance Position	5	\$194,557			\$137,007		
Top Operations Position	5	\$272,964			\$251,184		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	144	\$54,512	\$26,603	\$36,296	\$51,571	\$70,125	\$86,890
Top Finance Position	9	\$47,648			\$45,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	68	\$86,036	\$55,930	\$68,395	\$81,424	\$94,159	\$117,903
Top Finance Position	5	\$53,734			\$46,070		
Between \$1 million and \$5 million							
CEO/Executive Director	98	\$123,751	\$54,106	\$79,365	\$115,517	\$149,550	\$190,868
Top Development Position	6	\$122,905			\$118,600		
Top Finance Position	15	\$102,113		\$68,997	\$99,600	\$119,121	
Top Operations Position	9	\$133,452			\$126,091		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	40	\$386,828	\$174,761	\$211,810	\$288,199	\$436,080	\$744,607
Top Administrative Position	10	\$156,144		\$114,559	\$164,142	\$187,906	
Top Development Position	16	\$209,240		\$154,387	\$191,880	\$244,235	
Top Finance Position	29	\$193,918	\$85,216	\$122,114	\$158,338	\$239,277	\$334,010
Top Marketing Position	6	\$229,736			\$245,671		
Top Operations Position	10	\$276,790		\$212,547	\$238,389	\$326,883	
Top PR/Communications Position	7	\$205,486			\$181,630		
Top Program Position	5	\$195,900			\$136,626		
Top Technology Position	6	\$219,763			\$170,947		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	23	\$70,882	\$43,365	\$56,028	\$67,000	\$84,673	\$108,437
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$101,460		\$80,261	\$99,007	\$106,664	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$152,219	\$98,862	\$113,477	\$156,532	\$180,330	\$202,660
Top Finance Position	6	\$172,122			\$156,290		
Top Legal Position	5	\$176,734			\$169,029		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	49	\$63,570	\$31,108	\$47,755	\$56,847	\$75,151	\$103,138
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$103,040		\$70,537	\$90,729	\$142,811	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	40	\$144,802	\$83,945	\$109,780	\$132,325	\$169,243	\$217,271
Top Finance Position	13	\$126,434		\$89,189	\$114,020	\$146,087	
Top Operations Position	8	\$118,913			\$120,264		
Greater than \$5 million							
CEO/Executive Director	15	\$263,840		\$178,065	\$237,677	\$345,701	
Top Finance Position	8	\$204,195			\$193,525		
Top Operations Position	5	\$247,076			\$169,703		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	23	\$69,164	\$32,864	\$46,462	\$67,797	\$96,335	\$102,722
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$103,989			\$96,000		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$158,340			\$153,594		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	18	\$77,377		\$52,031	\$82,034	\$94,463	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$103,370			\$103,013		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$170,477		\$100,942	\$148,585	\$193,820	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Diseases, Disorders, Medical Disciplines							
Greater than \$5 million							
CEO/Executive Director	17	\$667,208		\$206,570	\$426,052	\$952,913	
Top Finance Position	11	\$502,032		\$148,959	\$390,736	\$911,724	
Top Operations Position	6	\$210,294			\$169,653		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	140	\$60,087	\$26,955	\$36,816	\$54,194	\$76,989	\$96,466
Top Finance Position	18	\$59,317		\$32,306	\$53,253	\$71,383	
Top Program Position	6	\$44,368			\$38,709		
Between \$500 thousand and \$1 million							
CEO/Executive Director	76	\$95,159	\$58,037	\$67,623	\$83,729	\$110,616	\$139,524
Top Finance Position	10	\$92,830		\$65,855	\$83,595	\$110,346	
Between \$1 million and \$5 million							
CEO/Executive Director	164	\$138,238	\$71,625	\$95,440	\$130,216	\$177,839	\$211,013
Top Administrative Position	7	\$85,991			\$87,298		
Top Business Position	7	\$105,314			\$88,900		
Top Development Position	7	\$160,286			\$134,326		
Top Education Position	8	\$147,185			\$142,941		
Top Finance Position	33	\$101,429	\$58,819	\$69,447	\$95,000	\$129,851	\$157,792
Top Operations Position	14	\$110,615		\$89,358	\$107,733	\$122,458	
Top Program Position	11	\$120,310		\$106,347	\$115,271	\$129,201	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	205	\$471,133	\$158,542	\$211,873	\$325,562	\$498,720	\$760,262
Top Administrative Position	51	\$241,259	\$115,048	\$151,139	\$221,439	\$320,026	\$406,316
Top Business Position	20	\$195,659	\$122,406	\$136,608	\$167,446	\$236,055	\$299,674
Top Development Position	96	\$246,001	\$136,769	\$162,135	\$218,706	\$275,788	\$397,447
Top Education Position	74	\$276,764	\$132,809	\$162,705	\$233,469	\$312,827	\$479,976
Top Facilities Position	18	\$178,045		\$129,709	\$168,301	\$192,877	
Top Finance Position	159	\$273,996	\$111,986	\$142,224	\$209,842	\$295,674	\$389,416
Top Human Resources Position	26	\$229,037	\$129,756	\$143,218	\$183,370	\$273,628	\$404,506
Top Legal Position	23	\$331,313	\$192,857	\$236,967	\$281,399	\$384,719	\$523,466
Top Marketing Position	23	\$216,090	\$142,733	\$176,609	\$209,454	\$239,214	\$297,362
Top Operations Position	60	\$310,619	\$107,397	\$141,316	\$204,120	\$268,876	\$340,649
Top PR/Communications Position	25	\$233,678	\$138,779	\$157,682	\$209,454	\$279,613	\$347,774
Top Program Position	31	\$183,065	\$115,192	\$133,422	\$160,840	\$212,692	\$269,877
Top Technology Position	52	\$361,389	\$131,638	\$153,980	\$189,275	\$277,089	\$323,039
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	13	\$60,838		\$37,850	\$60,573	\$77,519	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$101,849			\$98,128		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$128,643	\$91,571	\$98,829	\$118,558	\$140,118	\$157,099
Top Finance Position	7	\$128,138			\$116,242		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	12	\$263,843		\$145,599	\$193,435	\$331,743	
Top Finance Position	8	\$175,789			\$146,339		
Top Operations Position	5	\$285,457			\$211,103		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	31	\$64,752	\$25,846	\$37,829	\$61,285	\$78,782	\$103,572
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$108,173	\$57,557	\$73,040	\$91,718	\$139,604	\$167,624
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$161,125	\$91,143	\$119,719	\$160,373	\$189,845	\$255,095
Greater than \$5 million							
CEO/Executive Director	14	\$274,039		\$228,024	\$269,121	\$305,617	
Top Development Position	8	\$197,137			\$190,840		
Top Finance Position	6	\$197,864			\$170,821		
Top PR/Communications Position	5	\$183,580			\$189,508		
Top Program Position	7	\$172,258			\$151,619		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	13	\$54,759		\$31,304	\$45,711	\$64,566	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$61,475		\$39,375	\$66,890	\$86,022	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$127,079		\$90,180	\$99,456	\$177,530	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Food, Agriculture, and Nutrition							
Greater than \$5 million							
CEO/Executive Director	7	\$168,271			\$125,867		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	22	\$71,759	\$42,335	\$52,127	\$65,234	\$78,823	\$96,522
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$102,804		\$75,014	\$106,144	\$124,397	
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$186,579	\$72,677	\$106,229	\$125,327	\$223,506	\$347,399
Top Finance Position	9	\$289,315			\$236,906		
Top Operations Position	11	\$221,690		\$134,964	\$200,478	\$302,270	
Greater than \$5 million							
CEO/Executive Director	139	\$644,701	\$160,987	\$223,973	\$344,284	\$790,802	\$1,459,858
Top Administrative Position	40	\$196,439	\$123,377	\$137,918	\$154,959	\$188,969	\$275,069
Top Business Position	16	\$289,937		\$147,706	\$256,860	\$426,772	
Top Development Position	25	\$327,315	\$143,875	\$175,474	\$252,635	\$435,732	\$602,856
Top Facilities Position	9	\$341,418			\$354,913		
Top Finance Position	116	\$387,741	\$117,290	\$151,692	\$233,501	\$455,322	\$767,723
Top Human Resources Position	31	\$315,482	\$141,128	\$196,879	\$279,276	\$405,468	\$523,926
Top Legal Position	12	\$385,048		\$215,736	\$296,738	\$565,137	
Top Marketing Position	5	\$323,198			\$347,142		
Top Operations Position	68	\$333,424	\$139,500	\$168,163	\$255,386	\$433,673	\$574,101
Top PR/Communications Position	16	\$299,141		\$220,267	\$268,515	\$386,944	
Top Program Position	9	\$371,745			\$247,039		
Top Technology Position	34	\$362,752	\$151,891	\$198,768	\$282,335	\$455,015	\$660,114

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	19	\$71,341		\$54,634	\$70,000	\$84,502	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$94,792		\$85,848	\$91,618	\$102,211	
Between \$1 million and \$5 million							
CEO/Executive Director	50	\$137,379	\$81,629	\$102,309	\$123,112	\$185,111	\$206,614
Top Finance Position	15	\$113,354		\$87,687	\$103,249	\$133,532	
Greater than \$5 million							
CEO/Executive Director	31	\$247,687	\$111,956	\$158,200	\$205,638	\$257,227	\$343,795
Top Administrative Position	5	\$121,254			\$127,280		
Top Finance Position	18	\$181,240		\$119,801	\$139,759	\$224,468	
Top Operations Position	7	\$220,057			\$161,565		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	101	\$55,021	\$22,980	\$31,216	\$49,588	\$70,573	\$95,910
Top Program Position	7	\$47,664			\$35,975		
Between \$500 thousand and \$1 million							
CEO/Executive Director	56	\$85,589	\$56,073	\$65,222	\$82,557	\$101,420	\$125,253
Top Finance Position	6	\$45,728			\$47,449		
Between \$1 million and \$5 million							
CEO/Executive Director	173	\$112,672	\$72,951	\$88,005	\$108,458	\$130,084	\$159,458
Top Administrative Position	6	\$99,276			\$88,037		
Top Finance Position	33	\$86,558	\$49,490	\$71,460	\$85,656	\$103,828	\$129,463
Top Operations Position	9	\$116,341			\$115,661		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	202	\$214,735	\$120,346	\$150,465	\$187,623	\$254,609	\$346,204
Top Administrative Position	20	\$134,037	\$102,731	\$112,882	\$121,647	\$146,019	\$179,333
Top Business Position	8	\$143,992			\$137,186		
Top Development Position	33	\$144,050	\$108,020	\$117,744	\$150,092	\$162,697	\$182,054
Top Education Position	7	\$143,487			\$125,085		
Top Facilities Position	10	\$152,445		\$132,663	\$151,796	\$171,732	
Top Finance Position	157	\$151,308	\$101,042	\$116,180	\$140,134	\$177,099	\$223,788
Top Human Resources Position	31	\$152,233	\$112,831	\$124,640	\$142,481	\$180,563	\$199,437
Top Marketing Position	6	\$146,180			\$137,038		
Top Operations Position	69	\$180,026	\$110,845	\$125,132	\$162,490	\$206,812	\$241,563
Top PR/Communications Position	9	\$135,401			\$149,384		
Top Program Position	23	\$145,284	\$114,514	\$120,377	\$137,669	\$159,361	\$189,260
Top Technology Position	18	\$151,912		\$130,683	\$147,564	\$163,826	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	13	\$61,739		\$41,500	\$52,552	\$58,220	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$90,379			\$78,203		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$156,458		\$71,052	\$114,011	\$166,923	
Top Finance Position	5	\$108,549			\$85,492		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
International, Foreign Affairs, and National Security							
Greater than \$5 million							
CEO/Executive Director	17	\$258,549		\$164,198	\$218,301	\$317,454	
Top Finance Position	7	\$174,138			\$160,543		
Top Operations Position	5	\$183,318			\$155,031		
Top Program Position	5	\$184,147			\$147,172		
Medical Research							
\$500 thousand or less							
CEO/Executive Director	5	\$66,202			\$59,543		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$149,918		\$106,731	\$140,153	\$179,520	
Greater than \$5 million							
CEO/Executive Director	7	\$452,399			\$179,934		
Top Finance Position	5	\$246,839			\$246,094		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	19	\$55,890		\$34,247	\$45,500	\$72,206	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$90,814		\$78,938	\$81,014	\$95,112	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$110,406	\$67,320	\$97,921	\$105,146	\$132,323	\$140,790

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	30	\$211,774	\$124,773	\$139,998	\$188,685	\$262,812	\$341,526
Top Administrative Position	5	\$115,275			\$120,102		
Top Development Position	5	\$135,525			\$132,875		
Top Finance Position	24	\$140,153	\$82,328	\$116,283	\$130,423	\$158,383	\$176,706
Top Human Resources Position	5	\$139,623			\$123,328		
Top Operations Position	12	\$167,212		\$131,150	\$155,501	\$173,508	
Top Program Position	5	\$139,301			\$140,436		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	10	\$43,222		\$30,625	\$43,750	\$51,118	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$97,127			\$86,624		
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$145,702	\$103,507	\$118,935	\$140,904	\$164,669	\$204,413
Top Finance Position	5	\$105,205			\$106,852		
Greater than \$5 million							
CEO/Executive Director	17	\$407,136		\$201,530	\$360,119	\$526,843	
Top Finance Position	14	\$268,657		\$151,609	\$188,050	\$300,251	
Top Operations Position	8	\$244,025			\$216,315		
Top Program Position	6	\$186,448			\$176,065		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	16	\$58,469		\$39,532	\$51,699	\$70,550	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Public, Society Benefit—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$99,798		\$78,253	\$87,296	\$126,331	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$210,628		\$137,609	\$165,961	\$220,188	
Greater than \$5 million							
CEO/Executive Director	8	\$474,196			\$247,863		
Top Finance Position	7	\$249,168			\$155,365		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	22	\$53,796	\$27,934	\$33,683	\$51,135	\$63,929	\$79,737
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$109,154		\$86,635	\$98,269	\$123,728	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$143,993	\$58,570	\$90,838	\$122,447	\$208,540	\$245,048
Top Finance Position	5	\$116,110			\$115,131		
Greater than \$5 million							
CEO/Executive Director	7	\$303,470			\$330,000		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	39	\$58,647	\$26,195	\$33,407	\$43,050	\$75,283	\$112,253
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$77,219		\$65,766	\$73,488	\$91,000	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$141,050			\$169,384		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$164,532			\$147,372		
Greater than \$5 million							
CEO/Executive Director	7	\$443,311			\$313,202		
Top Finance Position	8	\$237,707			\$183,313		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	36	\$60,372	\$36,807	\$42,365	\$58,494	\$72,895	\$76,692
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	\$85,627	\$59,324	\$66,541	\$86,470	\$98,607	\$110,195
Between \$1 million and \$5 million							
CEO/Executive Director	70	\$132,646	\$83,918	\$101,483	\$117,947	\$150,530	\$191,175
Top Development Position	6	\$129,522			\$128,085		
Top Finance Position	9	\$106,709			\$101,776		
Top Operations Position	10	\$116,478		\$94,895	\$115,059	\$142,308	
Top Program Position	6	\$106,326			\$106,699		
Greater than \$5 million							
CEO/Executive Director	10	\$301,689		\$205,889	\$303,374	\$351,012	
Top Development Position	6	\$244,594			\$241,172		
Top Finance Position	10	\$189,202		\$124,008	\$156,750	\$228,173	
Top Operations Position	6	\$254,938			\$212,414		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	16	\$36,053		\$21,869	\$29,860	\$45,773	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$64,480		\$58,053	\$65,646	\$72,240	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$90,997			\$96,332		
Greater than \$5 million							
CEO/Executive Director	5	\$266,812			\$214,900		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	103	\$44,794	\$22,206	\$31,040	\$42,656	\$52,795	\$71,431
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	\$66,824	\$41,368	\$49,752	\$66,142	\$79,655	\$101,294
Between \$1 million and \$5 million							
CEO/Executive Director	46	\$129,255	\$68,651	\$87,107	\$104,783	\$139,606	\$193,500
Top Finance Position	5	\$51,841			\$53,768		
Greater than \$5 million							
CEO/Executive Director	16	\$268,604		\$162,955	\$214,004	\$381,743	
Top Finance Position	10	\$173,388		\$89,419	\$114,383	\$245,885	
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	11	\$52,847		\$38,272	\$44,918	\$58,567	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$69,637			\$69,891		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$144,962			\$107,305		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	48	\$59,586	\$30,185	\$43,638	\$52,682	\$75,542	\$85,233
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$95,997		\$69,916	\$91,960	\$115,740	
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$142,836	\$70,054	\$80,560	\$141,883	\$190,878	\$226,070
Top Finance Position	7	\$117,876			\$118,450		
Greater than \$5 million							
CEO/Executive Director	8	\$319,923			\$287,203		
Top Finance Position	7	\$150,965			\$152,704		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	30	\$57,056	\$22,977	\$44,223	\$57,156	\$71,879	\$82,252
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$85,220		\$72,621	\$81,841	\$94,589	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$113,970		\$81,361	\$99,059	\$130,357	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	21	\$54,884	\$25,142	\$41,023	\$52,000	\$65,150	\$78,510

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Diseases, Disorders, Medical Disciplines							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$93,454		\$69,872	\$77,825	\$98,989	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$128,977		\$91,362	\$117,553	\$154,703	
Greater than \$5 million							
CEO/Executive Director	6	\$175,795			\$159,102		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	58	\$55,485	\$26,207	\$35,139	\$46,142	\$64,959	\$96,896
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$86,424	\$36,900	\$61,507	\$70,770	\$109,647	\$131,974
Between \$1 million and \$5 million							
CEO/Executive Director	67	\$132,068	\$60,299	\$81,068	\$117,946	\$168,376	\$234,596
Top Administrative Position	9	\$68,780			\$69,984		
Top Finance Position	9	\$71,350			\$54,023		
Top Operations Position	6	\$112,237			\$108,237		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	69	\$309,219	\$101,427	\$139,249	\$235,357	\$402,484	\$676,028
Top Administrative Position	18	\$167,822		\$128,986	\$169,676	\$193,306	
Top Business Position	5	\$195,790			\$213,008		
Top Development Position	24	\$199,927	\$98,545	\$130,900	\$189,807	\$252,303	\$304,779
Top Education Position	29	\$199,203	\$128,679	\$136,451	\$162,519	\$249,353	\$316,167
Top Finance Position	37	\$173,001	\$74,200	\$110,885	\$148,118	\$218,211	\$278,330
Top Human Resources Position	6	\$160,344			\$148,606		
Top Marketing Position	7	\$169,076			\$133,813		
Top Operations Position	9	\$176,105			\$152,600		
Top PR/Communications Position	5	\$201,365			\$184,304		
Top Program Position	6	\$241,751			\$230,557		
Top Technology Position	10	\$182,000		\$133,763	\$165,109	\$202,020	
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	7	\$51,621			\$48,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$63,231			\$66,667		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$102,432		\$95,435	\$99,800	\$131,185	
Greater than \$5 million							
CEO/Executive Director	12	\$235,170		\$177,877	\$209,700	\$224,537	
Top Finance Position	8	\$143,484			\$127,884		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	28	\$57,367	\$30,245	\$39,561	\$57,469	\$76,728	\$86,096
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$74,785			\$76,702		
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$112,416	\$86,404	\$93,507	\$101,289	\$119,270	\$158,914
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	11	\$50,030		\$35,700	\$50,337	\$66,053	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$57,561			\$60,653		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$116,488			\$89,654		
Greater than \$5 million							
CEO/Executive Director	10	\$144,553		\$124,341	\$151,856	\$160,765	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	23	\$61,738	\$24,910	\$45,962	\$60,324	\$73,646	\$98,610
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$90,312	\$47,566	\$59,868	\$86,602	\$104,008	\$139,602
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$141,871	\$77,088	\$101,151	\$121,909	\$161,629	\$207,015
Top Finance Position	6	\$122,665			\$67,350		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	119	\$557,137	\$137,756	\$196,544	\$299,657	\$547,464	\$1,084,346
Top Administrative Position	14	\$186,050		\$123,239	\$157,875	\$184,340	
Top Business Position	8	\$351,206			\$171,205		
Top Development Position	7	\$180,061			\$162,463		
Top Finance Position	84	\$297,775	\$100,534	\$134,393	\$188,935	\$339,057	\$543,948
Top Human Resources Position	21	\$394,130	\$117,150	\$131,920	\$173,851	\$424,201	\$922,258
Top Legal Position	9	\$530,331			\$314,345		
Top Marketing Position	7	\$341,723			\$225,137		
Top Operations Position	52	\$387,181	\$104,959	\$151,778	\$212,553	\$351,571	\$953,473
Top Program Position	11	\$199,618		\$130,964	\$179,126	\$271,615	
Top Technology Position	17	\$498,771		\$154,873	\$251,183	\$588,795	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	38	\$43,524	\$27,100	\$31,883	\$41,137	\$51,809	\$63,323
Top Administrative Position	7	\$45,790			\$48,750		
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$66,244		\$59,279	\$68,705	\$75,612	
Top Administrative Position	7	\$57,815			\$59,427		
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$100,679	\$64,338	\$75,509	\$89,634	\$116,920	\$131,000
Top Finance Position	9	\$94,220			\$91,868		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Housing, Shelter							
Greater than \$5 million							
CEO/Executive Director	14	\$183,606		\$126,408	\$166,788	\$240,799	
Top Finance Position	7	\$132,167			\$152,264		
Top Operations Position	5	\$148,907			\$143,175		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	136	\$47,805	\$26,408	\$34,964	\$47,591	\$58,442	\$69,978
Top Finance Position	10	\$39,402		\$31,032	\$35,806	\$44,045	
Between \$500 thousand and \$1 million							
CEO/Executive Director	76	\$65,885	\$37,391	\$50,257	\$62,505	\$74,327	\$98,236
Top Finance Position	6	\$71,275			\$70,121		
Between \$1 million and \$5 million							
CEO/Executive Director	180	\$96,324	\$51,706	\$67,432	\$87,697	\$111,370	\$144,495
Top Administrative Position	6	\$92,374			\$109,738		
Top Finance Position	29	\$73,334	\$48,735	\$53,855	\$59,356	\$94,026	\$116,566
Top Operations Position	9	\$78,682			\$74,900		
Top Program Position	5	\$71,011			\$82,109		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	146	\$175,976	\$98,319	\$120,134	\$153,836	\$220,539	\$285,446
Top Administrative Position	11	\$154,455		\$116,047	\$130,145	\$182,097	
Top Business Position	7	\$135,858			\$129,251		
Top Development Position	9	\$177,371			\$146,521		
Top Finance Position	79	\$123,823	\$68,102	\$83,202	\$110,729	\$146,132	\$194,311
Top Human Resources Position	17	\$132,386		\$104,488	\$120,317	\$154,437	
Top Marketing Position	5	\$143,156			\$135,902		
Top Operations Position	31	\$162,101	\$100,416	\$117,334	\$144,288	\$179,167	\$206,928
Top Program Position	6	\$136,977			\$129,528		
Top Technology Position	11	\$154,165		\$131,290	\$160,317	\$178,039	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	13	\$31,860		\$19,972	\$27,806	\$42,790	
Greater than \$5 million							
CEO/Executive Director	6	\$533,356			\$151,249		
Top Finance Position	5	\$255,927			\$125,600		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	27	\$50,630	\$25,825	\$35,311	\$50,833	\$64,280	\$75,466
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$82,820		\$70,000	\$77,269	\$96,095	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$124,119	\$72,034	\$87,755	\$103,633	\$121,421	\$171,168
Top Finance Position	8	\$76,574			\$80,662		
Greater than \$5 million							
CEO/Executive Director	27	\$210,573	\$107,734	\$144,765	\$188,102	\$248,982	\$327,212
Top Finance Position	15	\$126,367		\$83,849	\$109,873	\$147,389	
Top Operations Position	7	\$163,285			\$145,250		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	28	\$52,468	\$30,555	\$39,724	\$48,858	\$59,547	\$79,366
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$77,559		\$55,952	\$67,249	\$82,831	
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$114,649	\$73,835	\$81,526	\$94,966	\$125,354	\$165,772
Greater than \$5 million							
CEO/Executive Director	17	\$206,239		\$156,789	\$171,389	\$203,028	
Top Finance Position	10	\$150,375		\$114,712	\$127,671	\$166,907	
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	\$69,419		\$54,783	\$65,465	\$75,560	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$98,330			\$90,200		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$159,303		\$75,814	\$106,389	\$165,360	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	26	\$40,935	\$17,343	\$23,616	\$36,099	\$45,521	\$71,936
Top Finance Position	5	\$34,067			\$36,713		
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$72,776		\$58,459	\$64,159	\$80,628	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$93,178	\$37,281	\$49,891	\$91,163	\$116,968	\$158,101
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	85	\$52,792	\$24,442	\$34,825	\$47,500	\$66,100	\$89,187
Top Finance Position	8	\$33,425			\$30,297		
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$90,581	\$43,080	\$53,488	\$65,446	\$108,520	\$157,985
Between \$1 million and \$5 million							
CEO/Executive Director	37	\$100,915	\$66,641	\$78,545	\$93,561	\$122,433	\$148,611
Greater than \$5 million							
CEO/Executive Director	6	\$198,663			\$175,932		
Top Finance Position	5	\$128,770			\$116,625		
Science and Technology Research Institutes, Services							
Greater than \$5 million							
CEO/Executive Director	5	\$440,673			\$414,122		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	43	\$50,765	\$20,600	\$30,038	\$48,000	\$61,774	\$84,828
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$79,504		\$65,000	\$72,265	\$94,910	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$100,977	\$47,827	\$74,274	\$92,989	\$128,060	\$142,462
Minnesota							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	17	\$36,392		\$27,000	\$32,514	\$43,166	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$81,324			\$70,874		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$101,141		\$79,309	\$104,103	\$113,368	
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	130	\$45,203	\$23,085	\$31,531	\$43,128	\$55,000	\$69,386
Top Operations Position	5	\$62,746			\$40,254		
Between \$500 thousand and \$1 million							
CEO/Executive Director	53	\$74,082	\$47,365	\$57,933	\$71,449	\$83,248	\$104,885

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	69	\$106,603	\$52,929	\$76,774	\$96,619	\$127,924	\$160,800
Top Administrative Position	5	\$77,074			\$80,269		
Top Finance Position	9	\$80,629			\$75,061		
Greater than \$5 million							
CEO/Executive Director	18	\$309,027		\$218,582	\$266,763	\$378,909	
Top Administrative Position	5	\$194,021			\$156,823		
Top Business Position	5	\$252,880			\$229,550		
Top Development Position	11	\$197,911		\$166,886	\$175,002	\$218,374	
Top Education Position	6	\$146,138			\$134,863		
Top Finance Position	15	\$199,072		\$131,693	\$145,126	\$164,675	
Top Human Resources Position	5	\$169,877			\$144,133		
Top Marketing Position	5	\$132,705			\$131,641		
Top Operations Position	7	\$219,039			\$205,538		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	12	\$60,755		\$52,899	\$60,350	\$70,600	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$82,520		\$72,660	\$87,563	\$91,857	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$77,078			\$80,980		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	62	\$64,874	\$36,751	\$45,150	\$60,103	\$78,679	\$101,684

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$90,970		\$69,617	\$87,909	\$110,835	
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$133,895	\$73,143	\$85,138	\$135,454	\$161,189	\$182,012
Top Finance Position	6	\$93,678			\$98,193		
Greater than \$5 million							
CEO/Executive Director	17	\$227,981		\$115,133	\$142,096	\$293,723	
Top Finance Position	9	\$175,364			\$124,753		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	17	\$61,040		\$43,368	\$62,225	\$69,375	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$93,650			\$93,550		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$91,491		\$67,268	\$84,826	\$124,933	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	9	\$52,159			\$56,594		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$91,293			\$96,853		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$123,860		\$74,843	\$114,587	\$161,626	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	51	\$57,284	\$19,549	\$26,479	\$47,433	\$85,000	\$107,359
Top Administrative Position	5	\$55,499			\$60,042		
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	\$89,013	\$53,421	\$61,417	\$74,061	\$103,103	\$148,345
Between \$1 million and \$5 million							
CEO/Executive Director	116	\$110,031	\$51,101	\$69,318	\$93,684	\$123,483	\$155,631
Top Administrative Position	13	\$85,231		\$61,407	\$91,160	\$101,625	
Top Business Position	12	\$51,866		\$29,425	\$44,682	\$56,407	
Top Finance Position	36	\$66,119	\$39,799	\$49,846	\$58,547	\$75,390	\$90,964
Top Operations Position	5	\$87,346			\$92,481		
Greater than \$5 million							
CEO/Executive Director	106	\$241,510	\$103,147	\$123,362	\$159,258	\$321,239	\$469,039
Top Administrative Position	19	\$193,964		\$148,102	\$174,048	\$236,767	
Top Business Position	6	\$175,963			\$169,898		
Top Development Position	26	\$191,934	\$114,025	\$135,493	\$174,334	\$237,422	\$312,596
Top Education Position	22	\$202,769	\$123,013	\$159,266	\$178,659	\$241,265	\$280,587
Top Finance Position	58	\$152,441	\$49,307	\$67,784	\$117,867	\$199,887	\$281,532
Top Operations Position	13	\$168,613		\$118,093	\$174,661	\$215,213	
Top Technology Position	9	\$194,147			\$165,528		
Employment, Job-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$88,617			\$83,939		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$110,019	\$57,457	\$72,294	\$102,960	\$146,567	\$193,469
Top Finance Position	5	\$87,158			\$89,539		
Greater than \$5 million							
CEO/Executive Director	14	\$181,958		\$122,849	\$162,071	\$196,515	
Top Finance Position	10	\$125,141		\$80,846	\$92,481	\$122,051	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	20	\$64,653	\$32,010	\$46,664	\$63,640	\$83,940	\$98,674
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$78,656		\$58,057	\$71,016	\$101,088	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$123,411	\$53,307	\$70,843	\$132,252	\$146,953	\$195,484
Top Finance Position	6	\$78,543			\$70,218		
Greater than \$5 million							
CEO/Executive Director	5	\$156,778			\$149,966		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	10	\$61,347		\$50,056	\$61,705	\$65,003	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$114,685		\$82,145	\$97,548	\$109,899	
Greater than \$5 million							
CEO/Executive Director	8	\$136,705			\$90,859		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	35	\$59,679	\$29,328	\$43,636	\$53,736	\$72,756	\$91,796
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$92,853			\$102,563		
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$140,793	\$68,453	\$87,945	\$120,237	\$178,283	\$210,759
Top Administrative Position	8	\$100,606			\$108,748		
Greater than \$5 million							
CEO/Executive Director	80	\$479,355	\$116,473	\$167,676	\$266,003	\$490,275	\$1,067,998
Top Administrative Position	36	\$175,990	\$110,923	\$117,732	\$144,754	\$185,487	\$290,789
Top Business Position	7	\$315,492			\$362,364		
Top Development Position	10	\$326,300		\$223,374	\$311,104	\$348,760	
Top Finance Position	70	\$307,549	\$94,825	\$123,196	\$190,354	\$357,842	\$604,408
Top Human Resources Position	18	\$356,984		\$171,301	\$285,691	\$464,069	
Top Legal Position	7	\$796,892			\$559,928		
Top Marketing Position	8	\$522,196			\$310,722		
Top Operations Position	45	\$348,853	\$119,140	\$148,870	\$241,903	\$338,182	\$625,173
Top PR/Communications Position	9	\$344,040			\$304,924		
Top Technology Position	17	\$386,193		\$179,488	\$397,619	\$481,237	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	19	\$52,345		\$35,365	\$52,592	\$61,546	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$88,208		\$62,946	\$86,521	\$98,648	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$116,001	\$70,411	\$79,500	\$99,527	\$136,995	\$176,984
Top Finance Position	11	\$77,038		\$60,356	\$70,777	\$77,493	
Greater than \$5 million							
CEO/Executive Director	18	\$179,737		\$135,832	\$155,599	\$209,464	
Top Administrative Position	9	\$104,109			\$112,185		
Top Finance Position	14	\$124,703		\$98,755	\$124,610	\$159,817	
Top Operations Position	6	\$174,077			\$144,688		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	131	\$48,266	\$23,375	\$34,099	\$48,000	\$60,146	\$70,749
Top Finance Position	5	\$36,819			\$29,108		
Between \$500 thousand and \$1 million							
CEO/Executive Director	54	\$78,758	\$44,807	\$57,655	\$73,386	\$92,636	\$117,705
Top Finance Position	5	\$62,052			\$44,850		
Between \$1 million and \$5 million							
CEO/Executive Director	133	\$104,197	\$66,075	\$80,924	\$97,580	\$115,183	\$138,834
Top Administrative Position	8	\$86,142			\$86,452		
Top Finance Position	29	\$78,333	\$49,600	\$66,220	\$74,029	\$87,481	\$113,537

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	107	\$178,801	\$99,662	\$123,353	\$156,984	\$204,099	\$252,408
Top Administrative Position	17	\$136,357		\$107,001	\$135,298	\$151,843	
Top Business Position	5	\$111,867			\$136,774		
Top Development Position	12	\$160,589		\$133,629	\$144,202	\$173,746	
Top Finance Position	64	\$119,348	\$71,116	\$88,179	\$101,703	\$125,992	\$175,114
Top Human Resources Position	7	\$165,683			\$151,454		
Top Operations Position	20	\$157,569	\$90,080	\$123,173	\$134,962	\$164,846	\$213,581
Top Program Position	7	\$140,825			\$154,008		
Top Technology Position	7	\$179,191			\$169,223		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	15	\$48,887		\$23,502	\$48,000	\$69,675	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$70,794			\$72,086		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$109,648			\$104,766		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	16	\$65,814		\$51,013	\$65,859	\$80,682	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$85,183		\$65,022	\$89,597	\$102,650	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$127,520	\$76,007	\$98,652	\$116,037	\$156,568	\$170,551

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	30	\$199,330	\$127,487	\$141,174	\$179,005	\$211,645	\$288,724
Top Administrative Position	6	\$185,737			\$149,753		
Top Development Position	5	\$153,224			\$142,525		
Top Finance Position	15	\$139,810		\$112,807	\$127,350	\$153,912	
Top Human Resources Position	5	\$188,850			\$175,797		
Top Operations Position	9	\$188,020			\$151,055		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	27	\$54,777	\$28,237	\$37,536	\$54,500	\$62,280	\$80,751
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$78,634		\$59,181	\$67,188	\$97,474	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$116,071		\$75,392	\$122,011	\$137,033	
Top Finance Position	7	\$84,382			\$69,493		
Greater than \$5 million							
CEO/Executive Director	13	\$245,077		\$194,206	\$211,201	\$293,047	
Top Development Position	5	\$143,900			\$136,728		
Top Finance Position	11	\$153,687		\$126,870	\$143,633	\$162,083	
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	13	\$51,415		\$44,816	\$47,500	\$60,000	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$111,855		\$69,102	\$118,295	\$135,243	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	21	\$46,519	\$18,000	\$30,000	\$47,913	\$57,133	\$74,400
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$68,543			\$79,666		
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$95,202	\$64,000	\$70,405	\$92,070	\$116,058	\$129,470
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	88	\$49,868	\$18,459	\$23,847	\$43,888	\$64,583	\$93,259
Top Finance Position	6	\$28,771			\$29,635		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$70,102		\$44,276	\$75,751	\$85,630	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$129,165		\$92,139	\$117,421	\$134,632	
Greater than \$5 million							
CEO/Executive Director	6	\$283,335			\$205,398		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	33	\$50,593	\$26,000	\$35,306	\$50,400	\$60,138	\$71,952
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$81,749	\$58,037	\$62,693	\$71,661	\$88,193	\$109,661
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$133,760	\$73,982	\$95,280	\$129,317	\$163,988	\$192,794
Top Finance Position	8	\$85,133			\$78,897		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Youth Development							
Greater than \$5 million							
CEO/Executive Director	6	\$206,115			\$176,548		
Top Finance Position	5	\$109,434			\$111,213		
Mississippi							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	22	\$45,700	\$25,151	\$34,619	\$41,093	\$57,143	\$64,896
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$76,952			\$88,189		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$92,654			\$89,318		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	15	\$49,928		\$35,320	\$48,335	\$56,410	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$135,991		\$74,210	\$90,910	\$196,392	
Greater than \$5 million							
CEO/Executive Director	8	\$223,739			\$208,666		
Top Finance Position	6	\$121,302			\$121,073		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	6	\$55,319			\$49,723		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	\$40,379			\$41,417		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	\$59,237			\$49,937		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$65,325		\$44,687	\$56,996	\$83,049	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$106,640	\$57,000	\$76,876	\$100,000	\$121,883	\$167,843
Greater than \$5 million							
CEO/Executive Director	23	\$236,445	\$127,987	\$157,928	\$235,230	\$286,688	\$375,807
Top Development Position	6	\$153,533			\$155,403		
Top Education Position	7	\$177,768			\$195,206		
Top Finance Position	14	\$126,162		\$81,248	\$127,805	\$158,515	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	8	\$48,566			\$45,250		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$122,725		\$85,669	\$94,284	\$140,943	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	31	\$339,242	\$121,401	\$168,991	\$217,464	\$391,446	\$768,779
Top Administrative Position	10	\$192,651		\$170,269	\$176,741	\$210,967	
Top Finance Position	28	\$169,412	\$66,553	\$88,645	\$113,483	\$166,825	\$356,220
Top Operations Position	8	\$178,417			\$107,258		
Top Technology Position	5	\$179,828			\$141,730		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	7	\$60,369			\$44,400		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$97,967			\$86,342		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	29	\$45,137	\$27,046	\$32,000	\$43,969	\$61,098	\$64,999
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$54,092		\$41,757	\$46,703	\$61,033	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$99,870	\$39,077	\$58,022	\$87,939	\$128,946	\$142,675
Greater than \$5 million							
CEO/Executive Director	15	\$173,246		\$119,639	\$147,104	\$187,433	
Top Finance Position	6	\$153,111			\$127,769		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	10	\$52,841		\$44,735	\$51,925	\$60,984	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$97,280			\$87,000		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	12	\$47,399		\$29,500	\$41,799	\$48,860	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	28	\$59,191	\$22,650	\$41,316	\$51,576	\$72,441	\$110,160
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$57,833			\$53,476		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$110,846			\$103,014		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$46,778			\$22,500		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$74,029			\$61,615		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$138,982			\$133,495		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	11	\$40,569		\$27,214	\$33,500	\$45,320	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$47,057			\$40,280		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$103,845			\$83,637		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	53	\$42,325	\$23,131	\$28,000	\$44,259	\$53,995	\$62,791
Top Administrative Position	5	\$25,377			\$21,089		
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$76,944		\$64,671	\$79,814	\$89,809	
Between \$1 million and \$5 million							
CEO/Executive Director	37	\$120,463	\$34,212	\$81,167	\$101,249	\$165,541	\$224,528
Top Finance Position	8	\$85,865			\$94,965		
Greater than \$5 million							
CEO/Executive Director	16	\$321,698		\$226,034	\$305,589	\$404,998	
Top Development Position	8	\$148,862			\$140,310		
Top Finance Position	7	\$127,235			\$107,936		
Top Operations Position	6	\$221,742			\$169,588		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	10	\$38,444		\$29,234	\$33,420	\$45,375	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Civil Rights, Social Action, Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$85,352			\$77,905		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$118,589			\$120,123		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	32	\$60,521	\$24,017	\$39,106	\$55,576	\$80,639	\$94,937
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$108,388	\$53,245	\$76,589	\$105,836	\$136,777	\$164,996
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$149,917	\$59,033	\$80,430	\$112,656	\$152,291	\$278,696
Top Finance Position	5	\$92,902			\$89,508		
Greater than \$5 million							
CEO/Executive Director	11	\$707,426		\$111,652	\$150,939	\$246,327	
Top Finance Position	8	\$406,386			\$103,881		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	9	\$36,850			\$30,000		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$101,858		\$58,390	\$87,719	\$109,626	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	15	\$50,739		\$32,880	\$51,976	\$66,668	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Diseases, Disorders, Medical Disciplines							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$97,934			\$99,528		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$105,733			\$96,433		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	41	\$48,815	\$23,042	\$28,446	\$42,842	\$62,000	\$73,618
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	\$70,728	\$30,000	\$44,807	\$66,102	\$83,689	\$122,978
Top Administrative Position	5	\$36,317			\$27,271		
Between \$1 million and \$5 million							
CEO/Executive Director	63	\$125,400	\$66,269	\$81,477	\$110,707	\$160,188	\$220,243
Top Administrative Position	6	\$105,122			\$117,370		
Top Finance Position	11	\$75,904		\$51,462	\$70,906	\$102,394	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	75	\$320,387	\$118,391	\$170,085	\$233,664	\$424,136	\$575,588
Top Administrative Position	31	\$185,331	\$113,625	\$126,058	\$169,567	\$206,558	\$268,578
Top Business Position	12	\$121,720		\$99,500	\$121,561	\$142,785	
Top Development Position	15	\$219,964		\$151,129	\$167,308	\$197,976	
Top Education Position	28	\$204,601	\$123,828	\$152,084	\$185,457	\$226,948	\$323,622
Top Finance Position	48	\$190,962	\$88,117	\$118,619	\$167,875	\$214,018	\$328,400
Top Human Resources Position	5	\$200,029			\$137,173		
Top Legal Position	6	\$279,973			\$236,254		
Top Operations Position	18	\$237,024		\$132,964	\$179,985	\$330,961	
Top PR/Communications Position	6	\$171,687			\$139,057		
Top Technology Position	12	\$179,012		\$126,793	\$142,313	\$193,831	
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	13	\$46,754		\$37,161	\$47,000	\$52,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$62,254			\$59,027		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$109,313	\$56,675	\$78,485	\$92,777	\$130,634	\$183,672
Top Administrative Position	5	\$127,523			\$128,487		
Greater than \$5 million							
CEO/Executive Director	5	\$196,137			\$163,100		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	20	\$55,245	\$29,268	\$35,797	\$52,610	\$72,123	\$95,430
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$60,625			\$63,441		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	13	\$48,147		\$20,620	\$42,285	\$54,160	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$50,423			\$46,725		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$94,568			\$88,000		
Greater than \$5 million							
CEO/Executive Director	8	\$211,189			\$142,308		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	18	\$61,082		\$36,206	\$48,073	\$80,614	
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$95,353		\$73,174	\$92,385	\$114,680	
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$145,194	\$89,774	\$99,289	\$115,935	\$183,227	\$229,623
Top Administrative Position	9	\$83,955			\$80,200		
Top Finance Position	8	\$116,585			\$100,767		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	79	\$746,889	\$142,666	\$179,951	\$338,111	\$678,896	\$1,784,691
Top Administrative Position	16	\$252,769		\$140,692	\$212,793	\$283,296	
Top Business Position	8	\$315,082			\$265,181		
Top Development Position	9	\$394,748			\$237,573		
Top Finance Position	64	\$372,208	\$85,336	\$126,663	\$199,260	\$315,781	\$663,909
Top Human Resources Position	13	\$404,111		\$213,688	\$255,783	\$340,312	
Top Legal Position	7	\$618,803			\$655,875		
Top Operations Position	41	\$356,636	\$113,789	\$146,599	\$230,821	\$351,491	\$692,355
Top Technology Position	17	\$230,481		\$145,032	\$223,169	\$282,654	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	9	\$40,965			\$33,777		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$90,218			\$81,810		
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$108,197	\$79,794	\$91,495	\$102,432	\$111,000	\$155,864
Greater than \$5 million							
CEO/Executive Director	10	\$155,042		\$125,438	\$143,433	\$178,614	
Top Finance Position	6	\$94,248			\$96,888		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	97	\$46,154	\$21,277	\$29,468	\$44,516	\$58,880	\$71,930
Top Administrative Position	9	\$34,497			\$36,368		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	55	\$63,320	\$34,863	\$53,120	\$60,160	\$72,509	\$98,032
Between \$1 million and \$5 million							
CEO/Executive Director	124	\$98,689	\$58,379	\$68,611	\$84,987	\$116,584	\$152,439
Top Development Position	6	\$119,288			\$121,838		
Top Finance Position	18	\$95,452		\$63,491	\$83,517	\$116,223	
Top Operations Position	8	\$111,341			\$105,527		
Greater than \$5 million							
CEO/Executive Director	90	\$177,330	\$77,497	\$105,560	\$153,148	\$212,682	\$341,835
Top Administrative Position	6	\$129,397			\$130,061		
Top Business Position	5	\$142,379			\$144,747		
Top Development Position	13	\$151,636		\$111,697	\$143,079	\$158,041	
Top Finance Position	53	\$127,160	\$58,732	\$81,105	\$114,551	\$153,521	\$199,930
Top Human Resources Position	14	\$146,147		\$121,194	\$150,283	\$173,804	
Top Marketing Position	8	\$172,178			\$163,417		
Top Operations Position	20	\$152,092	\$96,594	\$108,410	\$138,307	\$182,445	\$264,779
Top Program Position	7	\$156,327			\$126,482		
Top Technology Position	7	\$132,469			\$143,219		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	8	\$57,849			\$44,948		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	10	\$32,061		\$17,000	\$24,624	\$36,786	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Mental Health, Crisis Intervention							
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$62,662		\$51,706	\$61,923	\$77,442	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$118,181	\$59,898	\$92,870	\$110,583	\$136,551	\$189,959
Greater than \$5 million							
CEO/Executive Director	22	\$276,645	\$101,933	\$128,742	\$199,382	\$280,853	\$576,052
Top Finance Position	17	\$177,445		\$121,703	\$127,454	\$144,095	
Top Operations Position	5	\$85,692			\$96,773		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	13	\$68,066		\$35,880	\$46,300	\$73,906	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$142,183		\$91,747	\$116,211	\$157,589	
Greater than \$5 million							
CEO/Executive Director	8	\$256,922			\$251,618		
Top Finance Position	5	\$145,859			\$140,942		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$76,119			\$81,062		
Greater than \$5 million							
CEO/Executive Director	7	\$224,066			\$193,000		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	16	\$48,722		\$34,600	\$50,000	\$53,583	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$75,688			\$70,500		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$122,780		\$70,681	\$92,329	\$112,500	
Greater than \$5 million							
CEO/Executive Director	8	\$219,466			\$189,390		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	82	\$51,031	\$20,930	\$30,104	\$44,719	\$66,449	\$85,821
Top Finance Position	7	\$35,250			\$39,367		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$72,974		\$61,154	\$71,032	\$84,690	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$109,293	\$50,881	\$63,190	\$88,629	\$102,940	\$122,121
Youth Development							
\$500 thousand or less							
CEO/Executive Director	21	\$47,444	\$25,110	\$30,848	\$42,000	\$59,700	\$63,900
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$77,939		\$65,027	\$85,075	\$92,998	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$139,764		\$89,484	\$104,260	\$169,478	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Youth Development							
Greater than \$5 million							
CEO/Executive Director	11	\$231,711		\$125,676	\$174,259	\$263,244	
Top Finance Position	6	\$118,265			\$121,210		
Montana							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	9	\$43,755			\$43,068		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$72,162			\$60,000		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	42	\$44,495	\$21,011	\$32,743	\$43,658	\$53,574	\$65,578
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$70,411		\$46,501	\$68,672	\$80,545	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$69,975			\$57,800		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	6	\$64,407			\$61,451		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	16	\$45,495		\$29,762	\$45,525	\$56,731	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$82,627		\$70,057	\$90,684	\$92,801	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$94,021			\$80,901		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	11	\$62,521		\$42,377	\$70,000	\$74,204	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	19	\$45,523		\$30,482	\$42,172	\$53,976	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$59,702		\$43,424	\$52,500	\$59,817	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$97,145	\$46,220	\$59,463	\$77,812	\$106,637	\$191,747
Top Finance Position	6	\$108,862			\$62,068		
Greater than \$5 million							
CEO/Executive Director	10	\$154,692		\$124,379	\$128,477	\$172,639	
Top Development Position	5	\$126,311			\$129,951		
Top Finance Position	8	\$120,443			\$126,872		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$95,394			\$92,928		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	30	\$59,145	\$30,006	\$42,326	\$56,959	\$69,338	\$88,454
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$58,686			\$63,634		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$134,248		\$107,431	\$119,401	\$156,572	
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$89,290			\$82,440		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$39,266			\$45,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$90,104			\$88,285		
Greater than \$5 million							
CEO/Executive Director	30	\$307,746	\$128,968	\$139,703	\$204,308	\$329,295	\$540,935
Top Finance Position	31	\$171,410	\$74,476	\$96,393	\$122,161	\$151,732	\$200,952
Top Operations Position	8	\$209,133			\$162,609		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$47,859			\$57,671		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$73,877		\$59,489	\$69,228	\$85,667	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	41	\$43,130	\$27,896	\$36,800	\$44,768	\$48,045	\$55,520
Top Administrative Position	5	\$37,489			\$34,374		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$51,102		\$39,515	\$57,408	\$65,349	
Between \$1 million and \$5 million							
CEO/Executive Director	49	\$79,690	\$56,442	\$61,270	\$76,727	\$97,126	\$109,436
Top Finance Position	7	\$62,978			\$55,622		
Top Operations Position	7	\$59,622			\$61,720		
Greater than \$5 million							
CEO/Executive Director	21	\$121,622	\$73,973	\$83,783	\$93,702	\$114,598	\$182,705
Top Finance Position	12	\$96,574		\$71,350	\$82,185	\$96,653	
Top Operations Position	5	\$93,032			\$90,913		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	\$98,482			\$77,913		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$94,601			\$84,137		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	7	\$168,810			\$173,697		
Top Finance Position	7	\$106,556			\$114,467		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	11	\$48,889		\$37,500	\$46,458	\$62,533	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$86,496			\$93,673		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	9	\$44,712			\$43,295		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$74,414			\$68,956		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	12	\$73,290		\$43,969	\$52,746	\$82,068	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	15	\$45,006		\$35,556	\$43,662	\$52,006	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	40	\$49,825	\$18,800	\$32,735	\$46,531	\$62,255	\$72,250
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$78,078			\$75,267		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$117,023		\$92,780	\$110,102	\$129,820	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	19	\$55,549		\$41,201	\$57,600	\$66,792	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$103,365			\$82,543		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$131,932			\$120,888		
Greater than \$5 million							
CEO/Executive Director	6	\$180,926			\$127,341		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	8	\$50,175			\$49,797		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	14	\$57,890		\$43,781	\$52,910	\$78,500	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$85,956			\$75,652		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$118,974	\$55,444	\$73,116	\$105,915	\$128,888	\$188,474
Greater than \$5 million							
CEO/Executive Director	18	\$235,989		\$130,099	\$234,686	\$339,586	
Top Administrative Position	7	\$141,420			\$138,284		
Top Development Position	6	\$177,695			\$175,469		
Top Education Position	10	\$207,786		\$145,132	\$162,760	\$168,793	
Top Finance Position	11	\$177,704		\$130,545	\$167,940	\$238,697	
Top Technology Position	5	\$148,527			\$137,284		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	\$41,125			\$38,410		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	6	\$38,813			\$39,000		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	12	\$55,916		\$35,054	\$44,180	\$82,055	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$63,421			\$63,652		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$139,063		\$100,940	\$125,084	\$134,750	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	46	\$415,223	\$170,231	\$196,880	\$309,628	\$554,714	\$666,927
Top Finance Position	34	\$244,461	\$99,895	\$131,279	\$162,542	\$253,931	\$606,937
Top Human Resources Position	7	\$311,693			\$241,710		
Top Operations Position	10	\$386,331		\$170,417	\$286,362	\$581,431	
Top Technology Position	6	\$323,278			\$292,987		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	\$62,212			\$49,200		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$53,946			\$54,479		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$113,831			\$107,177		
Greater than \$5 million							
CEO/Executive Director	6	\$248,196			\$177,724		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	46	\$47,818	\$26,653	\$33,950	\$45,867	\$58,562	\$73,082
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$57,815	\$32,442	\$40,125	\$51,999	\$70,092	\$89,113
Between \$1 million and \$5 million							
CEO/Executive Director	46	\$95,996	\$49,533	\$72,271	\$96,256	\$115,025	\$122,100
Top Finance Position	9	\$76,123			\$72,618		
Top Operations Position	5	\$96,879			\$80,289		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	26	\$197,529	\$90,714	\$126,477	\$146,755	\$235,240	\$329,739
Top Development Position	5	\$162,178			\$169,483		
Top Finance Position	17	\$137,811		\$87,100	\$113,573	\$148,045	
Top Operations Position	5	\$194,366			\$133,963		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	7	\$56,224			\$57,000		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$89,632			\$90,712		
Greater than \$5 million							
CEO/Executive Director	5	\$142,483			\$138,676		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	8	\$52,190			\$37,551		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$60,705			\$56,391		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$111,291		\$83,286	\$88,474	\$106,585	
Greater than \$5 million							
CEO/Executive Director	5	\$289,616			\$243,855		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	11	\$52,381		\$38,330	\$47,095	\$69,790	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$128,838			\$91,657		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	22	\$40,507	\$19,888	\$23,957	\$37,585	\$49,600	\$75,750
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$94,251			\$82,361		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	13	\$52,476		\$31,900	\$54,175	\$71,675	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$73,011			\$63,000		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$122,166		\$85,096	\$124,076	\$160,516	
Nevada							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$36,649			\$32,812		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	\$42,084		\$27,150	\$36,190	\$58,356	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$140,575		\$124,205	\$142,940	\$170,463	
Greater than \$5 million							
CEO/Executive Director	5	\$313,686			\$328,697		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	\$55,419			\$51,219		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	\$48,291			\$41,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$91,866			\$87,909		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$105,069		\$60,351	\$98,737	\$141,261	
Greater than \$5 million							
CEO/Executive Director	17	\$230,166		\$156,160	\$205,432	\$275,342	
Top Finance Position	9	\$154,774			\$146,880		
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$79,674			\$78,220		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$56,961			\$56,923		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$129,655		\$78,583	\$94,265	\$172,860	
Greater than \$5 million							
CEO/Executive Director	16	\$348,628		\$185,104	\$269,735	\$458,006	
Top Finance Position	13	\$193,423		\$142,410	\$157,524	\$237,949	
Top Operations Position	9	\$304,174			\$212,941		
Top Technology Position	6	\$206,988			\$158,418		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	20	\$48,872	\$23,961	\$35,943	\$48,529	\$65,209	\$70,250
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$83,051		\$60,610	\$90,002	\$103,077	
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$119,806	\$63,812	\$83,000	\$104,965	\$134,543	\$183,673
Top Finance Position	5	\$55,492			\$42,614		
Greater than \$5 million							
CEO/Executive Director	10	\$201,381		\$148,109	\$161,966	\$245,997	
Top Finance Position	7	\$132,140			\$110,402		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$79,601			\$76,719		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$114,305			\$90,125		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	\$56,188			\$48,084		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$103,562			\$94,677		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	\$33,211		\$22,575	\$28,630	\$41,063	
Unknown							
\$500 thousand or less							
CEO/Executive Director	5	\$48,311			\$40,125		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	10	\$46,986		\$33,434	\$47,611	\$57,790	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$100,857			\$80,625		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Animal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$50,081			\$39,280		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$92,652			\$95,291		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	34	\$48,098	\$18,395	\$24,732	\$46,083	\$53,888	\$81,698
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$71,493		\$63,952	\$72,172	\$77,581	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$101,730	\$54,683	\$65,259	\$96,122	\$132,347	\$143,583
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	10	\$77,588		\$52,220	\$59,803	\$83,030	
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$109,421			\$114,221		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	26	\$56,271	\$24,025	\$32,571	\$39,858	\$76,074	\$90,326
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$82,884		\$58,620	\$78,500	\$108,130	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$117,659	\$61,500	\$69,678	\$104,347	\$147,964	\$177,998
Top Finance Position	5	\$114,090			\$81,696		
Greater than \$5 million							
CEO/Executive Director	27	\$378,168	\$131,939	\$218,671	\$304,260	\$407,097	\$508,039
Top Administrative Position	7	\$202,480			\$147,571		
Top Development Position	13	\$243,664		\$173,332	\$185,245	\$285,237	
Top Education Position	9	\$260,243			\$182,467		
Top Finance Position	19	\$228,032		\$153,410	\$200,848	\$241,576	
Top Operations Position	6	\$283,580			\$188,769		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	11	\$69,056		\$46,817	\$64,619	\$90,190	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$86,812			\$94,574		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	11	\$57,783		\$43,356	\$62,325	\$69,001	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$86,941			\$84,615		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$134,932		\$79,188	\$107,040	\$162,726	
Top Finance Position	9	\$88,318			\$72,495		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	32	\$385,908	\$158,872	\$195,560	\$277,423	\$431,874	\$932,967
Top Finance Position	31	\$229,466	\$95,568	\$124,477	\$146,320	\$252,714	\$441,657
Top Human Resources Position	6	\$312,649			\$276,877		
Top Operations Position	7	\$385,188			\$462,992		
Top Technology Position	5	\$265,825			\$174,363		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	9	\$49,541			\$52,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$54,862			\$49,960		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$120,826			\$121,301		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	44	\$50,801	\$29,687	\$37,814	\$46,872	\$60,263	\$77,671
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$67,492		\$53,205	\$68,894	\$72,119	
Between \$1 million and \$5 million							
CEO/Executive Director	40	\$98,616	\$57,573	\$71,097	\$87,847	\$124,494	\$139,483
Greater than \$5 million							
CEO/Executive Director	30	\$179,722	\$101,018	\$135,660	\$168,736	\$202,097	\$271,881
Top Finance Position	23	\$127,882	\$93,984	\$99,769	\$110,053	\$141,218	\$179,137
Top Operations Position	8	\$137,497			\$128,472		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	\$59,814			\$65,000		
Greater than \$5 million							
CEO/Executive Director	11	\$191,472		\$178,489	\$187,071	\$197,870	
Top Finance Position	9	\$117,741			\$120,065		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$72,685			\$70,352		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	14	\$45,748		\$28,668	\$48,898	\$59,205	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$121,928			\$121,451		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	\$53,356			\$52,625		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	10	\$54,432		\$50,604	\$56,310	\$60,917	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$137,728			\$112,329		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Youth Development							
Greater than \$5 million							
CEO/Executive Director	5	\$208,800			\$165,369		
New Jersey							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	14	\$42,330		\$22,937	\$42,250	\$49,760	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$88,103		\$74,381	\$87,207	\$112,647	
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	61	\$46,560	\$19,915	\$27,500	\$40,681	\$59,327	\$80,919
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$95,713	\$59,583	\$67,000	\$80,160	\$106,064	\$141,085
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$104,009	\$51,658	\$77,500	\$114,075	\$131,769	\$152,694
Greater than \$5 million							
CEO/Executive Director	15	\$282,557		\$183,149	\$211,190	\$284,138	
Top Development Position	6	\$150,793			\$136,292		
Top Finance Position	10	\$174,036		\$126,753	\$152,151	\$213,221	
Top Marketing Position	5	\$132,968			\$130,194		
Top Operations Position	7	\$210,353			\$174,850		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	8	\$63,123			\$51,693		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	26	\$73,670	\$44,379	\$51,660	\$72,105	\$85,298	\$100,193
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$115,564	\$74,033	\$82,800	\$94,117	\$139,292	\$185,102
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$144,174	\$77,744	\$89,818	\$140,598	\$190,182	\$224,623
Greater than \$5 million							
CEO/Executive Director	11	\$216,232		\$142,532	\$180,632	\$284,496	
Top Finance Position	8	\$147,415			\$134,949		
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$130,038			\$134,778		
Greater than \$5 million							
CEO/Executive Director	5	\$212,059			\$210,023		
Top Legal Position	5	\$194,126			\$180,509		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	23	\$52,318	\$19,152	\$40,000	\$56,280	\$63,311	\$71,715
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$121,398			\$110,375		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$126,387		\$92,750	\$112,333	\$152,891	
Greater than \$5 million							
CEO/Executive Director	12	\$229,554		\$171,872	\$198,231	\$243,481	
Top Finance Position	6	\$114,492			\$118,808		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	53	\$52,096	\$23,058	\$28,605	\$48,377	\$69,079	\$86,600
Top Finance Position	5	\$41,556			\$41,153		
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$106,768	\$45,125	\$68,594	\$91,725	\$139,642	\$174,642
Between \$1 million and \$5 million							
CEO/Executive Director	99	\$153,279	\$68,276	\$108,497	\$146,154	\$179,607	\$237,443
Top Administrative Position	7	\$123,847			\$100,946		
Top Business Position	11	\$89,770		\$70,881	\$106,127	\$110,995	
Top Development Position	5	\$133,121			\$132,502		
Top Education Position	5	\$155,836			\$148,000		
Top Finance Position	12	\$102,707		\$68,939	\$112,535	\$133,162	
Top Operations Position	7	\$137,176			\$132,109		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	139	\$337,861	\$129,416	\$158,728	\$236,690	\$398,945	\$531,147
Top Administrative Position	28	\$225,009	\$113,994	\$145,017	\$183,325	\$252,593	\$375,745
Top Business Position	22	\$149,249	\$69,188	\$95,397	\$147,723	\$202,248	\$230,641
Top Development Position	39	\$231,764	\$140,540	\$162,217	\$200,701	\$288,074	\$375,055
Top Education Position	43	\$213,577	\$127,330	\$143,790	\$182,372	\$214,378	\$318,868
Top Facilities Position	12	\$193,072		\$132,616	\$151,733	\$230,682	
Top Finance Position	67	\$219,898	\$88,833	\$137,675	\$190,978	\$274,399	\$365,743
Top Human Resources Position	6	\$199,744			\$158,736		
Top Legal Position	8	\$384,972			\$344,786		
Top Marketing Position	6	\$233,937			\$186,953		
Top Operations Position	21	\$246,125	\$117,728	\$140,422	\$194,105	\$291,412	\$436,506
Top PR/Communications Position	5	\$184,431			\$181,020		
Top Program Position	8	\$217,838			\$177,285		
Top Technology Position	21	\$215,484	\$113,245	\$133,023	\$191,365	\$270,575	\$307,680
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$142,961		\$101,604	\$127,500	\$155,125	
Greater than \$5 million							
CEO/Executive Director	8	\$215,185			\$199,386		
Top Finance Position	6	\$150,704			\$145,310		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	14	\$55,326		\$39,960	\$59,709	\$68,706	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$89,680			\$86,091		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$146,548			\$139,796		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	8	\$56,513			\$51,843		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$87,121		\$59,207	\$90,951	\$102,318	
Greater than \$5 million							
CEO/Executive Director	5	\$112,344			\$99,729		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	16	\$50,759		\$26,824	\$49,994	\$69,681	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$119,452		\$76,663	\$83,540	\$151,397	
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$172,770	\$46,894	\$91,209	\$164,800	\$210,271	\$363,090
Top Finance Position	6	\$124,901			\$101,334		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	82	\$713,764	\$150,822	\$215,293	\$456,823	\$887,607	\$1,615,234
Top Administrative Position	23	\$399,612	\$159,049	\$170,124	\$201,404	\$475,633	\$904,726
Top Business Position	10	\$286,414		\$182,863	\$208,577	\$363,701	
Top Development Position	12	\$269,836		\$169,837	\$244,706	\$301,874	
Top Education Position	5	\$249,591			\$180,496		
Top Facilities Position	6	\$380,422			\$370,461		
Top Finance Position	64	\$427,995	\$122,114	\$166,820	\$296,402	\$552,535	\$806,140
Top Human Resources Position	37	\$410,426	\$173,903	\$234,277	\$316,481	\$462,264	\$588,498
Top Legal Position	14	\$646,431		\$456,003	\$518,354	\$739,436	
Top Marketing Position	9	\$256,673			\$229,290		
Top Operations Position	40	\$455,133	\$159,833	\$243,130	\$435,294	\$567,356	\$800,954
Top PR/Communications Position	6	\$292,539			\$277,888		
Top Technology Position	22	\$469,713	\$175,537	\$296,142	\$330,562	\$510,280	\$610,029
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	16	\$63,176		\$40,137	\$54,475	\$82,885	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$88,930		\$70,437	\$89,000	\$97,022	
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$128,910	\$68,662	\$91,357	\$121,800	\$150,911	\$191,223
Top Finance Position	8	\$102,023			\$111,560		
Greater than \$5 million							
CEO/Executive Director	9	\$163,735			\$170,240		
Top Finance Position	5	\$123,586			\$112,699		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	73	\$48,789	\$21,978	\$30,830	\$45,000	\$65,228	\$79,728
Between \$500 thousand and \$1 million							
CEO/Executive Director	62	\$82,169	\$48,637	\$64,475	\$82,371	\$102,029	\$111,679
Between \$1 million and \$5 million							
CEO/Executive Director	156	\$122,692	\$66,441	\$89,184	\$116,073	\$144,921	\$175,332
Top Administrative Position	5	\$94,420			\$105,855		
Top Finance Position	28	\$94,119	\$36,618	\$63,749	\$77,564	\$111,440	\$143,385
Top Operations Position	11	\$89,277		\$71,835	\$91,522	\$105,851	
Top Program Position	9	\$95,141			\$82,283		
Greater than \$5 million							
CEO/Executive Director	142	\$221,835	\$125,220	\$146,021	\$188,514	\$247,206	\$346,108
Top Administrative Position	8	\$160,715			\$151,508		
Top Business Position	7	\$139,890			\$136,083		
Top Development Position	7	\$167,133			\$166,012		
Top Education Position	5	\$117,612			\$126,310		
Top Facilities Position	7	\$149,361			\$166,450		
Top Finance Position	93	\$144,808	\$89,930	\$105,378	\$129,535	\$183,808	\$220,150
Top Human Resources Position	16	\$160,622		\$125,955	\$142,421	\$196,686	
Top Marketing Position	11	\$152,357		\$129,682	\$153,557	\$169,077	
Top Operations Position	44	\$158,426	\$108,001	\$120,052	\$142,287	\$184,895	\$234,312
Top Program Position	8	\$151,608			\$139,763		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	7	\$40,729			\$50,000		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Medical Research							
\$500 thousand or less							
CEO/Executive Director	5	\$62,976			\$55,611		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	13	\$46,280		\$30,600	\$48,980	\$60,092	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$83,873		\$64,658	\$83,429	\$94,609	
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$139,720	\$87,528	\$98,312	\$117,029	\$145,638	\$162,725
Top Finance Position	6	\$80,656			\$83,802		
Greater than \$5 million							
CEO/Executive Director	45	\$228,192	\$118,014	\$139,029	\$174,262	\$254,897	\$395,337
Top Administrative Position	5	\$119,408			\$122,769		
Top Finance Position	34	\$149,855	\$84,504	\$109,003	\$128,696	\$166,931	\$240,346
Top Operations Position	19	\$160,886		\$110,715	\$129,016	\$172,082	
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	12	\$68,775		\$56,896	\$69,602	\$81,062	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$93,591			\$83,750		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$147,007		\$120,000	\$137,554	\$163,128	
Greater than \$5 million							
CEO/Executive Director	5	\$319,317			\$316,091		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$65,702			\$45,166		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$98,685			\$97,750		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	13	\$41,692		\$24,000	\$45,000	\$58,754	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$84,967			\$68,415		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$171,040		\$131,439	\$144,242	\$187,429	
Greater than \$5 million							
CEO/Executive Director	8	\$299,168			\$308,887		
Top Finance Position	7	\$138,425			\$117,978		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	52	\$53,368	\$20,080	\$28,332	\$40,000	\$70,005	\$92,427
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$96,270		\$53,836	\$79,341	\$95,093	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$104,143	\$39,640	\$54,435	\$88,003	\$134,690	\$155,756
Top Finance Position	6	\$95,227			\$81,553		
Greater than \$5 million							
CEO/Executive Director	7	\$202,589			\$221,143		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$181,990			\$181,956		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	17	\$49,198		\$29,777	\$46,181	\$61,525	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$86,674		\$77,043	\$85,782	\$91,772	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$138,128	\$72,271	\$105,123	\$131,624	\$177,855	\$207,709
Greater than \$5 million							
Top Finance Position	5	\$138,443			\$129,237		

New Mexico

Arts, Culture, and Humanities

\$500 thousand or less							
CEO/Executive Director	32	\$52,319	\$24,518	\$32,077	\$41,800	\$72,019	\$87,684
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$69,928		\$53,517	\$67,000	\$75,982	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$122,976		\$80,762	\$111,780	\$163,473	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	5	\$50,714			\$49,958		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$78,528			\$67,878		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	21	\$51,446	\$29,131	\$35,000	\$44,417	\$68,044	\$84,730
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$105,395		\$69,992	\$120,000	\$131,897	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$148,279			\$155,401		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	8	\$54,021			\$54,953		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	29	\$52,493	\$23,140	\$27,456	\$43,741	\$64,360	\$99,946
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$72,215		\$56,711	\$60,000	\$80,465	
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$116,279	\$62,573	\$73,708	\$92,522	\$156,766	\$203,881
Top Finance Position	9	\$92,344			\$83,916		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	19	\$213,430		\$129,933	\$212,120	\$286,007	
Top Administrative Position	6	\$113,730			\$116,881		
Top Finance Position	11	\$147,247		\$104,848	\$109,435	\$182,373	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	17	\$46,684		\$30,000	\$49,033	\$56,803	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$121,087			\$117,879		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	6	\$34,828			\$26,104		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	21	\$71,636	\$37,891	\$40,604	\$48,000	\$70,000	\$106,679
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$98,518		\$76,300	\$96,833	\$122,781	
Greater than \$5 million							
CEO/Executive Director	17	\$405,095		\$165,677	\$222,392	\$381,314	
Top Finance Position	14	\$228,171		\$110,842	\$144,609	\$226,019	
Top Operations Position	8	\$256,714			\$157,562		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	\$51,496			\$42,892		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$73,560			\$68,909		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$101,065		\$64,575	\$77,639	\$98,578	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	40	\$44,568	\$24,031	\$33,944	\$42,694	\$49,536	\$63,541
Top Finance Position	5	\$26,732			\$25,800		
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$65,904	\$48,213	\$54,566	\$64,211	\$75,088	\$89,396
Between \$1 million and \$5 million							
CEO/Executive Director	51	\$86,884	\$45,770	\$65,770	\$84,445	\$104,532	\$124,025
Top Finance Position	16	\$71,472		\$59,526	\$63,773	\$79,659	
Greater than \$5 million							
CEO/Executive Director	18	\$125,788		\$89,146	\$112,479	\$134,463	
Top Finance Position	7	\$95,558			\$95,469		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	11	\$57,982		\$46,028	\$57,854	\$71,225	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$70,160			\$73,441		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$84,057			\$81,613		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	7	\$64,701			\$60,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$76,041			\$61,263		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$74,187			\$79,267		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	\$40,944			\$42,025		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	15	\$40,957		\$25,750	\$38,622	\$46,397	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$58,509			\$54,433		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	10	\$58,386		\$51,774	\$60,000	\$63,184	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$104,656		\$83,976	\$117,885	\$124,281	

New York

Animal-Related

\$500 thousand or less

CEO/Executive Director	31	\$41,059	\$20,992	\$26,300	\$40,560	\$54,142	\$60,000
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Between \$500 thousand and \$1 million

CEO/Executive Director	19	\$73,113		\$48,178	\$58,950	\$78,764	
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Between \$1 million and \$5 million

CEO/Executive Director	23	\$112,200	\$57,547	\$83,883	\$103,616	\$120,640	\$181,313
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Greater than \$5 million

CEO/Executive Director	18	\$351,684		\$149,180	\$200,919	\$383,702	
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Top Finance Position	9	\$195,483			\$196,194		
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Top Marketing Position	6	\$161,901			\$155,547		
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Top Operations Position	9	\$269,388			\$227,162		
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Top PR/Communications Position	5	\$502,696			\$221,260		
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501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	407	\$51,905	\$21,944	\$32,000	\$47,270	\$66,851	\$87,854
Top Administrative Position	6	\$34,241			\$30,679		
Top Finance Position	28	\$39,577	\$18,624	\$22,065	\$35,719	\$52,605	\$63,928
Top Operations Position	7	\$34,443			\$26,400		
Top Program Position	8	\$42,560			\$39,650		
Between \$500 thousand and \$1 million							
CEO/Executive Director	191	\$79,288	\$40,000	\$54,774	\$73,483	\$97,629	\$125,000
Top Finance Position	12	\$65,307		\$44,043	\$61,171	\$73,255	
Between \$1 million and \$5 million							
CEO/Executive Director	334	\$149,725	\$70,171	\$93,855	\$133,621	\$186,484	\$243,043
Top Administrative Position	16	\$126,997		\$100,964	\$132,613	\$151,635	
Top Business Position	6	\$134,894			\$136,664		
Top Development Position	21	\$137,784	\$109,532	\$119,189	\$139,472	\$151,648	\$167,611
Top Finance Position	60	\$119,724	\$62,475	\$84,443	\$113,169	\$140,442	\$161,443
Top Operations Position	14	\$125,951		\$91,036	\$117,616	\$161,005	
Top Program Position	8	\$141,080			\$136,201		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	164	\$401,047	\$156,072	\$218,260	\$302,001	\$435,987	\$767,203
Top Administrative Position	39	\$278,228	\$129,379	\$148,252	\$203,374	\$275,267	\$419,059
Top Business Position	15	\$216,071		\$116,606	\$170,185	\$255,014	
Top Development Position	76	\$223,756	\$127,480	\$148,313	\$191,809	\$261,052	\$363,813
Top Education Position	19	\$198,552		\$128,891	\$160,365	\$224,071	
Top Facilities Position	16	\$208,569		\$132,465	\$193,649	\$238,595	
Top Finance Position	122	\$220,821	\$107,312	\$134,907	\$176,667	\$267,234	\$369,151
Top Human Resources Position	15	\$203,251		\$142,486	\$172,342	\$191,413	
Top Legal Position	16	\$348,485		\$209,226	\$277,858	\$387,564	
Top Marketing Position	35	\$193,656	\$120,494	\$136,950	\$158,826	\$210,445	\$284,091
Top Operations Position	52	\$271,593	\$115,123	\$155,445	\$189,807	\$305,786	\$492,580
Top PR/Communications Position	29	\$216,356	\$124,281	\$154,513	\$193,886	\$220,603	\$338,243
Top Program Position	27	\$212,609	\$146,237	\$166,560	\$190,891	\$235,681	\$283,295
Top Technology Position	26	\$191,223	\$110,741	\$122,578	\$157,683	\$201,281	\$340,605
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	28	\$75,391	\$40,763	\$58,697	\$66,000	\$80,700	\$106,687
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$96,078		\$74,880	\$101,025	\$111,986	
Between \$1 million and \$5 million							
CEO/Executive Director	44	\$145,439	\$78,861	\$97,200	\$133,243	\$180,750	\$241,319
Top Development Position	5	\$115,792			\$117,024		
Top Finance Position	5	\$121,397			\$119,918		
Top Legal Position	5	\$169,916			\$165,867		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Civil Rights, Social Action, Advocacy							
Greater than \$5 million							
CEO/Executive Director	36	\$270,986	\$143,177	\$174,995	\$264,808	\$304,369	\$400,001
Top Administrative Position	9	\$196,683			\$187,905		
Top Business Position	6	\$152,957			\$142,893		
Top Development Position	20	\$190,608	\$118,514	\$143,895	\$178,053	\$220,263	\$277,327
Top Finance Position	26	\$175,778	\$128,405	\$143,618	\$179,137	\$195,599	\$234,103
Top Human Resources Position	7	\$188,195			\$178,974		
Top Legal Position	17	\$214,475		\$167,366	\$210,322	\$236,748	
Top Operations Position	13	\$175,529		\$145,115	\$186,812	\$213,847	
Top PR/Communications Position	12	\$167,649		\$140,666	\$151,026	\$189,062	
Top Program Position	13	\$172,653		\$150,512	\$160,972	\$195,729	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	99	\$61,536	\$26,567	\$42,000	\$56,400	\$76,570	\$95,141
Between \$500 thousand and \$1 million							
CEO/Executive Director	65	\$101,042	\$54,670	\$67,442	\$89,412	\$127,278	\$152,484
Between \$1 million and \$5 million							
CEO/Executive Director	110	\$158,213	\$79,120	\$101,374	\$149,108	\$207,702	\$257,483
Top Business Position	6	\$159,559			\$157,300		
Top Development Position	5	\$134,642			\$131,126		
Top Finance Position	20	\$117,895	\$70,387	\$82,754	\$111,269	\$130,991	\$162,078
Top Operations Position	13	\$156,111		\$112,995	\$151,512	\$170,115	
Top Program Position	7	\$149,346			\$150,861		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Community Improvement, Capacity Building							
Greater than \$5 million							
CEO/Executive Director	58	\$292,598	\$138,037	\$166,930	\$271,967	\$377,999	\$484,928
Top Administrative Position	7	\$170,899			\$150,884		
Top Business Position	7	\$183,405			\$178,354		
Top Development Position	6	\$211,653			\$204,162		
Top Finance Position	44	\$197,231	\$101,857	\$131,658	\$192,627	\$229,801	\$297,318
Top Human Resources Position	5	\$213,213			\$158,207		
Top Legal Position	11	\$221,720		\$177,811	\$222,507	\$231,486	
Top Marketing Position	7	\$263,245			\$240,332		
Top Operations Position	22	\$186,662	\$130,938	\$143,105	\$184,832	\$227,761	\$239,088
Top Program Position	10	\$161,118		\$137,444	\$151,345	\$169,350	
Top Technology Position	8	\$172,896			\$153,373		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	38	\$61,590	\$23,135	\$36,005	\$55,904	\$74,725	\$101,135
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$95,805		\$76,649	\$90,000	\$103,862	
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$145,650	\$90,642	\$105,042	\$137,755	\$180,580	\$224,443
Top Finance Position	9	\$119,927			\$137,488		
Top Legal Position	12	\$142,415		\$123,029	\$141,500	\$162,504	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Crime, Legal-Related							
Greater than \$5 million							
CEO/Executive Director	34	\$234,697	\$150,985	\$157,206	\$196,821	\$250,207	\$313,546
Top Administrative Position	6	\$155,952			\$144,135		
Top Development Position	5	\$144,958			\$149,181		
Top Finance Position	23	\$161,351	\$87,278	\$102,496	\$156,781	\$183,238	\$203,939
Top Legal Position	22	\$192,105	\$133,088	\$146,656	\$164,996	\$207,032	\$238,379
Top Operations Position	7	\$166,264			\$182,885		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	40	\$64,827	\$31,800	\$38,579	\$61,477	\$77,388	\$96,426
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$102,003	\$50,544	\$66,866	\$79,481	\$127,085	\$169,682
Top Finance Position	5	\$81,762			\$66,300		
Between \$1 million and \$5 million							
CEO/Executive Director	49	\$183,189	\$94,691	\$109,499	\$137,158	\$188,861	\$268,063
Top Finance Position	8	\$228,591			\$116,626		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Diseases, Disorders, Medical Disciplines							
Greater than \$5 million							
CEO/Executive Director	63	\$384,995	\$130,183	\$204,641	\$337,500	\$416,464	\$634,142
Top Administrative Position	5	\$205,369			\$205,857		
Top Business Position	6	\$175,917			\$175,299		
Top Development Position	18	\$213,829		\$163,457	\$210,194	\$241,450	
Top Finance Position	39	\$221,686	\$101,020	\$138,679	\$200,441	\$288,838	\$340,884
Top Human Resources Position	9	\$205,132			\$176,226		
Top Legal Position	5	\$315,588			\$261,836		
Top Marketing Position	9	\$235,417			\$215,225		
Top Operations Position	24	\$209,835	\$142,874	\$149,241	\$190,867	\$253,688	\$309,509
Top PR/Communications Position	5	\$199,762			\$184,144		
Top Program Position	16	\$172,888		\$119,463	\$158,538	\$182,812	
Top Technology Position	9	\$197,568			\$195,225		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	161	\$61,728	\$25,000	\$35,260	\$57,000	\$79,105	\$102,332
Top Administrative Position	7	\$54,907			\$25,724		
Top Finance Position	21	\$47,302	\$23,775	\$28,927	\$35,260	\$47,000	\$86,510
Top Program Position	5	\$47,904			\$35,430		
Between \$500 thousand and \$1 million							
CEO/Executive Director	104	\$104,697	\$53,401	\$63,020	\$86,188	\$118,605	\$181,426
Top Finance Position	6	\$128,952			\$112,184		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	319	\$146,042	\$71,956	\$96,012	\$130,619	\$179,918	\$235,957
Top Administrative Position	25	\$103,026	\$42,196	\$74,251	\$100,020	\$133,744	\$144,219
Top Business Position	8	\$129,063			\$116,143		
Top Development Position	15	\$136,081		\$113,686	\$129,099	\$153,426	
Top Education Position	17	\$140,704		\$105,155	\$123,309	\$130,039	
Top Finance Position	61	\$100,818	\$36,000	\$60,816	\$91,776	\$123,859	\$188,107
Top Operations Position	34	\$129,905	\$76,009	\$95,091	\$134,178	\$162,027	\$182,075
Top PR/Communications Position	8	\$132,678			\$119,283		
Top Program Position	17	\$148,115		\$121,482	\$139,050	\$167,003	
Greater than \$5 million							
CEO/Executive Director	491	\$394,843	\$146,136	\$179,117	\$246,765	\$399,217	\$757,638
Top Administrative Position	121	\$234,489	\$122,880	\$146,695	\$192,136	\$263,181	\$396,884
Top Business Position	48	\$180,974	\$102,660	\$128,956	\$148,376	\$199,941	\$313,911
Top Development Position	150	\$227,562	\$130,517	\$153,819	\$210,561	\$264,271	\$331,270
Top Education Position	173	\$305,237	\$119,200	\$138,730	\$188,028	\$294,413	\$457,274
Top Facilities Position	40	\$239,269	\$139,054	\$165,565	\$229,860	\$253,355	\$344,859
Top Finance Position	293	\$234,407	\$109,723	\$141,699	\$191,951	\$299,041	\$419,733
Top Human Resources Position	52	\$191,103	\$125,054	\$134,174	\$168,118	\$229,783	\$262,271
Top Legal Position	33	\$348,686	\$155,152	\$219,728	\$295,897	\$501,178	\$560,879
Top Marketing Position	19	\$236,903		\$160,487	\$204,594	\$272,700	
Top Operations Position	128	\$212,850	\$115,593	\$139,579	\$172,748	\$248,820	\$318,615
Top PR/Communications Position	40	\$227,271	\$139,871	\$161,308	\$193,288	\$244,128	\$357,409
Top Program Position	37	\$197,935	\$119,165	\$133,512	\$159,423	\$222,669	\$266,052
Top Technology Position	80	\$248,479	\$131,639	\$153,889	\$205,652	\$272,331	\$372,127

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	16	\$60,882		\$25,734	\$45,200	\$98,435	
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$148,164	\$86,437	\$95,566	\$137,689	\$182,109	\$214,840
Top Education Position	11	\$193,761		\$142,010	\$163,113	\$245,872	
Top Finance Position	7	\$88,280			\$77,528		
Greater than \$5 million							
CEO/Executive Director	29	\$250,738	\$133,811	\$187,000	\$238,559	\$308,701	\$361,952
Top Finance Position	21	\$181,819	\$113,158	\$126,084	\$191,841	\$214,677	\$245,480
Top Operations Position	11	\$188,714		\$146,802	\$205,474	\$222,417	
Top Program Position	6	\$155,740			\$153,961		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	56	\$59,494	\$27,968	\$39,298	\$61,209	\$74,809	\$86,937
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$91,647	\$39,118	\$61,356	\$80,343	\$119,381	\$141,085
Between \$1 million and \$5 million							
CEO/Executive Director	55	\$166,596	\$76,153	\$99,046	\$150,711	\$207,584	\$260,521
Top Development Position	6	\$171,547			\$177,770		
Top Finance Position	11	\$110,664		\$77,319	\$135,568	\$141,953	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Environmental Quality, Protection, and Beautification							
Greater than \$5 million							
CEO/Executive Director	21	\$319,997	\$143,505	\$197,530	\$273,917	\$329,433	\$676,306
Top Development Position	10	\$210,601		\$134,495	\$160,694	\$255,013	
Top Finance Position	11	\$242,798		\$123,917	\$217,473	\$283,309	
Top Legal Position	5	\$293,055			\$271,177		
Top Operations Position	9	\$169,463			\$166,452		
Top PR/Communications Position	5	\$228,387			\$164,820		
Top Program Position	5	\$276,612			\$292,816		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	22	\$49,955	\$23,491	\$27,048	\$44,457	\$71,828	\$78,619
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$70,395		\$51,706	\$67,000	\$79,639	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$94,058	\$53,566	\$71,768	\$95,358	\$109,891	\$132,316
Greater than \$5 million							
CEO/Executive Director	16	\$229,200		\$123,305	\$202,054	\$295,756	
Top Finance Position	9	\$126,857			\$117,762		
Top Operations Position	7	\$189,053			\$205,332		
Top Program Position	5	\$161,082			\$165,799		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	66	\$63,378	\$24,981	\$37,000	\$60,868	\$81,097	\$107,044

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Health—General and Rehabilitative							
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	\$124,145	\$68,764	\$90,460	\$106,094	\$139,474	\$180,713
Top Finance Position	6	\$74,686			\$66,411		
Top Operations Position	6	\$85,432			\$73,825		
Between \$1 million and \$5 million							
CEO/Executive Director	96	\$163,986	\$78,209	\$108,649	\$144,709	\$197,675	\$276,851
Top Administrative Position	8	\$106,749			\$112,426		
Top Business Position	5	\$109,286			\$120,922		
Top Development Position	12	\$159,701		\$111,166	\$143,864	\$158,096	
Top Finance Position	24	\$130,921	\$59,694	\$77,827	\$113,408	\$144,463	\$239,184
Top Operations Position	18	\$119,603		\$83,084	\$106,862	\$152,959	
Top Program Position	8	\$138,485			\$127,735		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	313	\$621,004	\$149,988	\$219,144	\$369,169	\$675,158	\$1,134,386
Top Administrative Position	84	\$214,243	\$108,217	\$142,957	\$189,245	\$264,606	\$322,196
Top Business Position	30	\$393,640	\$132,581	\$148,523	\$240,701	\$427,473	\$750,945
Top Development Position	43	\$306,878	\$132,103	\$151,158	\$210,352	\$289,257	\$609,047
Top Education Position	15	\$297,149		\$144,011	\$172,279	\$232,142	
Top Facilities Position	16	\$324,707		\$144,446	\$210,427	\$352,363	
Top Finance Position	229	\$310,017	\$118,892	\$150,105	\$229,421	\$352,799	\$578,857
Top Human Resources Position	60	\$365,314	\$136,993	\$178,250	\$237,734	\$385,563	\$631,453
Top Legal Position	37	\$557,295	\$197,115	\$248,666	\$402,151	\$565,815	\$1,043,149
Top Marketing Position	15	\$210,886		\$134,415	\$153,092	\$258,532	
Top Operations Position	145	\$405,926	\$146,893	\$183,632	\$295,332	\$427,978	\$625,805
Top PR/Communications Position	28	\$281,137	\$128,661	\$161,298	\$243,338	\$316,358	\$502,165
Top Program Position	25	\$293,708	\$123,588	\$149,260	\$193,923	\$240,837	\$299,423
Top Technology Position	58	\$338,454	\$171,002	\$194,699	\$238,145	\$333,583	\$576,296
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	36	\$67,614	\$40,560	\$45,375	\$60,663	\$81,023	\$102,794
Top Finance Position	6	\$50,667			\$42,344		
Between \$500 thousand and \$1 million							
CEO/Executive Director	51	\$77,053	\$42,973	\$57,639	\$71,147	\$91,567	\$110,823
Top Finance Position	6	\$61,431			\$52,435		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	94	\$130,866	\$68,955	\$85,332	\$104,459	\$145,034	\$216,809
Top Administrative Position	6	\$96,637			\$95,031		
Top Facilities Position	5	\$115,618			\$123,697		
Top Finance Position	27	\$98,702	\$62,929	\$80,735	\$92,901	\$117,376	\$138,276
Top Operations Position	12	\$146,312		\$100,921	\$162,615	\$178,264	
Greater than \$5 million							
CEO/Executive Director	65	\$217,885	\$101,156	\$136,006	\$193,811	\$272,825	\$354,956
Top Administrative Position	10	\$162,775		\$130,518	\$159,509	\$185,059	
Top Development Position	9	\$157,341			\$131,282		
Top Facilities Position	8	\$156,001			\$127,915		
Top Finance Position	37	\$178,991	\$99,628	\$125,473	\$149,464	\$211,673	\$267,103
Top Human Resources Position	9	\$162,465			\$156,454		
Top Legal Position	6	\$214,182			\$153,338		
Top Operations Position	18	\$226,901		\$143,478	\$186,326	\$231,401	
Top Program Position	9	\$163,511			\$152,632		
Top Technology Position	6	\$205,816			\$153,984		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	180	\$52,877	\$25,304	\$34,960	\$48,177	\$64,250	\$86,179
Top Finance Position	7	\$39,695			\$30,000		
Top Program Position	5	\$48,100			\$35,063		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	148	\$85,507	\$43,680	\$56,632	\$74,192	\$102,578	\$150,119
Top Finance Position	11	\$60,276		\$49,700	\$56,496	\$71,060	
Top Program Position	6	\$42,578			\$41,824		
Between \$1 million and \$5 million							
CEO/Executive Director	369	\$121,534	\$63,989	\$81,383	\$104,944	\$144,000	\$191,264
Top Administrative Position	14	\$96,390		\$83,765	\$89,762	\$109,942	
Top Development Position	12	\$124,086		\$90,308	\$128,593	\$145,004	
Top Education Position	7	\$106,655			\$89,000		
Top Finance Position	87	\$93,934	\$55,704	\$68,333	\$85,895	\$105,837	\$142,072
Top Operations Position	20	\$111,921	\$61,677	\$71,125	\$100,376	\$136,385	\$169,276
Top Program Position	12	\$108,301		\$84,219	\$94,388	\$127,387	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	428	\$235,373	\$113,017	\$147,597	\$206,953	\$286,819	\$386,006
Top Administrative Position	36	\$161,625	\$95,267	\$122,698	\$154,903	\$191,286	\$233,556
Top Business Position	11	\$159,345		\$120,530	\$146,934	\$181,756	
Top Development Position	56	\$166,996	\$115,408	\$128,224	\$155,372	\$190,069	\$215,894
Top Education Position	12	\$161,120		\$131,973	\$148,399	\$191,113	
Top Facilities Position	19	\$162,167		\$124,483	\$154,922	\$172,308	
Top Finance Position	306	\$153,227	\$78,585	\$105,297	\$144,578	\$189,095	\$235,071
Top Human Resources Position	60	\$156,783	\$113,034	\$127,311	\$143,788	\$183,946	\$216,104
Top Legal Position	24	\$182,140	\$125,906	\$150,097	\$176,027	\$203,645	\$240,261
Top Marketing Position	13	\$168,155		\$131,541	\$159,371	\$182,044	
Top Operations Position	126	\$178,418	\$105,259	\$128,952	\$166,920	\$217,465	\$256,918
Top PR/Communications Position	14	\$198,606		\$161,609	\$190,495	\$223,815	
Top Program Position	83	\$169,799	\$112,616	\$126,556	\$160,418	\$204,478	\$249,689
Top Technology Position	34	\$156,120	\$117,826	\$124,065	\$141,801	\$175,840	\$220,762
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	34	\$66,972	\$24,527	\$36,375	\$55,798	\$85,290	\$101,229
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	\$103,009	\$54,656	\$69,737	\$96,300	\$126,212	\$143,256

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
International, Foreign Affairs, and National Security							
Between \$1 million and \$5 million							
CEO/Executive Director	69	\$179,424	\$54,104	\$94,886	\$160,000	\$203,523	\$381,018
Top Administrative Position	8	\$175,571			\$160,826		
Top Development Position	8	\$158,844			\$153,638		
Top Finance Position	9	\$178,158			\$173,184		
Top Operations Position	10	\$132,104		\$114,379	\$139,985	\$161,371	
Top Program Position	6	\$147,114			\$155,893		
Greater than \$5 million							
CEO/Executive Director	46	\$383,650	\$184,211	\$249,728	\$296,775	\$452,349	\$627,305
Top Administrative Position	6	\$219,455			\$199,971		
Top Business Position	8	\$180,690			\$160,810		
Top Development Position	16	\$231,220		\$154,138	\$190,098	\$320,319	
Top Finance Position	32	\$201,663	\$93,217	\$131,155	\$181,995	\$244,395	\$318,231
Top Human Resources Position	9	\$236,688			\$159,240		
Top Legal Position	10	\$255,592		\$167,801	\$251,928	\$328,458	
Top Operations Position	23	\$237,718	\$131,948	\$167,055	\$235,786	\$293,871	\$349,215
Top PR/Communications Position	12	\$209,863		\$166,016	\$195,177	\$226,944	
Top Program Position	16	\$199,237		\$153,843	\$166,478	\$244,370	
Top Technology Position	8	\$225,867			\$184,712		
Medical Research							
\$500 thousand or less							
CEO/Executive Director	6	\$49,823			\$55,826		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$127,886			\$118,944		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Medical Research							
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$206,523		\$143,047	\$179,704	\$236,655	
Greater than \$5 million							
CEO/Executive Director	26	\$700,844	\$244,921	\$348,053	\$549,072	\$732,025	\$1,122,951
Top Development Position	10	\$195,831		\$162,268	\$174,641	\$236,673	
Top Finance Position	22	\$324,887	\$144,446	\$148,437	\$204,697	\$347,762	\$422,955
Top Marketing Position	5	\$198,493			\$182,630		
Top Operations Position	11	\$485,150		\$198,795	\$290,869	\$390,976	
Top PR/Communications Position	13	\$247,412		\$164,595	\$238,897	\$298,113	
Top Program Position	6	\$248,203			\$243,758		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	34	\$63,634	\$31,080	\$41,574	\$53,113	\$86,184	\$97,338
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	\$84,817	\$50,675	\$61,758	\$83,118	\$104,633	\$126,382
Between \$1 million and \$5 million							
CEO/Executive Director	85	\$126,622	\$73,939	\$89,400	\$116,603	\$155,646	\$185,345
Top Finance Position	33	\$106,881	\$55,932	\$68,956	\$98,801	\$118,417	\$161,195
Top Operations Position	7	\$110,543			\$118,417		
Top Program Position	6	\$147,894			\$138,442		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	118	\$250,159	\$124,168	\$151,264	\$202,692	\$290,658	\$454,177
Top Administrative Position	12	\$218,583		\$191,557	\$222,348	\$237,604	
Top Development Position	12	\$174,450		\$126,533	\$162,137	\$213,219	
Top Finance Position	79	\$166,380	\$83,022	\$104,424	\$156,684	\$206,430	\$250,193
Top Human Resources Position	16	\$150,173		\$136,616	\$153,244	\$169,556	
Top Legal Position	7	\$249,400			\$228,734		
Top Operations Position	34	\$208,980	\$113,029	\$156,031	\$195,097	\$270,541	\$313,047
Top PR/Communications Position	10	\$172,502		\$138,215	\$177,576	\$207,471	
Top Program Position	11	\$200,037		\$174,127	\$190,400	\$222,706	
Top Technology Position	12	\$188,214		\$139,499	\$173,939	\$184,909	
Mutual/Membership Benefit Organizations, Other							
\$500 thousand or less							
CEO/Executive Director	6	\$79,644			\$71,822		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$234,673			\$222,542		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	34	\$70,864	\$37,830	\$46,281	\$60,526	\$87,121	\$112,070
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$95,648	\$46,942	\$64,434	\$77,731	\$104,744	\$177,873

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	50	\$157,467	\$76,886	\$98,664	\$152,404	\$198,463	\$243,645
Top Administrative Position	5	\$92,849			\$78,119		
Top Finance Position	7	\$98,226			\$87,469		
Top Operations Position	5	\$136,495			\$107,714		
Top Program Position	5	\$136,975			\$134,844		
Greater than \$5 million							
CEO/Executive Director	47	\$407,549	\$145,215	\$195,366	\$282,404	\$469,210	\$776,998
Top Administrative Position	7	\$210,863			\$206,213		
Top Development Position	16	\$219,808		\$138,124	\$185,294	\$253,472	
Top Finance Position	40	\$215,336	\$83,960	\$111,820	\$157,959	\$239,307	\$368,216
Top Human Resources Position	5	\$204,598			\$208,077		
Top Legal Position	5	\$489,513			\$383,000		
Top Marketing Position	6	\$272,119			\$234,224		
Top Operations Position	15	\$238,407		\$171,601	\$205,688	\$238,971	
Top PR/Communications Position	10	\$200,558		\$144,179	\$198,733	\$217,980	
Top Program Position	13	\$215,380		\$156,453	\$186,361	\$217,228	
Top Technology Position	6	\$250,027			\$211,797		
Public Safety, Disaster Preparedness, and Relief							
Greater than \$5 million							
CEO/Executive Director	6	\$252,412			\$194,141		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	20	\$93,118	\$32,800	\$50,288	\$78,114	\$134,869	\$153,106

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Public, Society Benefit—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$107,125		\$74,143	\$108,112	\$137,223	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$189,175	\$96,304	\$120,590	\$166,512	\$256,678	\$270,831
Top Finance Position	9	\$167,207			\$131,834		
Greater than \$5 million							
CEO/Executive Director	28	\$459,617	\$125,767	\$161,615	\$306,588	\$599,636	\$1,029,452
Top Administrative Position	8	\$223,024			\$191,979		
Top Business Position	5	\$310,449			\$261,646		
Top Finance Position	16	\$246,856		\$119,368	\$185,486	\$327,815	
Top Legal Position	5	\$329,587			\$349,769		
Top Marketing Position	6	\$340,986			\$265,918		
Top Operations Position	14	\$331,817		\$146,738	\$242,734	\$390,007	
Top PR/Communications Position	6	\$330,835			\$231,102		
Top Technology Position	8	\$327,801			\$323,432		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	49	\$53,133	\$25,800	\$34,504	\$48,000	\$73,850	\$79,768
Top Finance Position	5	\$26,717			\$25,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$95,869	\$45,000	\$60,000	\$81,404	\$120,000	\$164,306
Between \$1 million and \$5 million							
CEO/Executive Director	47	\$151,180	\$60,251	\$81,731	\$118,880	\$195,904	\$265,085
Top Finance Position	5	\$101,494			\$93,552		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Recreation, Sports, Leisure, Athletics							
Greater than \$5 million							
CEO/Executive Director	15	\$315,283		\$184,635	\$239,535	\$445,324	
Top Development Position	5	\$202,437			\$204,344		
Top Finance Position	11	\$203,232		\$133,369	\$144,430	\$262,034	
Top Operations Position	7	\$348,839			\$213,671		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	111	\$45,690	\$18,000	\$24,180	\$35,382	\$52,000	\$79,592
Top Finance Position	5	\$29,690			\$29,200		
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	\$74,253	\$29,450	\$50,750	\$66,743	\$89,323	\$117,807
Top Finance Position	7	\$58,575			\$45,000		
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$132,131	\$40,639	\$69,971	\$116,858	\$195,165	\$243,591
Top Finance Position	9	\$94,938			\$82,193		
Greater than \$5 million							
CEO/Executive Director	24	\$300,908	\$107,370	\$186,102	\$230,999	\$295,509	\$521,499
Top Development Position	6	\$190,290			\$188,928		
Top Finance Position	15	\$215,198		\$122,781	\$159,856	\$218,711	
Top Human Resources Position	6	\$275,639			\$236,143		
Top Operations Position	5	\$272,030			\$224,889		
Science and Technology Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	6	\$91,652			\$82,000		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$182,343			\$160,283		
Greater than \$5 million							
CEO/Executive Director	14	\$592,243		\$314,607	\$466,821	\$955,665	
Top Finance Position	10	\$313,420		\$214,107	\$256,309	\$338,399	
Social Science Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	8	\$65,691			\$68,375		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$195,817		\$94,716	\$144,978	\$257,726	
Greater than \$5 million							
CEO/Executive Director	6	\$419,992			\$407,426		
Unknown							
\$500 thousand or less							
CEO/Executive Director	5	\$61,677			\$60,269		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$168,741			\$78,250		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	72	\$58,641	\$25,362	\$34,139	\$52,995	\$77,597	\$95,061
Top Program Position	5	\$44,886			\$31,010		
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	\$93,070	\$54,972	\$70,087	\$87,127	\$101,361	\$138,851

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	102	\$145,294	\$82,733	\$103,705	\$138,240	\$179,888	\$222,522
Top Development Position	8	\$138,619			\$133,053		
Top Finance Position	11	\$104,231		\$72,971	\$97,568	\$138,118	
Greater than \$5 million							
CEO/Executive Director	35	\$291,521	\$141,013	\$160,276	\$248,744	\$389,965	\$507,038
Top Development Position	17	\$203,126		\$154,852	\$187,367	\$200,096	
Top Finance Position	28	\$176,356	\$106,065	\$120,626	\$150,547	\$198,936	\$250,543
Top Human Resources Position	7	\$174,097			\$157,530		
Top Operations Position	11	\$247,627		\$188,261	\$233,815	\$312,056	
Top Program Position	5	\$165,588			\$124,576		
North Carolina							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	14	\$49,078		\$38,720	\$48,500	\$63,801	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$64,766		\$47,997	\$66,500	\$75,101	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$97,575		\$57,265	\$76,908	\$110,556	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	127	\$48,766	\$22,463	\$30,531	\$42,260	\$57,971	\$69,094
Top Finance Position	7	\$38,747			\$35,756		
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$71,882	\$40,716	\$56,060	\$67,603	\$84,389	\$105,951
Between \$1 million and \$5 million							
CEO/Executive Director	46	\$109,469	\$65,833	\$80,581	\$104,500	\$128,127	\$152,926
Top Finance Position	7	\$55,191			\$52,428		
Greater than \$5 million							
CEO/Executive Director	16	\$262,477		\$171,201	\$241,746	\$337,092	
Top Administrative Position	5	\$138,697			\$138,069		
Top Development Position	6	\$128,924			\$139,224		
Top Finance Position	12	\$148,993		\$126,089	\$145,653	\$154,126	
Top Operations Position	7	\$115,453			\$132,089		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	19	\$56,433		\$41,970	\$55,298	\$69,579	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$98,703			\$84,493		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$137,013			\$124,527		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	66	\$65,808	\$31,692	\$42,123	\$61,760	\$78,791	\$115,107

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$91,842	\$55,707	\$63,402	\$82,500	\$109,215	\$131,141
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$121,834	\$59,297	\$82,527	\$105,291	\$138,553	\$188,923
Greater than \$5 million							
CEO/Executive Director	17	\$238,974		\$77,941	\$120,433	\$186,062	
Top Finance Position	12	\$143,029		\$79,655	\$95,922	\$135,858	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	29	\$50,337	\$25,131	\$35,307	\$46,805	\$55,997	\$75,979
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$74,375			\$60,500		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$133,033		\$83,140	\$107,974	\$157,875	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	19	\$56,731		\$41,081	\$58,500	\$70,810	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$76,323			\$70,309		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$114,004		\$83,239	\$116,759	\$124,806	
Greater than \$5 million							
CEO/Executive Director	8	\$253,113			\$155,153		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	98	\$50,931	\$22,558	\$36,000	\$49,765	\$66,310	\$78,979
Top Finance Position	7	\$31,697			\$30,090		
Between \$500 thousand and \$1 million							
CEO/Executive Director	67	\$74,581	\$36,120	\$52,375	\$68,797	\$89,550	\$111,603
Top Administrative Position	5	\$59,410			\$40,308		
Top Finance Position	5	\$74,354			\$40,130		
Between \$1 million and \$5 million							
CEO/Executive Director	172	\$99,404	\$55,566	\$66,600	\$87,132	\$113,561	\$154,208
Top Administrative Position	7	\$76,471			\$71,000		
Top Business Position	6	\$46,802			\$48,281		
Top Finance Position	24	\$66,765	\$41,674	\$47,037	\$62,500	\$77,669	\$108,355
Top Operations Position	7	\$137,674			\$112,457		
Greater than \$5 million							
CEO/Executive Director	138	\$250,165	\$89,927	\$116,806	\$193,374	\$325,921	\$442,489
Top Administrative Position	28	\$179,727	\$106,400	\$126,063	\$147,383	\$183,517	\$260,465
Top Business Position	17	\$161,637		\$103,520	\$163,313	\$188,124	
Top Development Position	33	\$187,060	\$103,800	\$121,536	\$162,208	\$189,212	\$252,699
Top Education Position	39	\$209,157	\$103,032	\$125,310	\$150,000	\$194,345	\$291,685
Top Facilities Position	5	\$196,449			\$123,881		
Top Finance Position	76	\$173,293	\$71,460	\$103,738	\$145,182	\$204,349	\$250,315
Top Human Resources Position	7	\$130,196			\$132,945		
Top Operations Position	17	\$138,619		\$103,236	\$126,985	\$185,676	
Top PR/Communications Position	5	\$162,402			\$175,536		
Top Program Position	6	\$151,137			\$142,112		
Top Technology Position	11	\$170,759		\$118,460	\$143,413	\$156,804	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	9	\$45,525			\$42,500		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$72,852			\$72,010		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$99,992		\$64,272	\$81,266	\$125,434	
Greater than \$5 million							
CEO/Executive Director	9	\$196,286			\$151,682		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	38	\$60,671	\$32,786	\$39,437	\$59,582	\$74,261	\$90,432
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$94,554		\$60,299	\$85,127	\$100,250	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$121,874	\$87,927	\$99,802	\$112,368	\$132,248	\$152,372
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	19	\$39,124		\$28,697	\$36,000	\$46,029	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$61,009		\$49,117	\$58,109	\$75,777	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$96,269			\$88,698		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Food, Agriculture, and Nutrition							
Greater than \$5 million							
CEO/Executive Director	8	\$154,651			\$148,428		
Top Operations Position	5	\$151,173			\$140,425		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	35	\$55,120	\$23,723	\$28,976	\$50,000	\$71,012	\$94,522
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$94,615		\$71,086	\$84,096	\$105,140	
Between \$1 million and \$5 million							
CEO/Executive Director	50	\$118,102	\$63,914	\$75,464	\$120,453	\$148,773	\$172,606
Top Finance Position	11	\$80,772		\$58,436	\$76,697	\$91,549	
Top Operations Position	5	\$95,426			\$96,230		
Greater than \$5 million							
CEO/Executive Director	90	\$404,877	\$111,283	\$150,545	\$282,578	\$466,467	\$713,146
Top Administrative Position	13	\$345,975		\$152,216	\$195,857	\$505,445	
Top Business Position	5	\$193,065			\$164,957		
Top Development Position	10	\$237,087		\$136,723	\$166,972	\$226,631	
Top Finance Position	60	\$309,534	\$88,658	\$125,237	\$173,659	\$390,195	\$683,762
Top Human Resources Position	17	\$309,748		\$155,012	\$283,393	\$435,589	
Top Marketing Position	6	\$213,168			\$180,700		
Top Operations Position	38	\$329,379	\$80,161	\$153,236	\$268,128	\$448,595	\$617,813
Top Technology Position	15	\$338,373		\$170,169	\$299,309	\$452,457	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	29	\$44,082	\$24,320	\$30,000	\$41,340	\$55,016	\$64,497
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$70,078	\$52,090	\$56,439	\$65,989	\$77,666	\$97,870
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$103,629	\$61,400	\$72,167	\$91,168	\$111,878	\$163,743
Top Finance Position	8	\$86,019			\$80,851		
Greater than \$5 million							
CEO/Executive Director	15	\$217,651		\$125,211	\$212,742	\$256,650	
Top Finance Position	12	\$136,878		\$96,195	\$120,866	\$165,814	
Top Operations Position	6	\$172,620			\$183,203		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	201	\$47,160	\$25,375	\$33,317	\$45,000	\$57,232	\$65,001
Top Finance Position	5	\$60,702			\$49,500		
Top Program Position	6	\$23,074			\$19,224		
Between \$500 thousand and \$1 million							
CEO/Executive Director	81	\$73,272	\$43,416	\$57,566	\$69,252	\$84,309	\$99,700
Top Finance Position	6	\$112,507			\$51,604		
Between \$1 million and \$5 million							
CEO/Executive Director	155	\$96,466	\$60,087	\$74,440	\$85,534	\$112,510	\$137,559
Top Finance Position	20	\$79,236	\$51,644	\$57,000	\$73,951	\$87,465	\$97,573
Top Operations Position	6	\$63,665			\$58,889		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	89	\$209,951	\$120,889	\$137,114	\$173,588	\$249,695	\$357,694
Top Business Position	7	\$158,725			\$137,114		
Top Development Position	10	\$142,245		\$103,233	\$123,903	\$165,216	
Top Facilities Position	6	\$162,974			\$163,071		
Top Finance Position	65	\$138,106	\$79,116	\$96,682	\$120,066	\$189,226	\$214,462
Top Human Resources Position	12	\$154,754		\$114,308	\$161,049	\$193,538	
Top Marketing Position	9	\$156,738			\$160,574		
Top Operations Position	27	\$172,959	\$70,652	\$107,325	\$157,168	\$216,136	\$278,226
Top Technology Position	9	\$135,169			\$128,549		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	18	\$53,050		\$37,000	\$51,000	\$72,314	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$131,530			\$83,385		
Medical Research							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$107,040			\$94,363		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	32	\$46,037	\$22,478	\$30,357	\$38,870	\$53,347	\$75,319
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$67,411		\$53,185	\$65,947	\$78,424	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$110,819	\$57,940	\$80,326	\$99,931	\$141,257	\$173,475
Top Finance Position	7	\$92,099			\$98,785		
Greater than \$5 million							
CEO/Executive Director	21	\$226,804	\$139,474	\$155,235	\$212,623	\$261,833	\$362,049
Top Finance Position	14	\$137,770		\$112,736	\$142,120	\$159,575	
Top Operations Position	7	\$161,896			\$149,100		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	21	\$51,926	\$30,000	\$37,500	\$49,494	\$58,160	\$84,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$98,216		\$75,703	\$87,441	\$95,505	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$123,376	\$70,689	\$83,459	\$101,556	\$152,123	\$213,100
Top Finance Position	7	\$64,563			\$58,737		
Greater than \$5 million							
CEO/Executive Director	16	\$285,618		\$204,624	\$220,069	\$309,146	
Top Development Position	7	\$152,925			\$154,423		
Top Finance Position	12	\$158,649		\$102,078	\$164,012	\$168,551	
Public Safety, Disaster Preparedness, and Relief							
\$500 thousand or less							
CEO/Executive Director	7	\$43,055			\$50,000		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	13	\$70,151		\$41,164	\$82,425	\$84,070	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$99,394		\$76,280	\$80,107	\$112,463	
Greater than \$5 million							
CEO/Executive Director	6	\$269,222			\$147,830		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	38	\$52,117	\$23,141	\$36,000	\$48,200	\$70,644	\$86,150
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$99,336		\$68,844	\$83,122	\$125,075	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$109,092		\$85,930	\$105,579	\$143,519	
Greater than \$5 million							
CEO/Executive Director	11	\$558,504		\$208,795	\$284,242	\$321,325	
Top Finance Position	5	\$197,174			\$162,889		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	119	\$54,920	\$22,520	\$30,589	\$46,776	\$66,821	\$104,599
Top Finance Position	14	\$28,947		\$20,168	\$26,200	\$34,659	
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$89,604	\$51,010	\$58,463	\$88,750	\$119,170	\$143,715

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$99,738	\$53,736	\$69,643	\$89,317	\$124,660	\$150,806
Top Finance Position	5	\$63,557			\$59,301		
Greater than \$5 million							
CEO/Executive Director	8	\$193,891			\$173,895		
Top Finance Position	5	\$166,195			\$169,170		
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$172,769			\$172,013		
Unknown							
\$500 thousand or less							
CEO/Executive Director	6	\$53,936			\$54,640		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	41	\$43,640	\$22,050	\$27,000	\$44,458	\$55,349	\$61,054
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$71,355	\$44,326	\$53,301	\$73,065	\$87,392	\$97,659
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$136,280	\$63,750	\$79,798	\$97,345	\$170,376	\$219,331
Greater than \$5 million							
CEO/Executive Director	7	\$173,112			\$172,556		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	14	\$44,240		\$28,326	\$42,985	\$59,425	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$72,402			\$62,707		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	\$71,294			\$70,047		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$136,174			\$134,572		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	11	\$51,526		\$36,273	\$43,750	\$59,900	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$119,062			\$125,424		
Greater than \$5 million							
CEO/Executive Director	10	\$177,090		\$137,393	\$157,361	\$191,115	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	\$43,999			\$42,449		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	10	\$52,772		\$21,195	\$50,072	\$73,853	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$147,890			\$102,760		
Top Administrative Position	6	\$101,270			\$96,456		
Top Finance Position	5	\$92,766			\$87,683		
Greater than \$5 million							
CEO/Executive Director	23	\$311,068	\$133,246	\$175,165	\$213,461	\$312,779	\$715,671
Top Administrative Position	11	\$164,457		\$111,937	\$161,334	\$196,454	
Top Finance Position	28	\$161,077	\$71,080	\$89,073	\$110,947	\$154,757	\$255,813
Top Operations Position	11	\$216,583		\$105,924	\$133,888	\$212,017	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	6	\$52,876			\$51,900		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$85,291			\$89,769		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	16	\$47,761		\$41,591	\$46,236	\$54,102	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$65,932		\$59,306	\$66,926	\$73,145	
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$103,328	\$70,533	\$77,286	\$103,723	\$113,888	\$128,868
Top Finance Position	7	\$88,880			\$72,063		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	13	\$174,852		\$152,968	\$170,415	\$197,025	
Top Finance Position	9	\$102,618			\$102,264		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	\$58,181			\$56,000		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	\$59,791			\$61,819		
Ohio							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	19	\$47,363		\$34,224	\$41,486	\$58,818	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$51,982			\$52,841		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$86,480		\$63,800	\$90,910	\$106,290	
Greater than \$5 million							
CEO/Executive Director	6	\$332,439			\$305,587		
Top Finance Position	5	\$120,738			\$148,432		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	130	\$46,137	\$25,000	\$31,344	\$44,681	\$56,532	\$66,828
Between \$500 thousand and \$1 million							
CEO/Executive Director	50	\$76,276	\$47,613	\$54,755	\$73,800	\$87,305	\$119,636
Between \$1 million and \$5 million							
CEO/Executive Director	72	\$108,149	\$62,807	\$81,849	\$99,959	\$128,667	\$165,510
Top Finance Position	13	\$77,826		\$58,810	\$80,581	\$96,626	
Top Operations Position	5	\$90,564			\$100,694		
Greater than \$5 million							
CEO/Executive Director	38	\$319,895	\$154,813	\$192,716	\$276,178	\$384,919	\$581,185
Top Administrative Position	6	\$222,033			\$202,847		
Top Business Position	5	\$180,398			\$160,534		
Top Development Position	17	\$167,862		\$133,637	\$139,972	\$215,256	
Top Education Position	6	\$160,810			\$167,402		
Top Finance Position	25	\$159,835	\$88,038	\$107,469	\$156,631	\$198,669	\$222,214
Top Operations Position	10	\$192,697		\$124,169	\$151,012	\$260,832	
Top Technology Position	6	\$142,015			\$134,133		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	19	\$51,058		\$41,341	\$50,550	\$58,858	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$62,486			\$57,237		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$110,069			\$101,232		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	73	\$59,489	\$24,672	\$43,750	\$59,091	\$77,697	\$90,552
Top Finance Position	5	\$34,418			\$33,583		
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	\$91,718	\$50,641	\$71,813	\$86,272	\$108,949	\$125,501
Between \$1 million and \$5 million							
CEO/Executive Director	44	\$142,496	\$70,268	\$84,043	\$120,349	\$156,472	\$256,025
Top Finance Position	9	\$89,232			\$92,581		
Greater than \$5 million							
CEO/Executive Director	25	\$231,319	\$84,662	\$103,135	\$163,537	\$257,767	\$429,134
Top Development Position	5	\$187,756			\$156,994		
Top Finance Position	18	\$154,982		\$102,031	\$125,117	\$165,333	
Top Operations Position	6	\$174,998			\$176,801		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	19	\$65,304		\$47,615	\$65,000	\$80,148	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$88,267		\$67,693	\$83,261	\$92,776	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$109,603		\$87,770	\$93,417	\$135,407	
Greater than \$5 million							
CEO/Executive Director	7	\$232,088			\$135,091		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	26	\$62,711	\$30,868	\$36,173	\$56,200	\$76,081	\$107,297
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$95,043		\$55,849	\$100,000	\$122,619	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$111,594		\$81,206	\$107,460	\$129,665	
Greater than \$5 million							
CEO/Executive Director	6	\$260,353			\$186,696		
Top Finance Position	5	\$256,368			\$160,738		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	101	\$55,614	\$26,000	\$33,377	\$52,144	\$71,750	\$89,468
Top Administrative Position	6	\$27,849			\$27,298		
Top Finance Position	11	\$36,149		\$21,200	\$31,982	\$45,707	
Between \$500 thousand and \$1 million							
CEO/Executive Director	47	\$76,598	\$31,060	\$45,591	\$73,077	\$97,125	\$126,689
Top Administrative Position	5	\$60,643			\$57,323		
Between \$1 million and \$5 million							
CEO/Executive Director	129	\$108,433	\$52,500	\$65,536	\$91,712	\$138,959	\$189,629
Top Administrative Position	23	\$84,466	\$48,087	\$61,707	\$73,687	\$101,942	\$136,643
Top Finance Position	23	\$69,240	\$25,259	\$33,553	\$67,647	\$97,391	\$111,689
Top Operations Position	11	\$78,529		\$48,297	\$69,647	\$111,613	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	108	\$338,730	\$109,578	\$181,826	\$261,646	\$403,697	\$542,312
Top Administrative Position	36	\$209,375	\$108,119	\$128,842	\$178,972	\$240,465	\$322,439
Top Business Position	13	\$195,880		\$159,280	\$183,119	\$208,360	
Top Development Position	49	\$202,920	\$119,570	\$138,171	\$177,336	\$243,687	\$306,545
Top Education Position	51	\$187,366	\$120,853	\$141,973	\$156,421	\$231,031	\$275,776
Top Facilities Position	5	\$167,240			\$160,563		
Top Finance Position	78	\$167,504	\$74,129	\$115,666	\$145,333	\$203,930	\$265,719
Top Human Resources Position	9	\$192,940			\$154,275		
Top Legal Position	10	\$293,587		\$195,942	\$238,975	\$311,257	
Top Marketing Position	12	\$151,885		\$125,428	\$137,541	\$157,603	
Top Operations Position	19	\$197,206		\$153,011	\$199,263	\$238,712	
Top PR/Communications Position	7	\$158,591			\$138,234		
Top Program Position	10	\$171,471		\$138,992	\$146,442	\$174,254	
Top Technology Position	16	\$194,513		\$124,340	\$174,273	\$201,856	
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	9	\$40,987			\$35,360		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$75,770		\$59,214	\$66,442	\$81,491	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$95,328	\$60,679	\$73,242	\$85,395	\$103,785	\$134,626
Top Finance Position	6	\$92,555			\$74,265		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	13	\$190,460		\$109,303	\$147,863	\$184,160	
Top Finance Position	7	\$143,345			\$136,712		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	23	\$57,353	\$33,544	\$43,729	\$57,128	\$61,909	\$74,714
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$90,708			\$86,408		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$126,428		\$96,121	\$111,974	\$156,966	
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	15	\$50,022		\$23,322	\$33,725	\$43,130	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$56,749			\$52,520		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$89,244			\$89,439		
Greater than \$5 million							
CEO/Executive Director	13	\$225,549		\$160,140	\$213,915	\$237,745	
Top Finance Position	6	\$227,480			\$153,564		
Top Operations Position	5	\$112,100			\$119,822		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	38	\$54,100	\$28,082	\$37,794	\$53,788	\$63,289	\$72,461
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$95,974		\$61,600	\$93,242	\$114,924	
Between \$1 million and \$5 million							
CEO/Executive Director	54	\$137,871	\$77,515	\$93,778	\$116,031	\$176,660	\$224,861
Top Finance Position	14	\$112,911		\$62,820	\$85,728	\$110,108	
Top Operations Position	8	\$128,655			\$149,936		
Greater than \$5 million							
CEO/Executive Director	129	\$593,520	\$116,882	\$166,035	\$289,730	\$640,770	\$1,235,859
Top Administrative Position	19	\$325,817		\$131,026	\$216,809	\$277,243	
Top Business Position	9	\$228,568			\$238,443		
Top Development Position	10	\$383,547		\$151,041	\$254,181	\$500,659	
Top Education Position	7	\$660,712			\$471,684		
Top Finance Position	94	\$366,917	\$99,794	\$123,778	\$180,595	\$360,547	\$1,084,901
Top Human Resources Position	33	\$338,236	\$136,955	\$185,015	\$226,265	\$401,082	\$637,516
Top Legal Position	19	\$632,429		\$400,674	\$472,625	\$710,601	
Top Marketing Position	5	\$474,292			\$464,496		
Top Operations Position	53	\$436,466	\$120,431	\$154,575	\$237,422	\$456,287	\$942,960
Top PR/Communications Position	7	\$167,674			\$170,016		
Top Technology Position	30	\$383,534	\$139,851	\$163,425	\$219,606	\$455,050	\$777,789
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	36	\$48,534	\$24,000	\$32,458	\$43,695	\$60,625	\$77,612

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$78,172	\$49,713	\$54,127	\$66,147	\$88,690	\$130,332
Between \$1 million and \$5 million							
CEO/Executive Director	45	\$107,648	\$71,250	\$84,472	\$106,223	\$126,462	\$143,773
Top Finance Position	10	\$99,151		\$82,423	\$91,061	\$114,601	
Top Operations Position	5	\$101,735			\$104,918		
Greater than \$5 million							
CEO/Executive Director	31	\$226,814	\$105,811	\$148,338	\$180,551	\$252,454	\$323,788
Top Administrative Position	6	\$148,612			\$145,587		
Top Development Position	8	\$169,879			\$151,702		
Top Finance Position	17	\$189,696		\$108,931	\$159,552	\$195,112	
Top Operations Position	7	\$226,876			\$157,188		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	180	\$48,345	\$24,914	\$32,089	\$45,825	\$61,309	\$74,478
Top Administrative Position	9	\$35,185			\$30,500		
Top Finance Position	5	\$36,222			\$30,518		
Top Program Position	7	\$28,747			\$21,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	92	\$67,908	\$44,085	\$53,750	\$64,461	\$78,683	\$99,953
Top Finance Position	8	\$58,201			\$52,626		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	214	\$96,571	\$56,550	\$71,484	\$87,594	\$113,735	\$141,190
Top Administrative Position	5	\$80,092			\$84,525		
Top Finance Position	43	\$68,022	\$40,615	\$54,112	\$66,976	\$79,892	\$100,440
Top Operations Position	14	\$96,260		\$73,544	\$83,116	\$100,008	
Top Program Position	6	\$79,848			\$92,626		
Greater than \$5 million							
CEO/Executive Director	172	\$202,450	\$103,466	\$132,188	\$174,929	\$245,374	\$320,673
Top Administrative Position	18	\$146,958		\$116,224	\$141,504	\$160,512	
Top Business Position	7	\$169,147			\$163,217		
Top Development Position	16	\$152,212		\$133,732	\$157,986	\$168,530	
Top Finance Position	110	\$138,476	\$78,716	\$95,777	\$133,663	\$161,068	\$222,383
Top Human Resources Position	23	\$147,122	\$120,505	\$125,924	\$136,316	\$153,555	\$199,113
Top Marketing Position	10	\$154,332		\$130,087	\$140,523	\$162,898	
Top Operations Position	51	\$155,465	\$80,788	\$111,287	\$155,371	\$172,765	\$217,121
Top PR/Communications Position	5	\$120,851			\$121,072		
Top Program Position	10	\$149,821		\$128,994	\$149,312	\$168,742	
Top Technology Position	9	\$150,416			\$145,470		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	14	\$59,607		\$31,717	\$53,077	\$74,622	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$104,966			\$105,243		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	50	\$49,137	\$24,400	\$33,373	\$49,026	\$60,408	\$74,187
Top Administrative Position	5	\$35,930			\$39,986		
Top Finance Position	5	\$44,198			\$42,354		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$71,842		\$56,694	\$69,226	\$76,947	
Between \$1 million and \$5 million							
CEO/Executive Director	63	\$104,065	\$60,904	\$82,378	\$97,000	\$123,386	\$132,690
Top Finance Position	15	\$85,646		\$68,031	\$74,608	\$84,015	
Greater than \$5 million							
CEO/Executive Director	61	\$171,389	\$109,577	\$125,818	\$143,953	\$180,769	\$280,093
Top Administrative Position	6	\$115,809			\$115,684		
Top Finance Position	49	\$111,906	\$61,335	\$75,489	\$100,205	\$126,812	\$184,865
Top Operations Position	17	\$129,727		\$106,122	\$126,968	\$145,526	
Top Program Position	5	\$135,986			\$105,609		
Top Technology Position	5	\$117,551			\$122,211		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	30	\$49,708	\$23,895	\$29,625	\$50,375	\$57,677	\$82,721
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$66,578		\$45,600	\$65,515	\$91,202	
Between \$1 million and \$5 million							
CEO/Executive Director	44	\$115,193	\$65,927	\$85,735	\$112,415	\$136,878	\$171,079
Top Finance Position	12	\$87,740		\$74,388	\$85,352	\$94,285	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	33	\$261,547	\$140,608	\$163,995	\$219,054	\$325,644	\$473,224
Top Development Position	11	\$186,788		\$151,714	\$163,833	\$202,211	
Top Finance Position	24	\$163,938	\$90,978	\$104,668	\$147,849	\$191,437	\$269,446
Top Operations Position	8	\$137,320			\$121,569		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	17	\$42,611		\$22,500	\$40,798	\$56,150	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$99,285		\$58,666	\$85,500	\$127,769	
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	28	\$47,059	\$21,354	\$25,319	\$42,674	\$63,947	\$76,875
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$78,087		\$54,750	\$66,676	\$90,004	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$145,790	\$64,488	\$74,375	\$97,040	\$168,262	\$232,789
Top Finance Position	5	\$73,173			\$71,548		
Greater than \$5 million							
CEO/Executive Director	5	\$351,448			\$303,829		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	107	\$51,206	\$20,230	\$31,497	\$42,774	\$65,133	\$86,168
Top Administrative Position	7	\$28,213			\$29,646		
Top Finance Position	13	\$31,682		\$18,978	\$26,509	\$30,159	
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$87,956	\$45,226	\$64,125	\$80,727	\$114,088	\$130,867
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$187,352	\$52,716	\$65,526	\$75,563	\$172,154	\$252,075
Top Finance Position	7	\$203,023			\$78,585		
Top Operations Position	5	\$107,549			\$113,189		
Greater than \$5 million							
CEO/Executive Director	7	\$176,892			\$171,848		
Top Finance Position	5	\$112,177			\$91,721		
Social Science Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$125,876			\$80,841		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	49	\$53,536	\$28,038	\$37,482	\$51,400	\$67,556	\$75,712
Top Program Position	5	\$35,169			\$39,829		
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$73,947	\$39,552	\$54,607	\$71,510	\$83,136	\$106,467

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$126,706	\$52,321	\$102,379	\$119,182	\$140,038	\$193,345
Top Operations Position	5	\$95,519			\$96,480		
Oklahoma							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	6	\$31,720			\$28,828		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	31	\$50,712	\$20,267	\$26,172	\$47,476	\$69,524	\$86,125
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$87,512		\$59,871	\$79,093	\$98,251	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$106,583		\$80,203	\$100,900	\$130,318	
Greater than \$5 million							
CEO/Executive Director	8	\$241,995			\$216,332		
Top Finance Position	5	\$99,843			\$108,904		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	18	\$51,434		\$36,064	\$48,591	\$64,950	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$107,792			\$110,424		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$192,230			\$184,668		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	8	\$61,406			\$52,955		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$77,826			\$74,607		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	31	\$52,877	\$26,301	\$35,213	\$44,181	\$62,292	\$82,956
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$62,492			\$39,375		
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$96,189	\$54,532	\$71,363	\$91,976	\$111,152	\$128,477
Top Administrative Position	6	\$67,174			\$64,084		
Top Finance Position	6	\$55,036			\$39,834		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	23	\$276,259	\$140,107	\$165,505	\$222,359	\$285,132	\$509,194
Top Administrative Position	7	\$141,219			\$111,491		
Top Development Position	7	\$162,161			\$148,545		
Top Education Position	9	\$145,710			\$130,325		
Top Finance Position	15	\$158,639		\$102,180	\$132,656	\$192,483	
Top Legal Position	5	\$171,245			\$162,943		
Top Operations Position	5	\$233,932			\$231,057		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$95,399		\$72,575	\$86,718	\$111,024	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	\$39,982			\$44,808		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	6	\$42,588			\$46,342		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	11	\$56,817		\$37,665	\$46,321	\$59,656	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$69,777			\$65,000		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$122,326		\$99,096	\$120,810	\$141,262	
Top Finance Position	5	\$65,020			\$68,435		
Greater than \$5 million							
CEO/Executive Director	43	\$509,201	\$120,828	\$167,748	\$267,199	\$456,503	\$794,966
Top Administrative Position	10	\$365,107		\$159,685	\$277,880	\$531,095	
Top Finance Position	28	\$225,747	\$91,135	\$130,842	\$190,900	\$230,739	\$354,434
Top Human Resources Position	6	\$167,453			\$159,739		
Top Operations Position	17	\$314,185		\$170,133	\$188,759	\$278,623	
Top Technology Position	5	\$199,399			\$196,341		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	8	\$49,150			\$48,641		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$69,275			\$69,021		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$104,811			\$120,922		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	68	\$49,806	\$23,805	\$34,975	\$48,189	\$60,569	\$80,105
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$65,375	\$45,151	\$55,054	\$63,634	\$71,573	\$87,127

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	73	\$85,524	\$50,763	\$66,458	\$78,027	\$101,070	\$132,018
Top Finance Position	10	\$74,037		\$55,643	\$68,376	\$86,195	
Top Operations Position	6	\$70,152			\$71,723		
Greater than \$5 million							
CEO/Executive Director	35	\$152,340	\$76,742	\$115,381	\$134,853	\$170,120	\$228,417
Top Finance Position	13	\$92,434		\$70,076	\$89,477	\$114,622	
Top Operations Position	7	\$105,829			\$88,928		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	9	\$52,401			\$39,270		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	16	\$60,814		\$47,362	\$58,575	\$72,920	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$57,381			\$51,421		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$102,498		\$79,145	\$92,028	\$116,482	
Greater than \$5 million							
CEO/Executive Director	13	\$211,840		\$119,530	\$131,117	\$331,841	
Top Finance Position	9	\$158,071			\$83,760		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	9	\$49,128			\$50,562		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$76,528			\$69,863		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$113,326			\$98,744		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	\$52,754			\$40,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$81,420			\$79,400		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	\$49,062			\$48,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$93,939			\$90,396		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	89	\$60,255	\$25,147	\$33,000	\$50,075	\$80,050	\$109,908
Top Finance Position	10	\$42,983		\$30,816	\$38,549	\$60,292	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$60,715		\$32,717	\$51,590	\$75,024	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$98,960		\$60,020	\$92,433	\$125,825	
Top Finance Position	5	\$44,206			\$53,825		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	13	\$47,118		\$28,604	\$41,000	\$52,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$76,700			\$85,436		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$104,715			\$100,000		
Oregon							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	20	\$48,450	\$20,988	\$35,453	\$43,657	\$62,210	\$71,700
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$62,246			\$57,966		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$100,068			\$95,853		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	87	\$46,997	\$23,895	\$35,125	\$47,740	\$58,086	\$70,549

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	\$65,211	\$40,549	\$52,922	\$60,000	\$80,000	\$99,717
Between \$1 million and \$5 million							
CEO/Executive Director	39	\$106,956	\$63,869	\$83,543	\$106,624	\$127,117	\$163,971
Greater than \$5 million							
CEO/Executive Director	12	\$287,508		\$177,716	\$287,318	\$402,541	
Top Development Position	6	\$163,805			\$153,794		
Top Finance Position	10	\$134,248		\$104,957	\$116,044	\$172,909	
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	15	\$57,981		\$35,000	\$42,072	\$77,500	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$81,952			\$81,252		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	29	\$62,219	\$28,817	\$42,331	\$56,742	\$77,188	\$97,019
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$76,402		\$52,513	\$75,600	\$100,731	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$119,244		\$94,405	\$108,036	\$131,007	
Top Finance Position	5	\$91,071			\$72,696		
Greater than \$5 million							
CEO/Executive Director	5	\$193,219			\$107,278		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	14	\$59,410		\$39,549	\$51,515	\$59,653	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$83,885		\$67,171	\$77,250	\$93,993	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$130,716		\$96,992	\$129,757	\$141,446	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	12	\$54,779		\$33,068	\$52,386	\$76,359	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$75,861			\$66,263		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	55	\$48,691	\$22,759	\$30,000	\$43,260	\$61,249	\$75,580
Top Administrative Position	8	\$51,123			\$54,775		
Top Finance Position	6	\$32,830			\$35,208		
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	\$74,973	\$36,082	\$55,446	\$70,357	\$91,990	\$115,867
Between \$1 million and \$5 million							
CEO/Executive Director	83	\$97,705	\$50,323	\$71,676	\$91,885	\$121,737	\$146,237
Top Administrative Position	8	\$68,179			\$59,517		
Top Finance Position	8	\$57,002			\$64,274		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	42	\$257,885	\$101,751	\$137,617	\$210,330	\$335,210	\$524,937
Top Administrative Position	10	\$170,207		\$144,435	\$179,152	\$200,919	
Top Business Position	5	\$163,266			\$168,359		
Top Development Position	10	\$225,055		\$180,609	\$222,163	\$262,052	
Top Education Position	12	\$231,793		\$181,795	\$225,271	\$296,379	
Top Finance Position	26	\$159,960	\$73,026	\$78,106	\$156,294	\$209,947	\$279,229
Top Marketing Position	6	\$162,574			\$150,972		
Top Operations Position	8	\$182,386			\$109,888		
Top Technology Position	5	\$183,215			\$158,032		
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	7	\$67,576			\$63,203		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$65,439			\$64,000		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$112,456		\$86,689	\$106,149	\$132,487	
Top Finance Position	10	\$93,694		\$81,665	\$99,716	\$104,501	
Greater than \$5 million							
CEO/Executive Director	10	\$245,419		\$124,213	\$172,653	\$243,979	
Top Finance Position	5	\$109,054			\$112,435		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	55	\$57,044	\$24,851	\$39,291	\$59,236	\$67,942	\$84,997

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$80,168	\$56,557	\$67,610	\$73,285	\$87,792	\$114,385
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$123,160	\$63,130	\$81,301	\$118,369	\$150,344	\$199,964
Top Finance Position	10	\$127,464		\$82,860	\$128,624	\$156,936	
Greater than \$5 million							
CEO/Executive Director	6	\$215,198			\$220,488		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	15	\$41,621		\$28,895	\$37,450	\$49,306	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$92,106			\$75,000		
Greater than \$5 million							
CEO/Executive Director	5	\$149,649			\$145,799		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	28	\$50,469	\$22,130	\$29,270	\$50,294	\$58,981	\$87,136
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$85,522		\$73,622	\$87,146	\$96,100	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$133,607	\$80,373	\$86,124	\$104,699	\$133,478	\$205,309
Top Operations Position	5	\$131,874			\$105,567		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	47	\$382,039	\$117,774	\$170,703	\$210,373	\$455,123	\$821,493
Top Finance Position	30	\$239,733	\$68,655	\$122,405	\$165,739	\$269,345	\$575,919
Top Human Resources Position	10	\$219,543		\$115,339	\$178,442	\$293,889	
Top Operations Position	16	\$251,553		\$152,863	\$250,708	\$326,987	
Top Technology Position	9	\$289,673			\$165,771		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	22	\$48,299	\$20,105	\$40,000	\$46,825	\$62,521	\$72,686
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$71,872	\$42,633	\$57,843	\$66,442	\$85,380	\$101,334
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$99,977	\$59,539	\$70,000	\$90,419	\$128,030	\$157,155
Greater than \$5 million							
CEO/Executive Director	16	\$175,216		\$122,405	\$159,447	\$218,157	
Top Finance Position	6	\$140,918			\$142,697		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	90	\$49,201	\$23,360	\$36,536	\$48,180	\$59,580	\$68,799
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	\$70,154	\$38,751	\$56,759	\$72,155	\$79,915	\$95,119
Between \$1 million and \$5 million							
CEO/Executive Director	105	\$101,071	\$66,116	\$82,821	\$94,920	\$116,089	\$143,013
Top Finance Position	14	\$76,671		\$56,145	\$63,969	\$94,490	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	64	\$169,165	\$81,384	\$106,070	\$139,535	\$174,434	\$271,968
Top Finance Position	31	\$123,197	\$59,295	\$83,146	\$103,357	\$124,517	\$194,037
Top Human Resources Position	5	\$165,045			\$151,934		
Top Operations Position	10	\$166,704		\$93,493	\$109,523	\$126,987	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	15	\$44,612		\$29,497	\$46,800	\$57,359	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$141,959			\$99,082		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	27	\$53,716	\$32,184	\$38,496	\$48,921	\$70,604	\$80,589
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$64,459		\$54,228	\$65,130	\$72,751	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$96,810		\$74,803	\$88,389	\$114,906	
Top Finance Position	7	\$77,233			\$71,323		
Greater than \$5 million							
CEO/Executive Director	28	\$179,238	\$117,656	\$134,539	\$165,131	\$204,664	\$263,697
Top Finance Position	14	\$112,883		\$80,594	\$105,595	\$146,296	
Top Operations Position	8	\$135,215			\$130,390		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	8	\$58,268			\$61,242		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$147,579		\$96,814	\$133,174	\$189,706	
Greater than \$5 million							
CEO/Executive Director	5	\$268,978			\$229,958		
Top Finance Position	5	\$187,544			\$118,408		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	\$74,816		\$43,624	\$71,977	\$99,250	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$64,804			\$64,318		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$99,068			\$92,824		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	26	\$63,335	\$23,500	\$32,531	\$49,027	\$86,288	\$123,502
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$73,503		\$66,854	\$73,008	\$81,003	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$97,767		\$70,824	\$100,341	\$119,665	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	50	\$52,458	\$21,350	\$30,921	\$48,250	\$71,463	\$87,347
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$76,205		\$52,700	\$66,100	\$99,365	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$87,841		\$74,892	\$94,793	\$107,637	
Unknown							
\$500 thousand or less							
CEO/Executive Director	11	\$45,558		\$29,105	\$36,709	\$61,366	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$69,184			\$73,508		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	30	\$50,359	\$31,991	\$34,206	\$44,917	\$62,095	\$77,872
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$61,490		\$58,473	\$64,100	\$71,501	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$108,739		\$78,593	\$98,233	\$128,705	
Greater than \$5 million							
CEO/Executive Director	11	\$202,320		\$149,920	\$206,449	\$252,240	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	18	\$39,550		\$25,250	\$37,826	\$53,434	
Top Finance Position	5	\$35,063			\$30,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$63,320		\$36,925	\$64,688	\$82,318	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$106,779		\$75,009	\$110,000	\$135,896	
Greater than \$5 million							
CEO/Executive Director	6	\$273,285			\$226,739		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	179	\$45,277	\$22,073	\$30,288	\$43,076	\$54,560	\$72,427
Between \$500 thousand and \$1 million							
CEO/Executive Director	79	\$73,461	\$42,458	\$54,328	\$72,084	\$85,768	\$111,904
Between \$1 million and \$5 million							
CEO/Executive Director	106	\$115,905	\$56,870	\$76,902	\$102,347	\$141,468	\$196,305
Top Administrative Position	7	\$76,785			\$93,679		
Top Finance Position	15	\$95,605		\$80,928	\$95,914	\$114,970	
Top Operations Position	5	\$102,188			\$101,534		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	50	\$339,643	\$135,734	\$187,636	\$277,443	\$442,435	\$682,373
Top Administrative Position	9	\$180,771			\$161,419		
Top Business Position	5	\$185,064			\$177,580		
Top Development Position	22	\$196,361	\$127,277	\$154,142	\$175,320	\$231,629	\$296,243
Top Education Position	6	\$173,702			\$183,347		
Top Finance Position	32	\$169,558	\$97,964	\$118,563	\$152,131	\$217,855	\$259,947
Top Human Resources Position	5	\$141,857			\$138,967		
Top Marketing Position	5	\$215,386			\$234,773		
Top Operations Position	19	\$228,847		\$147,719	\$226,518	\$286,590	
Top PR/Communications Position	5	\$170,471			\$155,527		
Top Program Position	5	\$151,871			\$141,564		
Top Technology Position	7	\$149,427			\$157,974		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	15	\$72,633		\$47,125	\$64,521	\$88,241	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$86,729			\$90,496		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$109,176		\$84,462	\$103,279	\$123,975	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	82	\$64,765	\$33,823	\$43,097	\$57,854	\$78,317	\$100,469

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	\$96,420	\$45,150	\$68,648	\$89,527	\$125,574	\$163,125
Between \$1 million and \$5 million							
CEO/Executive Director	61	\$176,382	\$84,172	\$97,764	\$130,292	\$199,473	\$246,160
Top Finance Position	12	\$108,023		\$80,720	\$102,268	\$137,571	
Greater than \$5 million							
CEO/Executive Director	19	\$286,073		\$191,714	\$282,555	\$355,871	
Top Business Position	5	\$187,646			\$171,650		
Top Finance Position	10	\$187,860		\$146,890	\$176,295	\$213,548	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	21	\$58,840	\$38,480	\$41,092	\$50,408	\$69,844	\$82,033
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$108,804		\$82,871	\$86,543	\$118,718	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$127,695	\$72,909	\$92,873	\$117,456	\$154,180	\$185,582
Top Finance Position	7	\$80,982			\$76,615		
Greater than \$5 million							
CEO/Executive Director	10	\$163,375		\$127,175	\$167,964	\$192,629	
Top Finance Position	6	\$116,378			\$107,346		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	30	\$67,254	\$29,271	\$40,413	\$53,549	\$78,936	\$114,732

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Diseases, Disorders, Medical Disciplines							
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$78,526		\$60,000	\$76,789	\$91,230	
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$153,592	\$68,425	\$92,241	\$122,486	\$177,517	\$251,402
Top Development Position	5	\$133,168			\$120,546		
Top Finance Position	14	\$121,783		\$80,889	\$95,381	\$118,068	
Greater than \$5 million							
CEO/Executive Director	15	\$428,284		\$153,618	\$272,880	\$744,079	
Top Administrative Position	5	\$297,665			\$182,142		
Top Finance Position	10	\$215,849		\$135,177	\$177,781	\$274,802	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	128	\$49,652	\$20,728	\$30,390	\$43,950	\$61,625	\$79,912
Top Administrative Position	13	\$34,732		\$21,300	\$29,206	\$38,313	
Top Education Position	6	\$34,817			\$30,734		
Top Finance Position	8	\$35,022			\$31,930		
Top Program Position	5	\$30,900			\$23,800		
Between \$500 thousand and \$1 million							
CEO/Executive Director	86	\$81,120	\$37,416	\$51,372	\$74,041	\$99,072	\$130,783
Top Administrative Position	10	\$48,376		\$36,451	\$45,858	\$52,588	
Top Finance Position	5	\$58,327			\$48,202		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	208	\$121,821	\$59,687	\$86,342	\$113,874	\$153,379	\$190,790
Top Administrative Position	17	\$100,866		\$63,475	\$89,636	\$135,160	
Top Business Position	5	\$105,897			\$97,992		
Top Development Position	7	\$132,919			\$134,572		
Top Education Position	8	\$123,858			\$124,280		
Top Finance Position	31	\$101,310	\$44,466	\$58,073	\$102,756	\$133,074	\$166,083
Top Operations Position	8	\$96,120			\$98,990		
Greater than \$5 million							
CEO/Executive Director	285	\$314,018	\$119,759	\$153,959	\$208,154	\$340,405	\$542,785
Top Administrative Position	75	\$228,539	\$124,849	\$150,497	\$195,974	\$272,832	\$393,123
Top Business Position	30	\$225,355	\$93,734	\$126,057	\$174,794	\$285,001	\$435,307
Top Development Position	96	\$240,924	\$124,729	\$153,302	\$193,407	\$258,038	\$375,570
Top Education Position	90	\$281,846	\$123,830	\$157,871	\$208,913	\$284,841	\$391,856
Top Facilities Position	19	\$229,610		\$142,976	\$184,776	\$258,221	
Top Finance Position	148	\$235,681	\$110,293	\$140,504	\$187,304	\$265,072	\$393,186
Top Human Resources Position	31	\$239,563	\$132,163	\$148,293	\$166,409	\$263,163	\$379,530
Top Legal Position	29	\$354,899	\$134,781	\$213,667	\$297,195	\$379,530	\$550,171
Top Marketing Position	14	\$197,423		\$134,439	\$166,471	\$230,769	
Top Operations Position	54	\$279,598	\$112,271	\$128,299	\$166,343	\$286,595	\$462,455
Top PR/Communications Position	27	\$225,887	\$117,776	\$150,294	\$206,903	\$278,927	\$336,160
Top Program Position	12	\$197,275		\$117,130	\$171,243	\$235,186	
Top Technology Position	42	\$234,502	\$129,641	\$147,978	\$189,563	\$263,740	\$425,169

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	9	\$57,399			\$43,413		
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$98,251	\$65,778	\$80,238	\$91,657	\$105,216	\$126,092
Top Finance Position	8	\$79,630			\$69,902		
Greater than \$5 million							
CEO/Executive Director	16	\$190,617		\$118,506	\$166,116	\$201,926	
Top Finance Position	11	\$123,149		\$94,873	\$132,674	\$142,432	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	33	\$62,367	\$37,546	\$45,088	\$57,782	\$76,960	\$100,175
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$90,239		\$72,400	\$89,856	\$98,036	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$130,150	\$88,850	\$117,686	\$129,563	\$139,831	\$171,513
Greater than \$5 million							
CEO/Executive Director	10	\$233,370		\$162,054	\$210,588	\$292,571	
Top Development Position	5	\$173,515			\$167,884		
Top Finance Position	5	\$135,653			\$144,359		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	18	\$42,553		\$18,957	\$43,869	\$53,235	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$69,497			\$61,794		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$89,721		\$68,920	\$79,998	\$104,494	
Greater than \$5 million							
CEO/Executive Director	9	\$154,228			\$168,833		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	43	\$72,258	\$24,164	\$45,026	\$54,989	\$88,277	\$127,595
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$86,821	\$45,394	\$58,002	\$73,712	\$105,036	\$156,369
Top Finance Position	5	\$51,245			\$51,984		
Between \$1 million and \$5 million							
CEO/Executive Director	84	\$129,416	\$62,324	\$83,998	\$120,055	\$155,832	\$209,529
Top Administrative Position	10	\$84,290		\$62,858	\$71,568	\$116,272	
Top Finance Position	22	\$108,494	\$48,319	\$75,948	\$98,576	\$124,506	\$190,563
Top Operations Position	7	\$101,875			\$107,413		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	203	\$510,878	\$124,555	\$173,183	\$255,690	\$559,255	\$1,003,397
Top Administrative Position	43	\$258,910	\$111,754	\$129,044	\$165,386	\$247,607	\$366,955
Top Business Position	17	\$329,915		\$173,631	\$242,047	\$453,255	
Top Development Position	24	\$298,785	\$111,071	\$177,590	\$217,555	\$327,573	\$585,104
Top Education Position	8	\$408,513			\$285,451		
Top Facilities Position	9	\$291,848			\$247,345		
Top Finance Position	137	\$302,249	\$97,434	\$121,825	\$180,218	\$337,323	\$553,211
Top Human Resources Position	49	\$303,562	\$121,600	\$166,989	\$246,835	\$372,902	\$532,832
Top Legal Position	18	\$490,795		\$300,007	\$386,776	\$477,911	
Top Marketing Position	13	\$232,176		\$150,810	\$186,263	\$279,887	
Top Operations Position	78	\$336,260	\$121,342	\$152,759	\$278,503	\$410,015	\$519,536
Top PR/Communications Position	8	\$219,445			\$212,247		
Top Program Position	7	\$254,026			\$252,298		
Top Technology Position	40	\$328,533	\$136,859	\$190,949	\$275,941	\$378,824	\$619,984
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	35	\$61,263	\$37,304	\$46,041	\$55,000	\$62,100	\$108,625
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$78,478	\$47,033	\$54,887	\$70,438	\$91,070	\$120,985
Between \$1 million and \$5 million							
CEO/Executive Director	45	\$107,426	\$59,846	\$77,378	\$96,837	\$122,602	\$158,859
Top Finance Position	8	\$129,163			\$108,441		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Housing, Shelter							
Greater than \$5 million							
CEO/Executive Director	18	\$308,684		\$127,174	\$150,330	\$260,296	
Top Finance Position	15	\$139,431		\$95,143	\$133,290	\$173,465	
Top Human Resources Position	5	\$95,531			\$112,323		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	225	\$50,247	\$24,656	\$34,763	\$47,668	\$62,586	\$76,333
Top Finance Position	5	\$43,304			\$41,000		
Top Program Position	5	\$33,724			\$32,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	129	\$76,694	\$45,831	\$59,224	\$73,480	\$91,000	\$107,688
Top Finance Position	6	\$66,393			\$63,170		
Between \$1 million and \$5 million							
CEO/Executive Director	280	\$109,081	\$62,506	\$77,952	\$98,583	\$120,606	\$167,865
Top Administrative Position	7	\$89,727			\$79,735		
Top Development Position	7	\$114,628			\$114,024		
Top Finance Position	57	\$92,684	\$51,276	\$59,643	\$78,466	\$110,000	\$136,511
Top Operations Position	17	\$85,592		\$72,805	\$79,471	\$97,773	
Top Program Position	8	\$62,196			\$60,626		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	276	\$205,067	\$99,334	\$129,597	\$171,063	\$228,908	\$378,852
Top Administrative Position	21	\$156,590	\$108,411	\$121,824	\$139,178	\$163,607	\$234,727
Top Business Position	12	\$150,516		\$122,180	\$138,992	\$162,102	
Top Development Position	23	\$146,391	\$106,245	\$113,646	\$149,048	\$175,453	\$196,481
Top Facilities Position	10	\$150,324		\$140,888	\$149,544	\$155,578	
Top Finance Position	168	\$151,264	\$79,065	\$104,538	\$129,753	\$174,380	\$243,743
Top Human Resources Position	38	\$158,415	\$105,683	\$126,384	\$146,371	\$170,157	\$233,720
Top Legal Position	5	\$237,723			\$210,032		
Top Marketing Position	20	\$149,926	\$124,514	\$130,635	\$146,700	\$165,025	\$192,797
Top Operations Position	69	\$175,792	\$101,289	\$129,041	\$151,993	\$200,134	\$252,954
Top PR/Communications Position	6	\$173,740			\$155,889		
Top Program Position	17	\$120,182		\$110,804	\$117,637	\$128,760	
Top Technology Position	19	\$177,989		\$150,266	\$166,234	\$201,976	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	14	\$58,617		\$31,575	\$52,733	\$78,775	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$86,596			\$90,999		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$116,089			\$120,245		
Greater than \$5 million							
CEO/Executive Director	8	\$295,248			\$241,910		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Medical Research							
Greater than \$5 million							
CEO/Executive Director	8	\$365,325			\$325,246		
Top Finance Position	6	\$221,158			\$193,303		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	38	\$55,058	\$27,484	\$36,116	\$46,757	\$71,019	\$95,346
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$74,331	\$54,806	\$59,041	\$71,671	\$82,775	\$105,260
Between \$1 million and \$5 million							
CEO/Executive Director	60	\$118,930	\$72,373	\$82,712	\$95,235	\$125,420	\$169,200
Top Finance Position	10	\$71,947		\$54,342	\$67,668	\$78,071	
Top Operations Position	5	\$90,671			\$89,247		
Greater than \$5 million							
CEO/Executive Director	58	\$210,509	\$115,389	\$136,006	\$168,351	\$240,993	\$342,557
Top Administrative Position	5	\$144,739			\$124,959		
Top Finance Position	38	\$153,130	\$96,538	\$106,966	\$126,360	\$166,420	\$203,066
Top Human Resources Position	6	\$136,063			\$130,429		
Top Operations Position	25	\$148,595	\$94,060	\$106,418	\$138,475	\$165,186	\$211,612
Top Technology Position	5	\$143,376			\$147,667		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	35	\$44,137	\$25,800	\$32,082	\$42,016	\$57,049	\$63,473
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$96,422	\$53,244	\$64,296	\$95,809	\$111,617	\$153,222

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$162,396	\$64,788	\$89,881	\$122,515	\$162,001	\$196,542
Top Finance Position	5	\$78,533			\$86,751		
Greater than \$5 million							
CEO/Executive Director	29	\$375,740	\$151,657	\$169,026	\$201,618	\$434,340	\$666,119
Top Development Position	8	\$242,939			\$277,176		
Top Finance Position	19	\$196,731		\$116,529	\$152,109	\$269,625	
Top Operations Position	7	\$205,180			\$155,273		
Top Program Position	5	\$300,961			\$231,288		
Public Safety, Disaster Preparedness, and Relief							
\$500 thousand or less							
CEO/Executive Director	5	\$51,371			\$52,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$105,118			\$78,366		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	23	\$56,641	\$19,440	\$34,098	\$56,000	\$75,570	\$87,657
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$100,504			\$91,560		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$141,496	\$74,000	\$101,054	\$118,317	\$162,981	\$221,096

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Public, Society Benefit—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	13	\$377,213		\$183,906	\$237,351	\$432,591	
Top Finance Position	10	\$168,652		\$106,225	\$147,904	\$206,326	
Top Operations Position	6	\$234,079			\$201,067		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	30	\$45,571	\$21,698	\$28,204	\$41,919	\$52,788	\$67,860
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$66,534	\$37,764	\$55,007	\$62,833	\$69,888	\$82,120
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$117,758	\$69,600	\$79,441	\$97,314	\$134,424	\$210,973
Greater than \$5 million							
CEO/Executive Director	6	\$259,705			\$221,151		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	120	\$50,912	\$20,939	\$29,834	\$47,464	\$64,152	\$84,249
Top Administrative Position	8	\$38,706			\$28,622		
Top Finance Position	12	\$23,910		\$18,233	\$22,585	\$27,352	
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	\$78,945	\$21,921	\$60,436	\$72,321	\$95,529	\$145,915
Top Finance Position	6	\$64,435			\$54,996		
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$92,519	\$46,240	\$65,657	\$83,165	\$118,331	\$147,840
Top Finance Position	9	\$75,484			\$75,905		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Religion-Related, Spiritual Development							
Greater than \$5 million							
CEO/Executive Director	10	\$166,616		\$116,387	\$148,498	\$164,125	
Top Finance Position	11	\$121,970		\$99,858	\$117,823	\$135,478	
Science and Technology Research Institutes, Services							
Greater than \$5 million							
CEO/Executive Director	10	\$470,672		\$288,328	\$358,249	\$457,735	
Top Finance Position	7	\$232,739			\$200,226		
Top Technology Position	8	\$229,010			\$211,882		
Unknown							
\$500 thousand or less							
CEO/Executive Director	9	\$55,729			\$55,854		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	48	\$51,324	\$31,179	\$37,344	\$47,242	\$61,149	\$75,849
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$82,627	\$48,811	\$71,136	\$80,179	\$95,199	\$106,146
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$140,694	\$62,521	\$97,838	\$128,419	\$175,053	\$214,587
Top Finance Position	6	\$86,561			\$92,315		
Greater than \$5 million							
CEO/Executive Director	14	\$238,020		\$161,850	\$209,189	\$257,607	
Top Development Position	5	\$129,907			\$128,250		
Top Finance Position	10	\$125,651		\$95,791	\$132,546	\$151,852	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Puerto Rico							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	9	\$41,869			\$29,267		
Greater than \$5 million							
CEO/Executive Director	12	\$138,575		\$101,023	\$129,000	\$157,898	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	\$35,002			\$30,000		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$51,332			\$52,583		
Greater than \$5 million							
CEO/Executive Director	10	\$209,182		\$133,050	\$182,425	\$200,222	
Top Administrative Position	5	\$194,559			\$139,408		
Top Finance Position	8	\$129,219			\$105,172		
Top Human Resources Position	5	\$85,719			\$81,728		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	\$32,646		\$22,002	\$29,250	\$35,890	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$49,594		\$37,375	\$44,691	\$60,474	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$74,364		\$61,320	\$65,228	\$70,951	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	17	\$46,858		\$35,442	\$44,714	\$60,665	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$96,847			\$98,528		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$114,241		\$93,528	\$106,360	\$133,279	
Greater than \$5 million							
CEO/Executive Director	6	\$421,360			\$254,041		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	\$77,062			\$78,016		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	19	\$53,642		\$37,432	\$48,000	\$69,190	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$88,434		\$63,954	\$75,250	\$97,942	
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$124,981	\$80,892	\$96,530	\$115,771	\$150,754	\$163,798
Top Finance Position	8	\$92,040			\$95,200		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	31	\$665,776	\$120,750	\$164,908	\$205,362	\$352,828	\$951,292
Top Administrative Position	7	\$359,412			\$325,800		
Top Business Position	7	\$238,394			\$184,188		
Top Development Position	10	\$240,926		\$147,100	\$224,363	\$263,404	
Top Education Position	7	\$393,657			\$315,369		
Top Finance Position	21	\$271,270	\$105,457	\$142,127	\$213,513	\$383,289	\$523,552
Top Operations Position	10	\$257,466		\$150,442	\$196,661	\$294,410	
Top Technology Position	6	\$245,941			\$214,351		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$115,079			\$116,059		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	\$48,916			\$41,923		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$45,539			\$44,331		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$177,669			\$172,477		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	20	\$387,958	\$152,287	\$252,195	\$334,611	\$445,067	\$606,045
Top Administrative Position	7	\$155,164			\$152,391		
Top Finance Position	18	\$269,183		\$144,599	\$172,430	\$314,334	
Top Human Resources Position	5	\$294,078			\$206,892		
Top Operations Position	9	\$206,555			\$217,184		
Top Technology Position	5	\$301,590			\$217,184		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$72,557			\$76,359		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$110,294			\$106,043		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	18	\$46,805		\$29,472	\$45,731	\$62,188	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$76,524		\$60,079	\$72,472	\$94,075	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$105,792		\$93,930	\$102,696	\$119,926	
Greater than \$5 million							
CEO/Executive Director	25	\$185,347	\$122,992	\$138,260	\$176,268	\$196,051	\$222,712
Top Finance Position	14	\$113,711		\$96,456	\$104,880	\$143,127	
Top Operations Position	8	\$155,777			\$157,327		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	7	\$53,421			\$60,167		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$125,018			\$132,044		
Greater than \$5 million							
CEO/Executive Director	9	\$197,802			\$186,816		
Top Finance Position	6	\$127,365			\$140,673		
Top Operations Position	5	\$171,240			\$149,425		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	\$54,530			\$55,635		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$124,261		\$99,899	\$124,607	\$158,466	
South Carolina							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	9	\$43,276			\$39,872		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$47,770			\$53,902		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$96,900			\$80,000		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	41	\$42,693	\$20,000	\$27,962	\$38,400	\$50,040	\$71,617
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$63,216		\$41,427	\$57,500	\$83,930	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$129,475	\$73,090	\$99,814	\$111,516	\$160,051	\$187,246
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	15	\$54,289		\$48,630	\$51,176	\$63,750	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$90,861		\$62,471	\$80,588	\$110,600	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$125,679		\$93,094	\$123,428	\$178,017	
Greater than \$5 million							
CEO/Executive Director	8	\$169,391			\$155,981		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	7	\$48,001			\$42,600		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$73,933			\$71,440		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$113,107			\$100,762		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	16	\$55,339		\$42,738	\$50,433	\$56,686	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	59	\$50,023	\$23,424	\$30,063	\$45,000	\$59,527	\$75,287
Top Finance Position	5	\$35,457			\$28,025		
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$75,832	\$49,734	\$59,774	\$79,499	\$83,888	\$98,847
Between \$1 million and \$5 million							
CEO/Executive Director	77	\$108,682	\$57,739	\$72,396	\$95,173	\$125,659	\$169,125
Top Business Position	6	\$63,710			\$56,442		
Greater than \$5 million							
CEO/Executive Director	48	\$230,670	\$85,626	\$134,342	\$190,278	\$297,130	\$467,622
Top Administrative Position	14	\$128,750		\$95,854	\$123,631	\$158,890	
Top Business Position	7	\$130,074			\$129,118		
Top Development Position	15	\$154,320		\$109,738	\$149,928	\$194,941	
Top Education Position	18	\$180,548		\$126,927	\$158,621	\$202,903	
Top Finance Position	28	\$141,731	\$70,087	\$93,820	\$123,603	\$187,575	\$241,586
Top Operations Position	7	\$186,924			\$161,857		
Top Technology Position	5	\$158,550			\$139,499		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	14	\$60,112		\$49,250	\$58,463	\$69,879	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$138,504		\$97,488	\$122,619	\$171,608	
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	8	\$51,651			\$50,116		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	16	\$73,711		\$56,478	\$67,833	\$97,713	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$61,182			\$56,777		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$125,887		\$82,316	\$105,203	\$129,155	
Greater than \$5 million							
CEO/Executive Director	44	\$335,142	\$120,701	\$161,782	\$228,066	\$377,319	\$726,485
Top Administrative Position	5	\$346,299			\$185,136		
Top Finance Position	30	\$210,075	\$85,344	\$110,670	\$145,330	\$190,286	\$566,258
Top Human Resources Position	5	\$296,783			\$276,762		
Top Operations Position	16	\$230,338		\$106,947	\$153,198	\$298,526	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	18	\$50,097		\$32,250	\$48,750	\$65,811	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$48,574			\$49,228		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$89,713		\$73,485	\$84,327	\$101,772	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	76	\$47,838	\$23,995	\$30,876	\$45,904	\$57,016	\$80,612
Between \$500 thousand and \$1 million							
CEO/Executive Director	47	\$70,955	\$48,278	\$53,235	\$62,500	\$86,334	\$101,300
Between \$1 million and \$5 million							
CEO/Executive Director	70	\$95,173	\$57,462	\$72,926	\$92,379	\$112,489	\$137,182
Top Finance Position	10	\$66,258		\$56,202	\$62,418	\$82,891	
Greater than \$5 million							
CEO/Executive Director	41	\$204,182	\$99,193	\$129,219	\$174,702	\$238,197	\$376,187
Top Finance Position	22	\$148,513	\$79,816	\$99,553	\$122,046	\$198,558	\$245,535
Top Operations Position	11	\$169,348		\$139,274	\$167,840	\$194,114	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	5	\$43,822			\$47,355		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	19	\$50,285		\$42,469	\$48,000	\$63,282	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$77,036			\$72,840		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$98,704	\$66,063	\$73,173	\$92,255	\$110,778	\$139,154
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	12	\$55,987		\$44,350	\$49,593	\$59,481	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$76,583			\$74,818		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$110,672		\$102,693	\$112,536	\$133,540	
Greater than \$5 million							
CEO/Executive Director	7	\$186,017			\$205,778		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$44,887			\$42,404		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$78,383			\$75,000		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	11	\$47,104		\$37,669	\$46,142	\$57,667	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$156,750			\$133,595		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	73	\$47,275	\$24,000	\$30,750	\$42,650	\$64,800	\$73,430
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$110,179			\$83,081		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$89,384		\$53,551	\$91,842	\$113,593	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	26	\$47,132	\$19,461	\$22,966	\$40,607	\$68,340	\$79,820
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$144,880		\$105,672	\$113,331	\$160,665	
South Dakota							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	14	\$51,168		\$34,862	\$48,941	\$60,974	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	11	\$57,131		\$46,816	\$52,406	\$67,633	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	\$51,156			\$58,109		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$89,424		\$57,524	\$83,554	\$117,572	
Greater than \$5 million							
CEO/Executive Director	13	\$201,234		\$142,327	\$215,683	\$253,621	
Top Administrative Position	5	\$125,408			\$137,500		
Top Development Position	6	\$135,386			\$153,842		
Top Finance Position	7	\$127,035			\$120,876		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$96,830			\$114,014		
Top Administrative Position	5	\$65,036			\$52,510		
Greater than \$5 million							
CEO/Executive Director	19	\$306,267		\$195,260	\$223,342	\$353,190	
Top Finance Position	17	\$202,253		\$93,751	\$105,923	\$160,745	
Top Operations Position	5	\$498,104			\$297,925		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	6	\$46,508			\$46,490		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	24	\$48,986	\$25,065	\$26,221	\$50,309	\$58,882	\$72,649
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$63,647		\$49,636	\$59,988	\$76,773	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$87,574		\$63,519	\$78,167	\$99,967	
Greater than \$5 million							
CEO/Executive Director	18	\$133,726		\$101,339	\$130,386	\$149,512	
Top Finance Position	10	\$104,019		\$89,683	\$98,238	\$108,409	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	\$49,027			\$45,365		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$117,756			\$105,038		
Greater than \$5 million							
CEO/Executive Director	5	\$140,096			\$138,764		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	\$38,418			\$35,647		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	15	\$51,250		\$36,230	\$50,000	\$59,760	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$75,680			\$76,749		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	\$63,341			\$66,064		
Tennessee							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	12	\$48,334		\$41,756	\$44,916	\$56,162	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$78,667			\$68,768		
Greater than \$5 million							
CEO/Executive Director	5	\$289,120			\$266,955		
Top Finance Position	5	\$120,094			\$107,690		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	68	\$43,477	\$20,363	\$25,546	\$34,911	\$55,570	\$74,510
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$72,960		\$54,108	\$62,914	\$79,599	
Between \$1 million and \$5 million							
CEO/Executive Director	44	\$122,474	\$54,183	\$80,107	\$122,151	\$155,700	\$199,942
Top Finance Position	9	\$85,984			\$86,809		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	21	\$214,426	\$106,186	\$134,442	\$186,495	\$280,141	\$345,463
Top Development Position	5	\$131,025			\$125,796		
Top Finance Position	7	\$137,821			\$132,804		
Top Operations Position	6	\$186,009			\$169,332		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	8	\$48,114			\$43,246		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$106,705			\$107,607		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	33	\$51,497	\$23,226	\$37,530	\$50,000	\$65,625	\$79,084
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$124,648		\$98,913	\$110,000	\$153,000	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$144,572	\$77,706	\$92,829	\$129,639	\$180,508	\$234,046
Greater than \$5 million							
CEO/Executive Director	10	\$185,212		\$113,383	\$157,487	\$205,950	
Top Finance Position	5	\$116,492			\$66,097		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	19	\$43,350		\$27,154	\$37,351	\$51,445	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Crime, Legal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$100,932			\$100,957		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$123,091			\$126,350		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	19	\$46,204		\$34,623	\$48,180	\$56,986	
Greater than \$5 million							
CEO/Executive Director	7	\$656,043			\$605,449		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	47	\$56,579	\$26,215	\$34,929	\$43,000	\$76,350	\$81,762
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$83,679	\$37,338	\$51,718	\$67,274	\$98,601	\$135,477
Between \$1 million and \$5 million							
CEO/Executive Director	80	\$129,472	\$57,493	\$87,838	\$107,159	\$148,710	\$252,175
Top Administrative Position	5	\$94,748			\$73,864		
Top Finance Position	8	\$93,107			\$98,932		
Top Operations Position	7	\$106,375			\$112,375		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	100	\$263,660	\$106,876	\$146,307	\$204,654	\$320,813	\$461,532
Top Administrative Position	17	\$157,764		\$103,662	\$141,755	\$225,642	
Top Business Position	7	\$166,979			\$163,226		
Top Development Position	32	\$163,402	\$106,244	\$121,114	\$144,167	\$200,478	\$276,825
Top Education Position	32	\$175,645	\$106,598	\$114,999	\$142,528	\$216,761	\$270,791
Top Finance Position	57	\$156,728	\$84,317	\$109,899	\$137,723	\$185,523	\$237,452
Top Human Resources Position	6	\$150,147			\$127,560		
Top Operations Position	22	\$161,604	\$104,092	\$117,365	\$135,028	\$183,595	\$254,412
Top PR/Communications Position	5	\$122,171			\$119,942		
Top Program Position	6	\$182,465			\$148,370		
Top Technology Position	11	\$164,643		\$123,301	\$137,505	\$187,471	
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$40,780			\$40,494		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$77,897			\$65,935		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	12	\$47,038		\$27,733	\$46,805	\$64,938	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$124,519			\$141,265		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Food, Agriculture, and Nutrition							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$45,210			\$40,847		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$67,094			\$73,018		
Greater than \$5 million							
CEO/Executive Director	9	\$133,980			\$104,767		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	23	\$61,516	\$28,314	\$31,675	\$42,700	\$72,087	\$116,727
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$80,765		\$46,962	\$71,464	\$109,727	
Between \$1 million and \$5 million							
CEO/Executive Director	44	\$128,172	\$61,591	\$85,658	\$113,071	\$152,148	\$209,535
Top Finance Position	11	\$80,771		\$70,249	\$82,788	\$89,518	
Greater than \$5 million							
CEO/Executive Director	76	\$459,363	\$102,064	\$163,785	\$255,628	\$438,670	\$1,227,583
Top Administrative Position	12	\$386,930		\$167,734	\$219,999	\$278,096	
Top Development Position	7	\$185,602			\$157,102		
Top Finance Position	65	\$268,465	\$85,449	\$117,394	\$178,724	\$296,787	\$701,325
Top Human Resources Position	7	\$431,592			\$428,641		
Top Legal Position	7	\$509,356			\$540,967		
Top Operations Position	29	\$311,518	\$82,539	\$124,157	\$181,673	\$349,093	\$810,410
Top Technology Position	9	\$362,212			\$404,124		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	30	\$47,738	\$20,195	\$30,000	\$49,994	\$65,074	\$72,059
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$66,362		\$42,474	\$55,162	\$80,828	
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$90,435	\$52,756	\$70,714	\$82,840	\$115,150	\$138,704
Greater than \$5 million							
CEO/Executive Director	8	\$179,615			\$180,554		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	134	\$46,916	\$19,170	\$28,088	\$40,547	\$57,699	\$80,657
Top Administrative Position	5	\$31,362			\$28,743		
Top Finance Position	6	\$36,424			\$23,376		
Between \$500 thousand and \$1 million							
CEO/Executive Director	55	\$67,827	\$35,054	\$51,923	\$66,950	\$75,402	\$89,870
Between \$1 million and \$5 million							
CEO/Executive Director	88	\$94,469	\$49,366	\$65,945	\$92,486	\$117,708	\$135,052
Top Finance Position	16	\$72,500		\$52,751	\$71,971	\$75,926	
Top Operations Position	6	\$71,921			\$69,798		
Greater than \$5 million							
CEO/Executive Director	58	\$152,212	\$80,618	\$103,034	\$124,940	\$179,899	\$242,496
Top Administrative Position	6	\$139,804			\$134,065		
Top Business Position	5	\$140,898			\$142,935		
Top Finance Position	31	\$108,582	\$62,158	\$68,587	\$93,125	\$135,386	\$175,367
Top Operations Position	11	\$151,759		\$120,648	\$140,513	\$171,111	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	9	\$46,018			\$38,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$70,985			\$58,848		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$110,598			\$110,807		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	36	\$51,672	\$26,375	\$35,790	\$47,481	\$63,125	\$75,750
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$78,396		\$58,429	\$72,787	\$87,402	
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$145,167	\$77,811	\$91,676	\$110,865	\$147,561	\$189,727
Top Finance Position	5	\$78,374			\$93,411		
Top Operations Position	5	\$124,224			\$112,672		
Greater than \$5 million							
CEO/Executive Director	17	\$274,870		\$145,240	\$227,787	\$361,781	
Top Finance Position	12	\$173,993		\$92,249	\$176,102	\$199,766	
Top Operations Position	11	\$166,712		\$114,526	\$140,991	\$175,440	
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	22	\$56,239	\$21,823	\$27,875	\$42,750	\$59,625	\$94,841
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$66,079			\$54,657		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$125,159		\$98,177	\$120,772	\$151,264	
Greater than \$5 million							
CEO/Executive Director	8	\$243,358			\$255,694		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	\$68,876		\$57,875	\$66,340	\$74,671	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$105,788			\$96,000		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$131,543			\$117,875		
Greater than \$5 million							
CEO/Executive Director	5	\$312,367			\$211,673		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	15	\$43,661		\$24,836	\$43,998	\$53,305	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$68,566			\$60,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$149,791			\$119,490		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	165	\$57,406	\$21,859	\$32,150	\$51,228	\$77,124	\$93,086
Top Finance Position	15	\$40,498		\$25,470	\$35,700	\$50,650	
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$81,970	\$45,204	\$56,324	\$77,665	\$103,847	\$124,800
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$132,233	\$49,950	\$93,206	\$116,604	\$159,035	\$229,638
Top Finance Position	9	\$84,998			\$89,829		
Greater than \$5 million							
CEO/Executive Director	7	\$195,115			\$179,551		
Top Finance Position	5	\$131,031			\$118,736		
Unknown							
\$500 thousand or less							
CEO/Executive Director	6	\$34,203			\$27,530		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	29	\$52,053	\$19,811	\$36,346	\$48,000	\$57,150	\$89,104
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$81,955		\$62,706	\$68,960	\$79,013	
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$134,824	\$80,013	\$91,169	\$114,825	\$173,610	\$211,803
Top Finance Position	5	\$77,398			\$71,404		
Greater than \$5 million							
CEO/Executive Director	5	\$226,977			\$161,215		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	24	\$39,749	\$23,853	\$26,579	\$30,179	\$41,984	\$62,106
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$63,253		\$50,385	\$65,083	\$72,092	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$89,673	\$44,830	\$60,000	\$83,043	\$101,923	\$138,347
Greater than \$5 million							
CEO/Executive Director	15	\$249,429		\$158,823	\$217,205	\$354,779	
Top Development Position	5	\$121,205			\$112,305		
Top Finance Position	9	\$161,661			\$143,982		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	189	\$47,427	\$20,000	\$30,000	\$43,040	\$60,457	\$81,680
Top Finance Position	7	\$51,268			\$42,600		
Between \$500 thousand and \$1 million							
CEO/Executive Director	75	\$76,763	\$40,046	\$55,515	\$73,085	\$90,100	\$119,218
Between \$1 million and \$5 million							
CEO/Executive Director	102	\$112,909	\$55,876	\$82,056	\$99,481	\$132,730	\$171,006
Top Administrative Position	6	\$90,477			\$82,165		
Top Finance Position	14	\$83,707		\$53,920	\$70,003	\$93,358	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	47	\$283,126	\$139,591	\$181,263	\$251,004	\$392,407	\$482,708
Top Administrative Position	9	\$151,549			\$143,951		
Top Development Position	23	\$174,684	\$114,510	\$136,183	\$150,710	\$182,526	\$227,326
Top Finance Position	32	\$172,312	\$105,871	\$128,796	\$145,623	\$203,626	\$257,777
Top Human Resources Position	5	\$160,193			\$143,951		
Top Marketing Position	9	\$160,070			\$159,936		
Top Operations Position	19	\$195,111		\$137,749	\$172,677	\$203,765	
Top PR/Communications Position	10	\$149,127		\$121,206	\$158,777	\$173,560	
Top Technology Position	9	\$177,012			\$132,354		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	26	\$60,813	\$30,203	\$38,141	\$58,238	\$74,471	\$104,985
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$88,292			\$78,066		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$133,421		\$81,217	\$130,591	\$161,380	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	52	\$61,814	\$25,037	\$39,625	\$55,167	\$75,506	\$97,687
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	\$91,752	\$44,292	\$61,731	\$74,008	\$110,250	\$182,734

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	42	\$143,209	\$73,290	\$93,134	\$117,260	\$179,442	\$215,840
Top Finance Position	8	\$114,361			\$109,484		
Top Operations Position	5	\$70,962			\$82,750		
Greater than \$5 million							
CEO/Executive Director	19	\$238,090		\$141,610	\$162,599	\$287,348	
Top Business Position	6	\$225,550			\$143,046		
Top Finance Position	12	\$127,146		\$76,787	\$117,699	\$146,931	
Top Operations Position	5	\$168,973			\$116,037		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	44	\$56,889	\$22,236	\$40,092	\$56,496	\$70,720	\$91,830
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$82,254		\$64,611	\$80,674	\$101,553	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$112,249	\$40,682	\$80,469	\$113,200	\$164,346	\$179,455
Greater than \$5 million							
CEO/Executive Director	8	\$174,070			\$165,524		
Top Finance Position	7	\$110,142			\$121,984		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	38	\$57,519	\$25,583	\$35,069	\$58,750	\$73,742	\$84,157
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$92,365		\$63,000	\$80,250	\$94,835	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$126,727	\$70,972	\$83,260	\$116,731	\$138,548	\$168,319
Greater than \$5 million							
CEO/Executive Director	10	\$368,040		\$177,787	\$194,898	\$323,889	
Top Finance Position	7	\$185,124			\$138,519		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	162	\$51,726	\$19,291	\$30,037	\$47,928	\$66,708	\$83,977
Top Finance Position	9	\$40,350			\$36,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	79	\$79,526	\$39,692	\$53,048	\$69,316	\$88,450	\$131,216
Top Administrative Position	6	\$73,044			\$52,669		
Top Finance Position	7	\$59,000			\$47,339		
Top Operations Position	5	\$58,418			\$64,092		
Between \$1 million and \$5 million							
CEO/Executive Director	230	\$119,194	\$60,862	\$81,069	\$106,586	\$145,965	\$193,317
Top Administrative Position	31	\$95,994	\$50,683	\$68,627	\$93,512	\$110,275	\$158,980
Top Business Position	13	\$76,104		\$54,453	\$63,525	\$76,900	
Top Development Position	7	\$112,563			\$125,314		
Top Education Position	6	\$145,351			\$137,865		
Top Finance Position	38	\$86,500	\$33,356	\$59,894	\$89,519	\$112,271	\$132,097
Top Operations Position	16	\$110,843		\$73,542	\$103,968	\$146,268	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	222	\$310,627	\$113,474	\$143,081	\$211,294	\$344,480	\$543,737
Top Administrative Position	80	\$180,212	\$99,656	\$120,791	\$146,935	\$205,638	\$306,716
Top Business Position	27	\$184,030	\$88,202	\$107,946	\$161,874	\$215,517	\$263,639
Top Development Position	53	\$202,099	\$101,830	\$126,740	\$163,527	\$228,959	\$306,562
Top Education Position	58	\$198,451	\$89,566	\$119,408	\$161,184	\$209,919	\$295,711
Top Facilities Position	12	\$167,623		\$145,405	\$159,539	\$171,188	
Top Finance Position	134	\$179,837	\$80,814	\$107,556	\$142,287	\$213,343	\$290,831
Top Human Resources Position	22	\$169,745	\$85,720	\$132,417	\$148,410	\$216,309	\$255,038
Top Legal Position	12	\$323,016		\$220,615	\$264,694	\$440,931	
Top Marketing Position	10	\$225,733		\$141,735	\$193,268	\$331,977	
Top Operations Position	54	\$170,798	\$91,164	\$113,040	\$138,957	\$194,933	\$302,377
Top PR/Communications Position	14	\$208,523		\$134,681	\$169,523	\$203,712	
Top Program Position	10	\$182,341		\$102,666	\$168,773	\$247,937	
Top Technology Position	28	\$228,265	\$126,387	\$136,568	\$181,518	\$258,120	\$337,865
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	16	\$42,009		\$25,068	\$37,699	\$50,240	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$62,727			\$58,290		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$125,788	\$73,708	\$95,385	\$115,370	\$154,198	\$168,221
Greater than \$5 million							
CEO/Executive Director	22	\$172,935	\$93,980	\$117,964	\$148,191	\$191,028	\$276,827
Top Finance Position	10	\$103,326		\$71,011	\$107,729	\$113,890	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	32	\$59,340	\$23,453	\$42,014	\$59,355	\$77,001	\$88,768
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$102,470	\$65,124	\$75,966	\$89,420	\$110,200	\$151,200
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$146,246		\$110,590	\$128,621	\$184,875	
Greater than \$5 million							
CEO/Executive Director	8	\$213,812			\$189,421		
Top Finance Position	5	\$126,876			\$97,493		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	29	\$45,571	\$23,363	\$25,667	\$38,380	\$55,125	\$80,971
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$74,475			\$70,064		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$99,871		\$71,929	\$99,886	\$120,023	
Greater than \$5 million							
CEO/Executive Director	31	\$180,987	\$71,038	\$93,783	\$126,238	\$175,665	\$314,257
Top Development Position	7	\$148,206			\$132,957		
Top Finance Position	14	\$134,464		\$100,084	\$145,121	\$162,823	
Top Operations Position	7	\$154,629			\$155,822		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	64	\$51,191	\$23,435	\$30,993	\$41,366	\$60,375	\$96,857

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Health—General and Rehabilitative							
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	\$83,402	\$48,492	\$56,208	\$65,110	\$88,073	\$142,045
Between \$1 million and \$5 million							
CEO/Executive Director	92	\$132,611	\$69,383	\$87,883	\$110,179	\$154,571	\$228,017
Top Development Position	6	\$165,203			\$154,430		
Top Finance Position	20	\$123,702	\$59,987	\$66,885	\$92,481	\$143,101	\$248,172
Top Operations Position	12	\$124,198		\$76,608	\$113,693	\$146,198	
Greater than \$5 million							
CEO/Executive Director	170	\$495,430	\$118,387	\$168,318	\$240,804	\$514,359	\$1,033,671
Top Administrative Position	19	\$286,062		\$142,428	\$204,098	\$327,495	
Top Business Position	15	\$297,010		\$176,433	\$212,509	\$352,955	
Top Development Position	20	\$197,841	\$110,913	\$138,172	\$158,946	\$253,637	\$319,941
Top Education Position	9	\$397,915			\$211,869		
Top Facilities Position	8	\$226,278			\$198,273		
Top Finance Position	134	\$283,471	\$82,351	\$118,597	\$187,210	\$293,592	\$465,129
Top Human Resources Position	32	\$309,410	\$118,476	\$154,606	\$196,843	\$270,892	\$605,148
Top Legal Position	11	\$429,774		\$222,251	\$374,155	\$559,120	
Top Marketing Position	5	\$232,016			\$148,772		
Top Operations Position	90	\$344,307	\$109,645	\$135,014	\$210,792	\$299,363	\$546,464
Top PR/Communications Position	6	\$346,415			\$345,279		
Top Program Position	6	\$215,424			\$144,170		
Top Technology Position	26	\$424,291	\$101,986	\$128,213	\$236,707	\$436,667	\$916,251
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	42	\$58,126	\$32,260	\$40,000	\$59,394	\$65,802	\$85,019

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	\$78,128	\$39,031	\$53,003	\$69,000	\$86,008	\$120,951
Between \$1 million and \$5 million							
CEO/Executive Director	54	\$99,474	\$55,166	\$64,345	\$88,456	\$117,221	\$168,113
Top Finance Position	7	\$82,860			\$67,159		
Top Operations Position	6	\$88,148			\$78,191		
Greater than \$5 million							
CEO/Executive Director	37	\$228,454	\$106,726	\$142,508	\$179,428	\$229,723	\$329,664
Top Administrative Position	6	\$131,446			\$116,374		
Top Business Position	7	\$140,281			\$138,482		
Top Development Position	5	\$179,466			\$115,725		
Top Finance Position	14	\$124,065		\$101,677	\$124,295	\$150,005	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	289	\$50,239	\$20,595	\$32,000	\$46,667	\$66,000	\$80,893
Top Administrative Position	9	\$35,202			\$35,168		
Top Finance Position	16	\$30,791		\$19,800	\$27,363	\$39,225	
Top Program Position	16	\$37,282		\$26,983	\$36,845	\$41,866	
Between \$500 thousand and \$1 million							
CEO/Executive Director	149	\$71,495	\$33,317	\$52,624	\$65,419	\$81,700	\$114,191
Top Finance Position	7	\$62,728			\$41,998		
Top Operations Position	6	\$64,400			\$57,741		
Top Program Position	6	\$65,791			\$54,928		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	314	\$102,490	\$54,475	\$72,000	\$95,109	\$124,768	\$160,690
Top Administrative Position	13	\$74,212		\$50,753	\$73,639	\$78,116	
Top Development Position	9	\$97,509			\$116,906		
Top Finance Position	58	\$79,295	\$46,242	\$54,226	\$75,717	\$92,478	\$119,737
Top Operations Position	24	\$81,824	\$34,033	\$55,103	\$79,092	\$106,688	\$124,799
Top Program Position	7	\$80,454			\$72,266		
Greater than \$5 million							
CEO/Executive Director	168	\$216,697	\$93,703	\$124,447	\$170,432	\$238,503	\$341,370
Top Administrative Position	12	\$122,972		\$117,170	\$124,631	\$138,566	
Top Business Position	7	\$185,531			\$157,542		
Top Development Position	31	\$150,626	\$109,751	\$116,843	\$143,858	\$174,039	\$220,845
Top Finance Position	105	\$155,147	\$66,606	\$80,414	\$126,878	\$170,622	\$232,716
Top Human Resources Position	24	\$150,437	\$104,485	\$114,007	\$144,113	\$181,468	\$216,797
Top Legal Position	8	\$264,277			\$169,260		
Top Marketing Position	12	\$156,443		\$119,921	\$136,754	\$158,372	
Top Operations Position	48	\$198,883	\$101,225	\$115,807	\$160,048	\$216,656	\$319,381
Top PR/Communications Position	6	\$166,450			\$142,008		
Top Program Position	25	\$139,572	\$78,890	\$104,644	\$128,015	\$172,675	\$206,700
Top Technology Position	12	\$176,547		\$144,354	\$173,361	\$200,087	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	30	\$47,807	\$24,011	\$30,300	\$42,340	\$59,925	\$77,843
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$74,699		\$39,957	\$65,050	\$102,834	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
International, Foreign Affairs, and National Security							
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$117,246		\$58,949	\$101,256	\$153,828	
Greater than \$5 million							
CEO/Executive Director	5	\$133,585			\$120,084		
Medical Research							
\$500 thousand or less							
CEO/Executive Director	8	\$48,765			\$53,010		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	54	\$58,138	\$29,020	\$40,104	\$58,794	\$74,643	\$81,932
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$76,613	\$54,885	\$67,217	\$74,274	\$86,359	\$106,839
Between \$1 million and \$5 million							
CEO/Executive Director	53	\$108,222	\$66,133	\$78,000	\$99,952	\$127,613	\$154,400
Top Finance Position	14	\$77,130		\$59,162	\$75,275	\$95,306	
Top Operations Position	9	\$94,273			\$81,456		
Greater than \$5 million							
CEO/Executive Director	30	\$188,993	\$116,002	\$119,540	\$151,025	\$217,137	\$351,685
Top Development Position	5	\$136,909			\$144,349		
Top Finance Position	12	\$106,593		\$79,011	\$94,085	\$113,537	
Top Operations Position	9	\$156,706			\$125,698		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	39	\$56,770	\$30,668	\$35,710	\$48,608	\$65,764	\$98,822
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$113,674		\$75,000	\$110,317	\$145,000	
Between \$1 million and \$5 million							
CEO/Executive Director	42	\$125,215	\$74,229	\$97,082	\$112,254	\$147,686	\$187,644
Top Finance Position	11	\$75,232		\$57,313	\$72,108	\$79,203	
Greater than \$5 million							
CEO/Executive Director	20	\$258,601	\$125,230	\$162,246	\$205,200	\$365,730	\$466,966
Top Development Position	7	\$218,394			\$207,082		
Top Finance Position	10	\$189,275		\$114,880	\$171,486	\$229,849	
Public Safety, Disaster Preparedness, and Relief							
\$500 thousand or less							
CEO/Executive Director	9	\$43,402			\$41,288		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$96,322			\$86,000		
Greater than \$5 million							
CEO/Executive Director	5	\$170,558			\$204,151		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	28	\$56,459	\$25,036	\$36,312	\$48,875	\$71,924	\$96,405
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$122,188		\$65,366	\$95,590	\$123,491	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$178,112		\$113,446	\$137,131	\$180,988	
Top Finance Position	5	\$199,353			\$114,410		
Greater than \$5 million							
CEO/Executive Director	15	\$347,896		\$128,772	\$234,899	\$389,307	
Top Finance Position	7	\$230,618			\$229,984		
Top Operations Position	7	\$254,384			\$244,556		
Top PR/Communications Position	5	\$171,237			\$164,148		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	51	\$48,737	\$24,169	\$30,000	\$44,012	\$58,354	\$83,378
Top Finance Position	5	\$40,240			\$31,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$73,107	\$52,121	\$59,292	\$72,000	\$83,348	\$95,406
Top Finance Position	5	\$41,852			\$40,979		
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$137,199	\$65,067	\$80,409	\$104,972	\$159,745	\$274,667
Top Finance Position	9	\$76,264			\$67,581		
Top Operations Position	5	\$102,208			\$107,635		
Greater than \$5 million							
CEO/Executive Director	20	\$366,156	\$156,329	\$203,978	\$273,700	\$434,415	\$622,079
Top Finance Position	11	\$205,156		\$97,083	\$147,104	\$272,818	
Top Operations Position	6	\$236,175			\$162,566		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	434	\$57,949	\$23,396	\$31,316	\$49,683	\$70,000	\$99,807
Top Administrative Position	8	\$32,530			\$23,469		
Top Finance Position	23	\$38,375	\$15,900	\$22,430	\$26,780	\$52,409	\$64,542
Between \$500 thousand and \$1 million							
CEO/Executive Director	54	\$83,222	\$36,242	\$60,072	\$78,284	\$92,700	\$137,253
Top Finance Position	6	\$44,445			\$34,328		
Between \$1 million and \$5 million							
CEO/Executive Director	70	\$123,577	\$48,227	\$74,188	\$106,680	\$140,193	\$183,775
Top Administrative Position	7	\$94,213			\$90,267		
Top Finance Position	15	\$95,466		\$56,809	\$66,000	\$95,529	
Top Operations Position	10	\$111,441		\$60,853	\$79,241	\$154,603	
Greater than \$5 million							
CEO/Executive Director	24	\$197,368	\$97,471	\$128,197	\$157,495	\$227,335	\$275,448
Top Development Position	6	\$141,360			\$154,400		
Top Finance Position	12	\$108,793		\$67,985	\$83,777	\$122,196	
Top Operations Position	9	\$134,513			\$145,585		
Science and Technology Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	5	\$38,171			\$31,763		
Unknown							
\$500 thousand or less							
CEO/Executive Director	10	\$53,268		\$41,156	\$51,801	\$64,479	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	76	\$57,356	\$25,717	\$39,914	\$55,708	\$73,349	\$86,002
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	\$85,253	\$55,159	\$66,808	\$82,120	\$102,490	\$117,905
Between \$1 million and \$5 million							
CEO/Executive Director	53	\$127,228	\$65,166	\$94,459	\$124,985	\$145,554	\$185,835
Top Finance Position	10	\$73,383		\$69,964	\$74,018	\$82,729	
Top Operations Position	5	\$93,175			\$80,968		
Greater than \$5 million							
CEO/Executive Director	21	\$251,532	\$125,323	\$152,683	\$242,844	\$288,301	\$373,436
Top Development Position	5	\$175,617			\$132,072		
Top Finance Position	15	\$166,349		\$107,596	\$154,733	\$211,916	
Top Operations Position	9	\$179,368			\$167,080		
Utah							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$35,121			\$24,000		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	20	\$63,228	\$36,690	\$43,000	\$61,022	\$78,033	\$90,961
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$64,917		\$49,888	\$65,000	\$87,756	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$103,453		\$78,553	\$93,863	\$113,703	
Greater than \$5 million							
CEO/Executive Director	8	\$234,512			\$206,725		
Top Finance Position	5	\$135,710			\$148,272		
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$162,348			\$143,467		
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$112,735			\$106,299		
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$94,473			\$91,713		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	13	\$50,833		\$34,858	\$48,358	\$52,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$96,771			\$85,058		
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$104,318	\$45,923	\$68,617	\$85,680	\$127,574	\$186,320

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	24	\$270,341	\$97,776	\$108,239	\$152,621	\$348,540	\$627,510
Top Finance Position	11	\$204,102		\$150,514	\$169,786	\$236,036	
Top Program Position	5	\$180,211			\$138,201		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	14	\$57,020		\$31,232	\$53,498	\$77,796	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$115,135			\$125,502		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	9	\$67,563			\$67,147		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$98,704			\$91,506		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$109,618		\$90,740	\$103,312	\$105,966	
Top Finance Position	5	\$95,087			\$104,487		
Greater than \$5 million							
CEO/Executive Director	14	\$320,093		\$163,524	\$278,350	\$426,417	
Top Finance Position	10	\$145,667		\$113,001	\$123,403	\$158,928	
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$63,652			\$64,363		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$102,355		\$81,302	\$92,016	\$128,730	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	17	\$48,540		\$31,437	\$42,000	\$59,904	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$71,633		\$56,159	\$69,741	\$83,499	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$89,092	\$51,685	\$67,212	\$78,315	\$120,237	\$127,413
Top Finance Position	5	\$62,491			\$54,165		
Greater than \$5 million							
CEO/Executive Director	9	\$139,521			\$120,872		
Top Finance Position	5	\$113,507			\$92,059		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	7	\$54,097			\$58,319		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$98,304			\$106,771		
Greater than \$5 million							
CEO/Executive Director	7	\$357,816			\$182,708		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	10	\$42,088		\$24,277	\$43,627	\$53,798	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$172,397			\$157,625		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	\$57,292			\$46,512		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$46,513			\$54,000		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$108,880			\$85,955		
Vermont							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$52,426			\$54,410		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$58,622			\$58,237		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	41	\$49,992	\$26,175	\$38,200	\$50,004	\$60,884	\$70,921
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$66,506		\$57,586	\$64,045	\$79,894	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$90,965	\$45,000	\$64,770	\$83,554	\$114,673	\$157,012
Greater than \$5 million							
CEO/Executive Director	6	\$197,971			\$201,593		
Top Finance Position	5	\$109,121			\$107,005		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	10	\$70,868		\$40,948	\$53,827	\$73,544	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$108,646			\$84,949		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$101,292			\$87,611		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	17	\$57,479		\$52,000	\$58,203	\$61,532	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	22	\$48,850	\$23,250	\$30,310	\$41,454	\$64,756	\$75,389
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$61,256			\$62,278		
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$106,509	\$62,223	\$79,828	\$97,558	\$120,384	\$138,950

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	25	\$284,155	\$104,112	\$155,663	\$218,702	\$374,335	\$556,403
Top Administrative Position	6	\$222,968			\$215,266		
Top Development Position	8	\$188,763			\$165,647		
Top Education Position	7	\$190,627			\$196,217		
Top Finance Position	19	\$162,161		\$90,864	\$146,741	\$196,895	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	19	\$59,533		\$40,208	\$53,712	\$60,185	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$74,132		\$52,819	\$81,933	\$95,164	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$109,496			\$90,000		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	16	\$54,492		\$40,510	\$51,737	\$59,196	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$73,001			\$76,440		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$134,627		\$89,386	\$117,878	\$125,964	
Top Finance Position	6	\$113,549			\$95,877		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	22	\$323,107	\$141,868	\$179,894	\$265,085	\$366,106	\$539,724
Top Finance Position	22	\$207,215	\$105,569	\$130,351	\$186,193	\$246,247	\$298,515
Top Human Resources Position	5	\$277,197			\$265,165		
Top Operations Position	7	\$367,460			\$202,000		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	7	\$73,137			\$60,658		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$108,539		\$96,593	\$102,183	\$113,447	
Greater than \$5 million							
CEO/Executive Director	6	\$134,052			\$130,196		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	28	\$40,405	\$22,938	\$29,871	\$35,915	\$50,435	\$58,876
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$60,254	\$42,476	\$49,971	\$58,913	\$67,129	\$83,198
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$88,727	\$60,600	\$69,855	\$81,887	\$96,745	\$123,858
Greater than \$5 million							
CEO/Executive Director	18	\$129,479		\$101,305	\$123,734	\$143,984	
Top Finance Position	7	\$102,434			\$88,114		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	8	\$42,842			\$42,587		
Greater than \$5 million							
CEO/Executive Director	11	\$192,765		\$138,708	\$184,836	\$208,812	
Top Finance Position	10	\$128,533		\$110,437	\$115,820	\$160,671	
Top Operations Position	5	\$147,630			\$161,009		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	14	\$46,817		\$23,877	\$48,947	\$56,395	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$78,164			\$72,677		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$89,857		\$65,200	\$93,572	\$116,812	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	10	\$50,655		\$43,412	\$46,926	\$61,916	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$102,489			\$100,465		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	22	\$46,719	\$20,912	\$29,228	\$41,626	\$54,097	\$63,266
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$50,476			\$51,948		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$106,102		\$76,074	\$104,400	\$141,515	
Greater than \$5 million							
CEO/Executive Director	5	\$207,110			\$173,448		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	115	\$47,932	\$23,662	\$29,682	\$41,008	\$59,631	\$72,680
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	\$91,996	\$48,732	\$62,626	\$74,500	\$94,786	\$143,559
Between \$1 million and \$5 million							
CEO/Executive Director	63	\$162,429	\$77,110	\$95,273	\$137,461	\$193,514	\$276,760
Top Finance Position	5	\$122,111			\$85,195		
Greater than \$5 million							
CEO/Executive Director	31	\$310,606	\$116,265	\$152,333	\$233,224	\$386,604	\$578,807
Top Development Position	12	\$183,107		\$144,572	\$169,428	\$231,669	
Top Finance Position	13	\$189,456		\$111,460	\$125,047	\$249,027	
Top Marketing Position	5	\$176,063			\$149,862		
Top Operations Position	8	\$259,680			\$198,513		
Top Program Position	5	\$223,116			\$171,961		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	10	\$74,320		\$50,075	\$60,903	\$92,547	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$94,335		\$69,425	\$90,980	\$112,889	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$205,484		\$121,561	\$147,734	\$226,675	
Greater than \$5 million							
Top Operations Position	5	\$258,122			\$274,180		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	31	\$56,513	\$27,692	\$37,226	\$54,093	\$68,713	\$88,812
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$96,966	\$56,531	\$68,682	\$85,697	\$118,530	\$158,534
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$180,935	\$75,868	\$100,700	\$158,143	\$265,901	\$302,692
Top Finance Position	6	\$81,504			\$77,629		
Top Operations Position	6	\$135,996			\$133,242		
Greater than \$5 million							
CEO/Executive Director	10	\$371,180		\$234,081	\$323,582	\$462,696	
Top Finance Position	6	\$220,362			\$231,059		
Top Operations Position	6	\$253,845			\$225,084		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	20	\$55,490	\$32,675	\$38,833	\$52,296	\$62,145	\$79,034

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Crime, Legal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$86,500			\$78,472		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$157,058		\$93,615	\$167,980	\$203,810	
Greater than \$5 million							
CEO/Executive Director	5	\$291,048			\$231,641		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	15	\$67,424		\$41,486	\$70,409	\$77,870	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$105,569			\$99,461		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$207,949	\$81,958	\$134,943	\$199,139	\$276,469	\$311,898
Greater than \$5 million							
CEO/Executive Director	12	\$474,954		\$278,402	\$490,116	\$564,652	
Top Development Position	6	\$208,274			\$181,741		
Top Education Position	7	\$208,122			\$159,515		
Top Finance Position	9	\$249,160			\$237,643		
Top Operations Position	6	\$308,249			\$281,942		
Top PR/Communications Position	5	\$199,796			\$193,408		
Top Technology Position	10	\$221,140		\$159,236	\$183,903	\$255,587	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	84	\$51,481	\$21,413	\$29,750	\$42,484	\$60,807	\$87,258
Top Administrative Position	5	\$40,307			\$41,923		
Top Program Position	5	\$46,211			\$33,500		
Between \$500 thousand and \$1 million							
CEO/Executive Director	53	\$93,171	\$41,673	\$50,833	\$83,327	\$117,320	\$166,851
Top Administrative Position	6	\$64,642			\$63,758		
Between \$1 million and \$5 million							
CEO/Executive Director	149	\$134,918	\$54,382	\$80,000	\$120,200	\$177,024	\$243,320
Top Administrative Position	12	\$70,656		\$42,432	\$60,706	\$82,358	
Top Finance Position	18	\$95,598		\$50,539	\$90,346	\$111,951	
Top Operations Position	14	\$147,433		\$105,729	\$165,667	\$188,254	
Top Technology Position	5	\$106,998			\$136,809		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	118	\$361,782	\$155,619	\$213,642	\$299,139	\$415,360	\$644,697
Top Administrative Position	30	\$204,903	\$132,316	\$158,768	\$187,097	\$230,446	\$269,741
Top Business Position	23	\$173,460	\$108,967	\$128,744	\$160,338	\$227,131	\$258,356
Top Development Position	49	\$209,077	\$117,959	\$148,139	\$192,365	\$242,911	\$353,451
Top Education Position	40	\$229,308	\$128,384	\$155,064	\$181,863	\$239,732	\$391,267
Top Finance Position	79	\$219,051	\$113,971	\$132,089	\$187,642	\$256,802	\$336,773
Top Human Resources Position	10	\$225,567		\$133,450	\$191,013	\$276,797	
Top Legal Position	11	\$343,833		\$241,990	\$267,998	\$462,761	
Top Marketing Position	9	\$205,883			\$176,668		
Top Operations Position	29	\$269,750	\$107,732	\$140,582	\$219,857	\$283,835	\$444,853
Top PR/Communications Position	10	\$201,007		\$147,928	\$199,761	\$236,935	
Top Program Position	11	\$167,387		\$137,124	\$147,290	\$208,062	
Top Technology Position	18	\$185,234		\$130,898	\$169,993	\$213,714	
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	8	\$65,907			\$64,007		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$92,030			\$88,123		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$138,877		\$89,207	\$123,098	\$141,965	
Top Finance Position	5	\$113,279			\$106,339		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	11	\$329,673		\$200,353	\$242,230	\$403,438	
Top Finance Position	10	\$167,729		\$144,681	\$152,163	\$194,418	
Top Operations Position	6	\$213,015			\$197,947		
Top Technology Position	5	\$193,573			\$174,327		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	30	\$63,330	\$35,997	\$52,100	\$58,767	\$72,652	\$82,845
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$104,265			\$114,481		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$152,516		\$103,511	\$132,302	\$202,054	
Greater than \$5 million							
CEO/Executive Director	14	\$357,847		\$202,829	\$345,726	\$435,257	
Top Development Position	9	\$267,127			\$215,872		
Top Finance Position	12	\$171,736		\$115,634	\$157,995	\$225,968	
Top Operations Position	5	\$221,825			\$181,621		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	6	\$60,441			\$61,910		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$63,456			\$60,203		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$88,578		\$49,991	\$75,036	\$117,715	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Food, Agriculture, and Nutrition							
Greater than \$5 million							
CEO/Executive Director	8	\$166,954			\$150,482		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	34	\$54,838	\$24,528	\$34,532	\$52,049	\$70,704	\$73,996
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$102,513	\$32,374	\$62,079	\$74,687	\$127,578	\$203,444
Between \$1 million and \$5 million							
CEO/Executive Director	53	\$156,863	\$69,302	\$101,579	\$126,265	\$177,675	\$274,644
Top Finance Position	13	\$112,887		\$52,500	\$81,331	\$125,873	
Top Operations Position	5	\$138,216			\$146,999		
Greater than \$5 million							
CEO/Executive Director	83	\$574,610	\$129,889	\$192,918	\$293,337	\$512,065	\$989,742
Top Administrative Position	15	\$197,263		\$147,295	\$169,146	\$206,196	
Top Development Position	7	\$148,908			\$154,404		
Top Finance Position	49	\$272,241	\$92,470	\$147,724	\$193,664	\$325,228	\$586,216
Top Human Resources Position	18	\$258,616		\$127,468	\$215,394	\$382,024	
Top Operations Position	29	\$288,178	\$109,423	\$169,207	\$238,866	\$365,612	\$572,323
Top Technology Position	19	\$317,737		\$160,026	\$235,840	\$388,481	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	27	\$51,639	\$26,242	\$35,599	\$48,000	\$64,822	\$76,278
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$71,652		\$59,800	\$73,800	\$81,500	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$124,659	\$71,522	\$85,060	\$121,493	\$154,174	\$180,193
Greater than \$5 million							
CEO/Executive Director	16	\$227,003		\$146,319	\$180,249	\$274,384	
Top Administrative Position	5	\$149,991			\$142,528		
Top Finance Position	9	\$168,378			\$167,626		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	131	\$49,056	\$25,000	\$32,635	\$47,840	\$60,388	\$77,000
Top Operations Position	5	\$47,976			\$54,000		
Top Program Position	6	\$36,783			\$34,099		
Between \$500 thousand and \$1 million							
CEO/Executive Director	58	\$73,458	\$45,180	\$53,247	\$71,429	\$85,840	\$104,321
Between \$1 million and \$5 million							
CEO/Executive Director	132	\$107,897	\$61,547	\$81,094	\$100,048	\$125,364	\$151,254
Top Administrative Position	8	\$96,586			\$106,305		
Top Finance Position	25	\$72,948	\$41,200	\$46,186	\$61,801	\$100,370	\$106,047
Top Operations Position	7	\$89,454			\$92,686		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	99	\$232,480	\$98,109	\$133,679	\$204,176	\$303,887	\$370,799
Top Administrative Position	12	\$144,619		\$121,710	\$135,976	\$147,611	
Top Business Position	8	\$141,787			\$148,860		
Top Development Position	15	\$152,781		\$132,049	\$144,098	\$178,108	
Top Facilities Position	6	\$149,959			\$140,061		
Top Finance Position	65	\$150,532	\$77,626	\$104,577	\$138,577	\$178,876	\$246,483
Top Human Resources Position	17	\$154,872		\$117,613	\$135,569	\$180,035	
Top Marketing Position	11	\$148,547		\$131,970	\$145,417	\$167,734	
Top Operations Position	31	\$174,464	\$100,748	\$116,331	\$164,254	\$217,860	\$252,456
Top PR/Communications Position	9	\$150,760			\$140,856		
Top Program Position	8	\$131,419			\$129,751		
Top Technology Position	11	\$177,518		\$148,300	\$160,751	\$207,830	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	21	\$51,293	\$20,187	\$31,000	\$44,273	\$60,658	\$99,697
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$105,743		\$51,244	\$80,864	\$165,788	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$190,034		\$123,672	\$174,560	\$226,855	
Greater than \$5 million							
CEO/Executive Director	15	\$328,207		\$231,219	\$312,765	\$371,149	
Top Finance Position	10	\$184,483		\$135,676	\$151,342	\$217,674	
Top Operations Position	7	\$269,473			\$269,625		
Top Program Position	7	\$202,578			\$193,250		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Medical Research							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$141,869			\$103,000		
Greater than \$5 million							
CEO/Executive Director	5	\$374,256			\$347,161		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	22	\$55,267	\$30,660	\$44,709	\$57,011	\$67,173	\$77,996
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$65,600		\$53,160	\$63,121	\$75,878	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$140,443		\$96,436	\$109,804	\$170,439	
Greater than \$5 million							
CEO/Executive Director	11	\$303,148		\$170,138	\$221,397	\$354,903	
Top Finance Position	5	\$159,202			\$152,833		
Mutual/Membership Benefit Organizations, Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$249,063			\$227,163		
Greater than \$5 million							
CEO/Executive Director	8	\$365,963			\$302,489		
Top Finance Position	6	\$191,726			\$169,339		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	23	\$56,927	\$26,720	\$35,156	\$59,294	\$77,192	\$88,713

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$97,364			\$88,067		
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$116,944	\$69,162	\$88,580	\$100,000	\$138,294	\$171,297
Greater than \$5 million							
CEO/Executive Director	14	\$281,216		\$182,323	\$234,043	\$342,985	
Top Finance Position	8	\$157,324			\$162,474		
Top Operations Position	5	\$182,410			\$170,226		
Public Safety, Disaster Preparedness, and Relief							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$177,588			\$111,883		
Greater than \$5 million							
CEO/Executive Director	8	\$283,899			\$259,384		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	18	\$65,611		\$36,309	\$50,400	\$79,959	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$96,897		\$59,112	\$86,060	\$116,041	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$191,443	\$93,605	\$116,999	\$149,521	\$235,921	\$317,997

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Public, Society Benefit—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	22	\$370,401	\$130,870	\$193,533	\$269,349	\$354,154	\$971,959
Top Finance Position	17	\$229,149		\$146,561	\$184,663	\$232,680	
Top Marketing Position	5	\$205,014			\$168,606		
Top Operations Position	7	\$185,527			\$185,981		
Top PR/Communications Position	6	\$171,107			\$147,122		
Top Technology Position	5	\$197,379			\$209,868		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	21	\$44,489	\$17,500	\$25,500	\$39,583	\$62,807	\$66,171
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$61,626		\$46,479	\$60,101	\$73,430	
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$118,327	\$58,525	\$83,744	\$111,321	\$135,598	\$188,215
Greater than \$5 million							
CEO/Executive Director	8	\$376,519			\$301,620		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	82	\$54,193	\$18,671	\$25,393	\$38,966	\$75,000	\$110,598
Top Finance Position	5	\$29,307			\$25,214		
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$79,883	\$40,975	\$47,625	\$81,250	\$110,719	\$123,368

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$122,269	\$44,273	\$93,741	\$115,713	\$149,095	\$193,852
Top Finance Position	5	\$95,451			\$81,000		
Greater than \$5 million							
CEO/Executive Director	6	\$253,201			\$184,669		
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$188,835		\$142,880	\$166,293	\$198,848	
Greater than \$5 million							
CEO/Executive Director	17	\$637,764		\$319,777	\$356,406	\$630,080	
Top Business Position	5	\$251,114			\$212,176		
Top Finance Position	13	\$306,764		\$204,565	\$258,905	\$286,404	
Top Human Resources Position	6	\$263,887			\$217,462		
Top Marketing Position	5	\$189,071			\$163,939		
Top Operations Position	11	\$377,494		\$255,470	\$294,726	\$410,795	
Top Program Position	5	\$357,477			\$253,777		
Top Technology Position	12	\$278,264		\$192,030	\$219,750	\$304,377	
Social Science Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$239,161			\$169,271		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	32	\$53,071	\$23,442	\$34,643	\$48,130	\$68,354	\$71,363

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$81,204		\$69,694	\$78,062	\$100,614	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$130,242	\$69,038	\$83,273	\$128,455	\$163,727	\$213,491
Greater than \$5 million							
CEO/Executive Director	6	\$384,921			\$311,495		
Washington							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	17	\$44,172		\$27,480	\$48,000	\$57,792	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$74,943		\$52,933	\$69,109	\$81,845	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$86,528		\$79,041	\$84,975	\$102,387	
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	102	\$51,129	\$24,428	\$32,400	\$47,671	\$65,000	\$75,556
Top Administrative Position	6	\$63,395			\$36,117		
Between \$500 thousand and \$1 million							
CEO/Executive Director	50	\$81,817	\$42,183	\$53,404	\$69,978	\$94,189	\$143,574

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	55	\$115,687	\$68,519	\$85,141	\$109,240	\$142,204	\$163,764
Top Finance Position	10	\$87,832		\$68,361	\$84,247	\$95,952	
Greater than \$5 million							
CEO/Executive Director	18	\$219,780		\$148,770	\$190,439	\$251,149	
Top Administrative Position	6	\$152,498			\$152,127		
Top Business Position	5	\$182,362			\$177,523		
Top Development Position	7	\$179,666			\$178,445		
Top Finance Position	17	\$131,448		\$95,657	\$124,823	\$173,510	
Top Marketing Position	7	\$158,330			\$149,000		
Top Operations Position	7	\$171,382			\$192,889		
Top PR/Communications Position	5	\$136,185			\$133,533		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	13	\$67,831		\$60,630	\$64,553	\$79,949	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$110,765			\$128,446		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	36	\$58,505	\$21,812	\$40,978	\$58,120	\$73,949	\$86,931
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$101,484		\$78,300	\$85,090	\$113,249	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$103,026		\$68,866	\$92,826	\$123,471	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	24	\$59,125	\$35,578	\$41,589	\$53,979	\$67,770	\$84,142
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$71,171			\$73,301		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$106,197			\$102,250		
Greater than \$5 million							
CEO/Executive Director	5	\$177,978			\$171,456		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	16	\$64,850		\$40,000	\$62,487	\$77,381	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$91,061			\$96,808		
Greater than \$5 million							
CEO/Executive Director	5	\$310,279			\$335,349		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	76	\$51,641	\$23,987	\$32,816	\$48,395	\$64,050	\$78,150
Top Finance Position	5	\$56,230			\$32,768		
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	\$77,804	\$42,958	\$56,794	\$70,342	\$87,412	\$119,422
Top Finance Position	7	\$75,033			\$57,991		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	107	\$117,238	\$59,888	\$81,120	\$107,279	\$145,548	\$191,824
Top Administrative Position	5	\$76,423			\$87,044		
Top Education Position	6	\$129,339			\$127,326		
Top Finance Position	17	\$100,103		\$62,120	\$103,619	\$127,367	
Top Operations Position	7	\$92,015			\$92,360		
Greater than \$5 million							
CEO/Executive Director	62	\$274,336	\$117,035	\$162,611	\$233,418	\$384,546	\$480,223
Top Administrative Position	12	\$136,588		\$112,841	\$126,777	\$172,055	
Top Business Position	8	\$169,140			\$166,130		
Top Development Position	23	\$164,683	\$104,537	\$126,919	\$147,351	\$191,457	\$224,097
Top Education Position	19	\$197,673		\$145,899	\$175,645	\$256,474	
Top Finance Position	54	\$160,003	\$86,231	\$110,297	\$145,841	\$205,604	\$246,263
Top Operations Position	14	\$158,524		\$117,593	\$144,440	\$199,834	
Top PR/Communications Position	5	\$172,931			\$186,962		
Top Technology Position	12	\$145,448		\$121,423	\$148,510	\$165,083	
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	7	\$45,923			\$41,054		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$67,111			\$63,731		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$110,878		\$98,860	\$104,202	\$121,492	
Top Finance Position	6	\$103,305			\$96,794		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	17	\$194,249		\$119,196	\$139,455	\$180,872	
Top Finance Position	7	\$123,393			\$108,842		
Top Operations Position	6	\$203,379			\$181,557		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	43	\$58,420	\$31,028	\$39,245	\$54,538	\$75,782	\$88,850
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$92,586		\$80,423	\$87,936	\$102,744	
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$112,413	\$71,737	\$95,245	\$116,333	\$133,629	\$145,951
Top Finance Position	6	\$99,559			\$101,790		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	12	\$38,021		\$24,001	\$33,908	\$49,581	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$76,811			\$80,776		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$97,798		\$65,710	\$86,922	\$106,253	
Greater than \$5 million							
CEO/Executive Director	9	\$134,220			\$118,428		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	39	\$54,678	\$24,768	\$37,672	\$49,077	\$69,800	\$88,071
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$98,702		\$72,374	\$92,023	\$106,493	
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$132,230	\$51,432	\$80,853	\$130,414	\$184,320	\$221,013
Top Finance Position	6	\$139,530			\$103,548		
Greater than \$5 million							
CEO/Executive Director	78	\$492,824	\$166,886	\$213,855	\$296,497	\$581,322	\$1,120,108
Top Administrative Position	15	\$305,605		\$151,760	\$205,131	\$402,556	
Top Business Position	6	\$464,928			\$183,336		
Top Development Position	10	\$211,840		\$138,586	\$171,652	\$257,244	
Top Finance Position	55	\$296,954	\$110,291	\$146,956	\$195,178	\$356,112	\$514,549
Top Human Resources Position	12	\$366,828		\$154,896	\$299,769	\$403,758	
Top Legal Position	6	\$515,777			\$309,145		
Top Operations Position	35	\$337,298	\$133,430	\$176,031	\$284,216	\$394,004	\$602,657
Top Program Position	6	\$222,364			\$212,741		
Top Technology Position	11	\$426,567		\$155,359	\$227,083	\$506,294	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	23	\$54,651	\$25,440	\$45,000	\$59,501	\$65,029	\$72,820
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$69,010	\$43,269	\$52,827	\$64,133	\$86,422	\$97,241

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	39	\$100,384	\$60,000	\$76,215	\$96,434	\$120,953	\$146,770
Top Finance Position	9	\$65,324			\$67,872		
Greater than \$5 million							
CEO/Executive Director	8	\$172,722			\$159,618		
Top Finance Position	5	\$135,879			\$140,073		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	101	\$52,303	\$25,000	\$35,098	\$49,400	\$63,097	\$80,004
Top Program Position	5	\$35,184			\$32,161		
Between \$500 thousand and \$1 million							
CEO/Executive Director	72	\$74,457	\$45,060	\$58,787	\$72,125	\$87,020	\$105,473
Top Finance Position	7	\$49,514			\$46,725		
Between \$1 million and \$5 million							
CEO/Executive Director	143	\$95,374	\$57,499	\$70,398	\$97,207	\$117,075	\$133,755
Top Finance Position	23	\$74,636	\$46,889	\$53,707	\$74,799	\$89,426	\$109,883
Top Operations Position	11	\$84,867		\$66,371	\$74,109	\$102,302	

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	95	\$174,985	\$94,121	\$117,413	\$150,743	\$202,840	\$272,696
Top Administrative Position	7	\$123,554			\$136,389		
Top Development Position	8	\$158,101			\$136,994		
Top Finance Position	63	\$116,356	\$59,975	\$83,474	\$114,256	\$134,410	\$168,656
Top Human Resources Position	13	\$141,700		\$118,788	\$135,334	\$169,154	
Top Marketing Position	5	\$138,528			\$138,980		
Top Operations Position	27	\$148,382	\$84,223	\$104,967	\$129,667	\$157,864	\$241,378
Top Program Position	7	\$133,941			\$130,901		
Top Technology Position	5	\$137,471			\$143,527		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	22	\$55,543	\$21,310	\$32,815	\$50,082	\$65,333	\$89,287
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$169,974		\$108,914	\$132,495	\$173,335	
Greater than \$5 million							
CEO/Executive Director	5	\$389,937			\$391,638		
Medical Research							
Greater than \$5 million							
CEO/Executive Director	7	\$543,167			\$349,483		
Top Finance Position	5	\$340,839			\$344,220		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	15	\$43,280		\$32,417	\$46,000	\$51,645	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$65,449			\$66,721		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$134,007		\$91,743	\$115,086	\$141,915	
Top Finance Position	5	\$85,666			\$78,230		
Greater than \$5 million							
CEO/Executive Director	32	\$176,164	\$113,582	\$141,239	\$176,804	\$198,131	\$261,800
Top Finance Position	21	\$121,350	\$75,802	\$101,691	\$119,113	\$139,994	\$153,865
Top Operations Position	11	\$149,634		\$125,974	\$132,259	\$159,154	
Top Technology Position	5	\$130,346			\$123,907		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	13	\$63,983		\$45,406	\$59,658	\$78,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$61,146			\$58,984		
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$118,070	\$66,236	\$76,676	\$117,542	\$152,955	\$180,688
Top Finance Position	8	\$74,680			\$70,909		
Greater than \$5 million							
CEO/Executive Director	12	\$213,485		\$158,470	\$217,543	\$260,743	
Top Finance Position	7	\$134,968			\$113,126		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	\$79,861			\$91,667		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$104,027			\$111,464		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$130,696			\$125,613		
Greater than \$5 million							
CEO/Executive Director	5	\$223,760			\$216,533		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	31	\$45,653	\$23,100	\$32,008	\$48,000	\$54,101	\$67,633
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$93,299			\$99,465		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$106,877	\$58,129	\$87,016	\$99,061	\$132,830	\$177,425
Greater than \$5 million							
CEO/Executive Director	6	\$199,661			\$217,925		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	78	\$49,447	\$24,313	\$33,330	\$47,573	\$63,188	\$80,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$83,339		\$63,395	\$84,009	\$98,268	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$89,221			\$89,583		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Unknown							
\$500 thousand or less							
CEO/Executive Director	17	\$53,821		\$39,062	\$51,288	\$64,872	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$130,784			\$82,427		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$103,700		\$71,397	\$108,586	\$129,505	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	42	\$57,453	\$26,563	\$40,694	\$51,144	\$73,437	\$81,712
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	\$74,702	\$45,400	\$60,000	\$74,067	\$90,038	\$107,503
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$130,171	\$77,738	\$102,638	\$119,897	\$132,602	\$152,356
Greater than \$5 million							
CEO/Executive Director	7	\$187,052			\$132,632		
West Virginia							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	17	\$41,583		\$34,871	\$45,000	\$48,000	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$93,263			\$90,733		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	12	\$50,451		\$35,609	\$49,507	\$63,736	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$80,057			\$68,922		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$90,252		\$68,075	\$80,206	\$90,387	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	9	\$48,467			\$45,000		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	11	\$50,224		\$30,317	\$48,053	\$68,161	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$78,788			\$66,200		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$92,491		\$67,368	\$80,251	\$114,055	
Greater than \$5 million							
CEO/Executive Director	14	\$237,082		\$113,788	\$214,686	\$369,077	
Top Education Position	7	\$141,546			\$163,278		
Top Finance Position	8	\$177,869			\$138,668		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$91,372		\$78,266	\$90,511	\$102,755	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	7	\$51,104			\$46,810		
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$98,895	\$60,921	\$71,095	\$87,462	\$120,782	\$128,315
Top Finance Position	8	\$95,705			\$83,428		
Top Operations Position	6	\$189,526			\$89,420		
Greater than \$5 million							
CEO/Executive Director	40	\$345,926	\$109,471	\$144,770	\$210,533	\$440,418	\$667,218
Top Administrative Position	6	\$323,444			\$133,054		
Top Finance Position	35	\$211,839	\$74,990	\$98,616	\$140,853	\$263,163	\$393,243
Top Human Resources Position	5	\$389,017			\$355,775		
Top Legal Position	7	\$442,024			\$403,579		
Top Operations Position	18	\$262,217		\$132,586	\$223,885	\$289,460	
Top Technology Position	5	\$420,103			\$353,361		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$86,587			\$85,537		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	30	\$40,986	\$28,938	\$33,114	\$40,123	\$49,718	\$56,127
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$53,208	\$34,142	\$43,504	\$49,019	\$61,177	\$72,105

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	53	\$72,172	\$45,124	\$56,480	\$71,452	\$82,166	\$102,476
Top Finance Position	11	\$62,808		\$45,647	\$53,228	\$83,581	
Greater than \$5 million							
CEO/Executive Director	22	\$131,267	\$75,870	\$91,527	\$120,868	\$170,444	\$192,896
Top Finance Position	16	\$96,204		\$84,822	\$95,653	\$109,775	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	\$39,158			\$42,439		
Greater than \$5 million							
CEO/Executive Director	10	\$138,066		\$115,627	\$129,838	\$157,548	
Top Finance Position	8	\$106,750			\$97,280		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$95,871		\$71,444	\$79,701	\$90,165	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	\$43,665		\$30,481	\$39,036	\$49,842	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$109,228			\$106,994		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	17	\$41,401		\$31,200	\$41,000	\$50,100	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$39,824			\$36,808		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$90,514			\$88,082		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	89	\$46,159	\$23,461	\$31,193	\$45,047	\$57,919	\$68,887
Top Finance Position	5	\$53,154			\$54,125		
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	\$72,975	\$44,004	\$58,080	\$69,977	\$86,239	\$96,511
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$121,837	\$61,403	\$78,660	\$109,473	\$159,980	\$176,614
Top Finance Position	7	\$85,848			\$82,430		
Greater than \$5 million							
CEO/Executive Director	12	\$269,245		\$186,269	\$247,724	\$294,113	
Top Finance Position	9	\$120,100			\$124,685		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	7	\$59,603			\$59,793		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$109,106			\$93,890		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	40	\$59,151	\$25,067	\$32,056	\$54,804	\$87,222	\$95,160
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$89,493		\$63,465	\$81,679	\$107,577	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$152,409		\$80,694	\$133,310	\$196,665	
Greater than \$5 million							
CEO/Executive Director	9	\$275,803			\$198,512		
Top Finance Position	6	\$152,572			\$135,887		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	14	\$61,896		\$54,167	\$67,738	\$73,090	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$130,562		\$75,948	\$101,831	\$124,566	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	15	\$50,025		\$33,212	\$50,000	\$69,107	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$114,610			\$115,259		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$125,479			\$98,582		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	58	\$54,500	\$27,050	\$38,699	\$50,100	\$66,846	\$89,180
Top Administrative Position	7	\$41,285			\$42,275		
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$82,674	\$45,969	\$59,632	\$74,258	\$106,449	\$121,465
Between \$1 million and \$5 million							
CEO/Executive Director	65	\$121,377	\$66,664	\$82,890	\$109,416	\$134,419	\$192,064
Top Administrative Position	7	\$90,709			\$102,944		
Top Finance Position	9	\$81,293			\$67,935		
Greater than \$5 million							
CEO/Executive Director	60	\$270,477	\$92,247	\$135,529	\$220,976	\$300,772	\$505,041
Top Administrative Position	12	\$227,734		\$150,913	\$201,908	\$211,498	
Top Business Position	10	\$195,055		\$139,570	\$160,418	\$208,203	
Top Development Position	15	\$237,085		\$128,207	\$177,160	\$241,205	
Top Education Position	20	\$222,476	\$123,878	\$136,404	\$160,663	\$182,838	\$246,483
Top Finance Position	36	\$181,296	\$76,184	\$103,761	\$157,656	\$215,953	\$270,561
Top Human Resources Position	6	\$160,744			\$109,805		
Top Marketing Position	6	\$165,431			\$152,779		
Top Operations Position	12	\$291,157		\$161,777	\$176,395	\$335,425	
Top Technology Position	8	\$226,166			\$165,704		
Employment, Job-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$78,597			\$77,990		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$109,601	\$79,287	\$95,776	\$106,058	\$119,763	\$131,634
Top Finance Position	8	\$97,952			\$79,902		
Greater than \$5 million							
CEO/Executive Director	7	\$187,027			\$150,137		
Top Finance Position	6	\$124,048			\$106,179		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	22	\$57,230	\$34,658	\$47,442	\$58,332	\$67,677	\$77,253
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$80,470	\$61,583	\$70,938	\$85,292	\$91,099	\$97,761
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$108,410		\$89,593	\$102,290	\$117,005	
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	18	\$48,106		\$36,921	\$51,230	\$55,230	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$60,475			\$55,737		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$85,528		\$73,055	\$83,747	\$100,330	
Greater than \$5 million							
CEO/Executive Director	7	\$117,364			\$124,507		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	34	\$64,193	\$26,839	\$41,250	\$62,897	\$71,507	\$80,492
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$97,227		\$73,531	\$83,087	\$107,953	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$148,895	\$76,623	\$90,145	\$110,637	\$150,289	\$212,946
Top Finance Position	7	\$88,384			\$98,706		
Greater than \$5 million							
CEO/Executive Director	94	\$525,329	\$131,423	\$181,199	\$274,481	\$451,083	\$871,632
Top Administrative Position	15	\$195,912		\$118,023	\$161,505	\$202,820	
Top Business Position	5	\$241,497			\$206,991		
Top Development Position	7	\$264,895			\$249,900		
Top Finance Position	65	\$288,755	\$128,035	\$150,133	\$206,270	\$292,288	\$648,540
Top Human Resources Position	15	\$284,181		\$185,721	\$215,642	\$402,415	
Top Legal Position	5	\$645,228			\$572,436		
Top Operations Position	32	\$320,189	\$117,254	\$142,782	\$234,276	\$277,899	\$548,797
Top Technology Position	9	\$252,697			\$205,861		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	22	\$52,440	\$20,324	\$30,500	\$45,646	\$59,818	\$100,458
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$67,879		\$49,035	\$66,291	\$82,688	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$93,830	\$41,348	\$68,952	\$91,280	\$110,660	\$137,793

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Housing, Shelter							
Greater than \$5 million							
CEO/Executive Director	12	\$143,924		\$110,206	\$119,363	\$139,676	
Top Finance Position	9	\$77,377			\$81,647		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	115	\$47,714	\$19,815	\$30,734	\$49,920	\$61,136	\$69,237
Top Administrative Position	5	\$40,282			\$35,521		
Top Finance Position	7	\$32,081			\$32,166		
Between \$500 thousand and \$1 million							
CEO/Executive Director	66	\$74,071	\$49,172	\$53,590	\$69,409	\$84,692	\$113,211
Between \$1 million and \$5 million							
CEO/Executive Director	130	\$103,947	\$56,471	\$75,092	\$95,026	\$124,405	\$154,501
Top Administrative Position	5	\$73,536			\$67,365		
Top Finance Position	22	\$91,004	\$46,291	\$63,961	\$78,918	\$96,483	\$151,912
Top Operations Position	8	\$102,931			\$88,247		
Greater than \$5 million							
CEO/Executive Director	85	\$203,493	\$109,410	\$141,644	\$175,965	\$230,936	\$337,101
Top Administrative Position	17	\$168,851		\$127,073	\$141,821	\$195,060	
Top Development Position	6	\$149,255			\$128,875		
Top Finance Position	63	\$129,614	\$69,110	\$86,302	\$119,432	\$158,694	\$201,293
Top Human Resources Position	10	\$132,869		\$121,889	\$131,423	\$136,072	
Top Operations Position	27	\$160,451	\$115,973	\$124,786	\$152,239	\$179,365	\$212,309
Top Program Position	8	\$150,965			\$126,171		
Top Technology Position	8	\$202,062			\$191,664		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	8	\$53,911			\$57,337		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	18	\$46,317		\$38,115	\$46,121	\$58,414	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$72,481		\$58,382	\$69,208	\$84,732	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$98,342		\$76,966	\$89,002	\$129,651	
Top Finance Position	5	\$63,017			\$68,488		
Greater than \$5 million							
CEO/Executive Director	9	\$252,160			\$152,379		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	16	\$54,796		\$46,504	\$55,734	\$65,642	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$71,498			\$68,625		
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$110,444	\$69,428	\$82,663	\$101,884	\$134,447	\$157,270
Top Finance Position	5	\$65,886			\$63,859		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	15	\$238,632		\$119,345	\$181,027	\$326,716	
Top Development Position	6	\$165,391			\$140,695		
Top Finance Position	8	\$161,041			\$156,939		
Top Operations Position	5	\$183,919			\$159,460		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	\$42,550		\$22,702	\$48,000	\$53,223	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$103,032			\$92,087		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$123,205		\$78,303	\$119,320	\$150,319	
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	19	\$47,835		\$33,302	\$49,250	\$58,499	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$73,120		\$54,222	\$76,130	\$83,551	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$94,479	\$54,817	\$75,527	\$91,114	\$100,248	\$111,297
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	38	\$55,631	\$20,886	\$36,219	\$53,861	\$65,927	\$80,986

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$69,956		\$47,446	\$71,921	\$90,735	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$96,377	\$60,017	\$77,243	\$94,046	\$122,579	\$124,929
Top Finance Position	5	\$67,301			\$55,706		
Greater than \$5 million							
CEO/Executive Director	8	\$156,437			\$128,721		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	30	\$53,184	\$32,247	\$39,776	\$49,430	\$63,974	\$78,602
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$77,265		\$58,058	\$73,052	\$83,873	
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$138,508	\$80,938	\$98,509	\$125,027	\$170,252	\$211,752
Greater than \$5 million							
CEO/Executive Director	5	\$243,082			\$249,492		
Wyoming							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$48,062			\$52,220		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	\$42,223			\$40,735		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	\$48,614			\$48,238		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	6	\$45,867			\$37,789		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	9	\$46,268			\$44,508		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$109,222		\$79,372	\$97,228	\$129,689	
Greater than \$5 million							
CEO/Executive Director	8	\$219,812			\$130,073		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	\$48,643			\$33,231		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	5	\$60,664			\$62,140		

501(c)(3) Organizations Compensation State by NTEE

Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	7	\$61,265			\$54,000		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	6	\$50,278			\$46,519		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$74,365			\$67,339		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	32	\$49,501	\$36,024	\$38,308	\$47,868	\$59,636	\$68,108
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$59,100		\$50,558	\$54,783	\$71,119	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$73,996	\$53,576	\$61,620	\$72,130	\$80,363	\$97,508
Greater than \$5 million							
CEO/Executive Director	6	\$146,109			\$131,929		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	8	\$49,410			\$55,442		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$125,830		\$110,219	\$128,698	\$143,004	

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	\$48,550			\$49,509		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	\$48,541			\$48,747		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	11	\$58,306		\$25,775	\$55,252	\$78,697	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	10	\$55,526		\$45,860	\$52,762	\$61,650	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	10	\$88,578		\$51,775	\$71,600	\$117,064	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	13	\$68,444		\$32,000	\$68,077	\$85,000	
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	6	\$118,153			\$94,834		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	6	\$65,561			\$64,640		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	13	\$70,023		\$48,457	\$51,517	\$86,673	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	\$120,458			\$127,122		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	12	\$61,165		\$45,688	\$67,092	\$71,660	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	5	\$67,814			\$54,231		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	\$91,750			\$73,700		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	5	\$57,785			\$60,000		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	9	\$84,386			\$57,600		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	\$69,059			\$70,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	42	\$102,448	\$33,033	\$54,779	\$98,277	\$115,925	\$166,665
Top Finance Position	9	\$92,089			\$74,013		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	12	\$239,973		\$121,499	\$273,217	\$305,143	
Top Administrative Position	7	\$151,440			\$116,601		
Top Education Position	9	\$160,713			\$137,281		
Top Finance Position	10	\$179,146		\$125,017	\$173,385	\$203,895	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	16	\$117,546		\$47,075	\$82,414	\$183,974	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	7	\$55,676			\$56,827		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	12	\$68,432		\$40,526	\$57,840	\$76,086	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	10	\$63,017		\$35,865	\$58,371	\$83,691	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	14	\$232,386		\$158,260	\$208,566	\$296,292	
Top Operations Position	5	\$127,312			\$138,719		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	6	\$399,831			\$89,975		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$118,314			\$63,340		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	19	\$324,829		\$141,941	\$205,579	\$442,839	
Top Finance Position	9	\$314,597			\$185,347		
Top Operations Position	6	\$426,028			\$324,799		
Health—General and Rehabilitative: Nursing							
Top Administrative Position	5	\$141,085			\$130,859		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	\$63,538			\$45,327		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	5	\$134,241			\$129,123		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	11	\$98,336		\$45,254	\$63,750	\$123,506	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	\$126,524			\$40,583		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	42	\$83,408	\$35,138	\$47,920	\$73,043	\$98,658	\$119,855
Top Finance Position	8	\$84,877			\$69,445		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	27	\$70,283	\$24,200	\$37,157	\$52,250	\$101,364	\$140,379
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	31	\$66,345	\$25,702	\$39,394	\$57,292	\$78,894	\$120,003
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	47	\$106,262	\$33,228	\$43,389	\$75,000	\$121,379	\$176,437
Top Finance Position	13	\$89,020		\$51,869	\$91,181	\$112,992	

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	8	\$124,077			\$62,750		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	\$94,124			\$67,548		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	19	\$137,324		\$56,160	\$83,254	\$141,766	
Top Finance Position	6	\$152,526			\$162,718		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$62,567			\$67,512		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	7	\$52,883			\$60,000		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	5	\$35,367			\$29,256		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	11	\$97,188		\$69,068	\$87,943	\$131,407	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	27	\$71,476	\$34,558	\$46,770	\$59,262	\$92,088	\$126,374
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	11	\$73,032		\$50,184	\$71,359	\$87,393	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	8	\$104,150			\$92,899		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	\$102,796			\$78,000		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	\$111,363			\$103,903		
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	6	\$461,588			\$155,471		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	84	\$59,849	\$19,501	\$28,147	\$49,260	\$82,020	\$110,485
Top Finance Position	7	\$43,089			\$43,636		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	10	\$66,907		\$45,240	\$56,216	\$83,050	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	8	\$104,076			\$113,214		
Unknown							
CEO/Executive Director	8	\$77,721			\$67,148		
Youth Development: Scouting							
CEO/Executive Director	7	\$119,630			\$95,000		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	11	\$74,146		\$52,281	\$70,620	\$103,557	
Youth Development: Youth Development Programs							
CEO/Executive Director	16	\$77,950		\$49,154	\$75,901	\$103,893	
Alaska							
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	6	\$131,736			\$147,870		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	12	\$104,823		\$42,687	\$57,452	\$140,765	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	14	\$84,364		\$57,906	\$71,259	\$94,601	
Top Administrative Position	11	\$81,308		\$60,271	\$70,532	\$90,320	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	10	\$60,921		\$52,805	\$58,893	\$67,595	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	12	\$72,482		\$43,464	\$63,133	\$90,534	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	\$139,380			\$68,955		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	\$93,721			\$64,388		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$107,379		\$72,836	\$103,879	\$130,404	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	14	\$82,850		\$65,947	\$73,973	\$101,189	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	5	\$129,358			\$119,983		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	\$59,978			\$53,533		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	14	\$264,193		\$93,192	\$183,311	\$363,261	
Top Finance Position	10	\$223,403		\$111,842	\$180,542	\$288,805	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	8	\$496,696			\$433,464		
Top Finance Position	7	\$266,688			\$234,531		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$96,187			\$89,672		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Housing, Shelter: Housing Support							
CEO/Executive Director	6	\$119,447			\$92,004		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	28	\$127,686	\$41,471	\$74,604	\$110,780	\$168,521	\$197,428
Top Finance Position	6	\$194,799			\$188,938		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	\$76,446			\$67,221		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	9	\$101,697			\$92,224		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$109,823			\$119,110		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$80,311			\$82,805		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	\$116,641			\$114,944		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	11	\$100,336		\$76,958	\$102,638	\$125,944	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	\$82,184			\$60,000		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	\$50,677			\$32,770		
Unknown							
CEO/Executive Director	9	\$130,174			\$85,410		
Top Finance Position	5	\$125,874			\$115,954		
Arizona							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	17	\$78,316		\$41,200	\$63,085	\$82,736	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	5	\$112,591			\$46,920		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	21	\$81,051	\$35,400	\$43,954	\$62,203	\$99,760	\$134,818
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	5	\$210,065			\$76,530		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	9	\$64,017			\$71,400		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	8	\$54,280			\$59,032		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	13	\$93,818		\$30,000	\$77,879	\$128,372	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	35	\$91,095	\$25,000	\$40,700	\$52,994	\$109,179	\$216,486
Top Finance Position	6	\$59,400			\$55,290		
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	5	\$166,672			\$111,154		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	10	\$94,212		\$57,259	\$109,396	\$131,049	
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	7	\$191,446			\$122,000		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	18	\$103,982		\$54,678	\$82,411	\$112,921	
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	6	\$55,651			\$44,975		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	8	\$160,805			\$109,752		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	6	\$88,524			\$71,638		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	\$138,686			\$109,189		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	5	\$67,665			\$70,796		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	9	\$79,217			\$58,897		
Top Finance Position	5	\$48,436			\$49,500		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	23	\$101,401	\$35,552	\$57,296	\$80,736	\$146,464	\$179,264
Top Finance Position	7	\$67,580			\$50,574		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	13	\$105,172		\$54,000	\$92,500	\$121,998	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	175	\$104,366	\$47,598	\$69,248	\$95,413	\$120,105	\$169,686
Top Administrative Position	24	\$101,483	\$38,706	\$57,448	\$90,097	\$119,866	\$189,369
Top Business Position	9	\$72,318			\$57,037		
Top Education Position	6	\$115,218			\$114,029		
Top Finance Position	29	\$90,223	\$33,916	\$65,686	\$86,099	\$125,042	\$147,422
Top Operations Position	9	\$119,002			\$115,188		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	10	\$157,794		\$86,259	\$123,020	\$212,314	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	23	\$158,276	\$43,692	\$72,500	\$120,313	\$186,051	\$293,047
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	17	\$87,819		\$60,394	\$75,957	\$108,507	
Educational Institutions and Related Activities: Vocational & Technical Schools							
CEO/Executive Director	5	\$125,587			\$70,219		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	12	\$67,534		\$49,647	\$62,099	\$75,073	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	6	\$118,034			\$86,974		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	15	\$104,428		\$66,154	\$81,981	\$151,932	
Top Finance Position	6	\$84,348			\$88,144		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	10	\$105,876		\$52,487	\$85,876	\$133,048	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	21	\$183,207	\$35,086	\$60,192	\$184,123	\$272,147	\$301,975
Top Finance Position	10	\$143,736		\$115,485	\$121,822	\$153,503	
Top Operations Position	7	\$229,975			\$168,823		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	6	\$96,735			\$71,820		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	8	\$327,745			\$286,781		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	26	\$861,795	\$112,424	\$221,044	\$295,555	\$434,375	\$1,244,565
Top Finance Position	23	\$341,848	\$89,457	\$116,126	\$182,678	\$379,496	\$695,611
Top Human Resources Position	7	\$492,195			\$392,595		
Top Operations Position	12	\$612,454		\$181,920	\$239,200	\$550,559	
Top Technology Position	8	\$255,739			\$250,759		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	6	\$165,981			\$149,468		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	5	\$115,961			\$49,616		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	8	\$143,385			\$96,125		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	19	\$100,993		\$62,449	\$91,511	\$131,501	
Housing, Shelter: Housing Support							
CEO/Executive Director	5	\$74,699			\$72,471		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Housing, Shelter: Temporary Housing							
CEO/Executive Director	13	\$93,824		\$47,800	\$62,400	\$133,923	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	65	\$103,681	\$37,840	\$53,280	\$87,128	\$133,544	\$201,543
Top Finance Position	16	\$116,489		\$67,337	\$92,491	\$136,959	
Top Operations Position	8	\$75,026			\$72,913		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	42	\$106,820	\$34,181	\$52,275	\$89,572	\$146,750	\$202,542
Top Finance Position	13	\$93,215		\$55,252	\$106,032	\$125,815	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	11	\$65,000		\$50,260	\$59,160	\$79,313	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	30	\$87,390	\$22,981	\$38,527	\$70,635	\$119,894	\$151,244
Top Finance Position	5	\$89,721			\$70,049		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	59	\$106,498	\$35,143	\$49,000	\$83,600	\$127,651	\$220,647
Top Finance Position	13	\$114,831		\$86,821	\$112,289	\$126,287	
Top Operations Position	6	\$178,574			\$128,210		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	9	\$127,272			\$107,629		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	\$82,473			\$60,281		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	19	\$156,320		\$71,697	\$104,384	\$223,875	
Top Finance Position	5	\$224,044			\$187,287		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	10	\$77,371		\$49,858	\$56,300	\$105,022	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	9	\$81,863			\$77,198		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	19	\$159,036		\$90,708	\$120,971	\$223,850	
Top Finance Position	6	\$130,839			\$129,994		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	15	\$184,736		\$133,014	\$179,559	\$225,321	
Top Finance Position	5	\$106,676			\$93,670		
Top Operations Position	6	\$126,926			\$109,112		
Mutual/Membership Benefit Organizations, Other: Service and Other							
CEO/Executive Director	5	\$142,285			\$55,000		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	7	\$209,210			\$229,500		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	10	\$188,662		\$100,038	\$194,790	\$231,629	
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	8	\$143,792			\$116,813		
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	5	\$62,619			\$66,000		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	5	\$74,740			\$64,950		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	19	\$64,327		\$36,600	\$49,394	\$96,159	
Top Finance Position	5	\$48,674			\$55,800		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	77	\$70,423	\$23,640	\$36,366	\$60,394	\$81,761	\$132,128
Top Finance Position	7	\$52,579			\$46,269		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	5	\$106,820			\$80,220		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	15	\$79,188		\$45,427	\$78,000	\$104,402	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	6	\$114,368			\$83,487		
Unknown							
CEO/Executive Director	8	\$288,562			\$92,820		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	\$97,591			\$90,397		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	12	\$99,641		\$54,692	\$76,023	\$118,329	
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	\$85,514			\$90,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	26	\$75,275	\$42,500	\$54,694	\$72,000	\$83,538	\$106,626

Arkansas

Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	15	\$71,795		\$32,183	\$45,054	\$58,188
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Arts, Culture, and Humanities: Museums

CEO/Executive Director	8	\$158,304			\$134,654	
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501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	8	\$72,805			\$50,611		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	14	\$75,157		\$40,410	\$59,653	\$81,004	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	13	\$102,511		\$103,783	\$109,959	\$112,891	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	\$104,404			\$103,290		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	38	\$107,095	\$35,350	\$46,906	\$62,370	\$145,786	\$232,623
Top Administrative Position	5	\$123,348			\$110,912		
Top Finance Position	8	\$113,729			\$101,593		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	13	\$216,060		\$140,000	\$229,259	\$300,507	
Top Education Position	5	\$177,297			\$176,409		
Top Finance Position	7	\$133,133			\$158,523		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	\$131,744		\$67,445	\$93,736	\$129,607	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	6	\$127,764			\$116,569		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	12	\$378,904		\$166,058	\$240,870	\$714,468	
Top Finance Position	6	\$140,821			\$107,985		
Top Operations Position	6	\$188,287			\$151,096		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	21	\$330,085	\$140,882	\$180,003	\$218,601	\$501,199	\$628,124
Top Administrative Position	7	\$280,545			\$287,946		
Top Finance Position	16	\$165,404		\$88,082	\$135,652	\$232,759	
Top Operations Position	7	\$271,253			\$241,500		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	7	\$93,897			\$77,426		
Top Administrative Position	5	\$91,714			\$83,984		
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	8	\$72,681			\$75,186		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	\$167,987			\$124,615		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	18	\$73,067		\$64,335	\$76,636	\$83,849	
Top Finance Position	8	\$74,606			\$77,585		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	8	\$63,361			\$51,271		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	47	\$87,386	\$32,767	\$50,802	\$78,200	\$120,748	\$142,742
Top Finance Position	12	\$78,219		\$54,986	\$83,715	\$101,571	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	14	\$84,733		\$55,077	\$76,405	\$107,136	
Top Finance Position	5	\$77,416			\$81,666		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	\$44,066			\$45,065		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	17	\$50,897		\$32,371	\$42,190	\$48,986	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	20	\$72,247	\$32,976	\$37,780	\$60,642	\$87,719	\$98,601
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$117,357			\$96,229		
Top Finance Position	6	\$106,848			\$110,415		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$66,880			\$62,919		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	9	\$97,649			\$51,268		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	12	\$159,004		\$144,260	\$160,512	\$176,423	
Top Finance Position	6	\$100,296			\$97,847		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$93,307			\$96,923		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	41	\$62,866	\$24,750	\$35,240	\$60,000	\$73,917	\$94,042
Unknown							
CEO/Executive Director	5	\$87,417			\$66,943		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	8	\$54,319			\$46,195		
Youth Development: Youth Development Programs							
CEO/Executive Director	14	\$66,963		\$40,551	\$68,695	\$90,233	
California							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	132	\$95,096	\$26,005	\$43,473	\$73,372	\$111,451	\$216,812
Top Administrative Position	5	\$76,925			\$55,192		
Top Development Position	8	\$152,773			\$136,821		
Top Finance Position	22	\$103,211	\$33,721	\$81,355	\$98,089	\$125,173	\$177,579
Top Operations Position	15	\$138,714		\$118,702	\$158,730	\$171,179	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Animal-Related: Animal Related N.E.C.							
CEO/Executive Director	8	\$84,451			\$90,186		
Animal-Related: Animal Services N.E.C.							
CEO/Executive Director	6	\$68,730			\$76,102		
Animal-Related: Service and Other							
CEO/Executive Director	17	\$91,703		\$62,914	\$83,611	\$103,119	
Top Finance Position	6	\$99,156			\$98,187		
Animal-Related: Veterinary Services							
CEO/Executive Director	6	\$121,834			\$93,455		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	36	\$119,476	\$45,584	\$67,888	\$111,325	\$156,932	\$190,693
Top Development Position	5	\$122,852			\$112,310		
Top Finance Position	5	\$89,479			\$73,710		
Animal-Related: Zoos & Aquariums							
CEO/Executive Director	10	\$356,353		\$166,336	\$300,116	\$384,450	
Top Development Position	5	\$226,575			\$169,024		
Top Finance Position	8	\$231,094			\$176,674		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	276	\$86,787	\$26,350	\$44,531	\$69,927	\$101,867	\$165,094
Top Development Position	11	\$163,641		\$119,908	\$136,447	\$170,938	
Top Education Position	6	\$148,442			\$138,451		
Top Finance Position	26	\$95,199	\$28,584	\$55,946	\$107,831	\$126,362	\$160,182
Top Operations Position	17	\$132,490		\$79,433	\$122,644	\$150,585	
Top Program Position	9	\$84,206			\$105,000		
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	12	\$64,081		\$38,938	\$44,462	\$101,586	
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	21	\$101,996	\$37,000	\$62,473	\$85,750	\$109,499	\$178,950
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	39	\$77,855	\$26,163	\$51,563	\$65,769	\$97,996	\$135,529
Arts, Culture, and Humanities: Humanities							
CEO/Executive Director	18	\$104,333		\$60,000	\$66,665	\$163,366	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	119	\$109,548	\$29,777	\$42,470	\$79,713	\$126,075	\$229,215
Top Administrative Position	9	\$114,501			\$82,163		
Top Business Position	7	\$166,621			\$144,746		
Top Development Position	10	\$182,608		\$142,379	\$156,881	\$222,546	
Top Finance Position	25	\$130,136	\$37,845	\$74,375	\$131,191	\$175,397	\$243,311
Top Marketing Position	5	\$205,781			\$160,420		
Top Operations Position	17	\$148,718		\$82,500	\$148,140	\$175,397	
Top Technology Position	6	\$169,497			\$166,189		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	140	\$167,362	\$44,345	\$67,655	\$110,490	\$205,169	\$346,523
Top Administrative Position	5	\$167,809			\$154,968		
Top Development Position	27	\$203,640	\$119,704	\$144,577	\$177,628	\$242,366	\$294,173
Top Education Position	8	\$161,688			\$158,622		
Top Finance Position	37	\$167,224	\$95,227	\$110,499	\$154,968	\$194,145	\$259,680
Top Marketing Position	9	\$155,099			\$154,101		
Top Operations Position	23	\$167,253	\$68,997	\$114,690	\$133,993	\$188,115	\$253,930
Top PR/Communications Position	8	\$152,007			\$145,546		
Top Technology Position	9	\$150,375			\$135,558		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	325	\$109,275	\$27,314	\$45,240	\$73,323	\$114,579	\$183,558
Top Administrative Position	24	\$120,387	\$33,863	\$59,891	\$117,897	\$173,272	\$209,579
Top Development Position	28	\$160,824	\$53,575	\$112,177	\$158,794	\$185,639	\$228,396
Top Education Position	7	\$144,183			\$181,199		
Top Finance Position	50	\$116,171	\$33,064	\$63,719	\$104,678	\$140,982	\$227,250
Top Marketing Position	10	\$147,419		\$116,784	\$156,056	\$176,097	
Top Operations Position	17	\$159,315		\$99,781	\$130,000	\$168,937	
Top PR/Communications Position	6	\$170,160			\$172,534		
Top Technology Position	8	\$132,040			\$155,669		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	42	\$132,797	\$45,833	\$67,345	\$89,361	\$168,563	\$263,386
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	23	\$83,022	\$29,252	\$45,146	\$75,996	\$85,500	\$160,523
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	16	\$116,066		\$67,543	\$90,062	\$150,975	
Top Legal Position	5	\$153,687			\$166,861		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	100	\$119,775	\$44,700	\$63,818	\$104,880	\$160,416	\$219,424
Top Finance Position	25	\$107,618	\$55,979	\$69,692	\$112,295	\$150,332	\$160,550
Top Legal Position	16	\$163,029		\$132,433	\$147,419	\$193,287	
Top Operations Position	15	\$141,173		\$113,001	\$143,638	\$163,142	
Top PR/Communications Position	6	\$153,364			\$156,339		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	21	\$120,726	\$36,000	\$75,000	\$85,295	\$146,118	\$212,228
Top Finance Position	5	\$135,212			\$96,760		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	39	\$129,924	\$54,311	\$75,011	\$117,700	\$163,020	\$225,876
Top Finance Position	7	\$114,115			\$110,133		
Civil Rights, Social Action, Advocacy: Voter Education & Registration							
CEO/Executive Director	6	\$101,744			\$60,301		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	25	\$128,967	\$55,112	\$79,488	\$114,674	\$169,626	\$213,521
Top Finance Position	7	\$92,675			\$88,500		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	88	\$118,583	\$42,807	\$61,125	\$97,071	\$152,924	\$212,509
Top Finance Position	12	\$85,038		\$27,907	\$77,891	\$124,498	
Top Operations Position	7	\$124,569			\$125,544		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	32	\$102,755	\$39,872	\$55,639	\$76,222	\$110,625	\$189,041
Top Finance Position	6	\$120,869			\$88,857		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	16	\$144,633		\$89,975	\$101,656	\$138,428	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	63	\$151,019	\$27,747	\$82,697	\$129,033	\$199,107	\$278,173
Top Finance Position	15	\$156,432		\$93,859	\$147,417	\$183,862	
Top Operations Position	9	\$203,852			\$185,589		
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	19	\$136,407		\$71,000	\$100,092	\$139,658	
Top Finance Position	6	\$156,684			\$120,070		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	45	\$142,077	\$63,880	\$78,140	\$100,000	\$152,107	\$307,478
Top Finance Position	12	\$156,156		\$77,284	\$98,287	\$173,959	
Top Operations Position	6	\$162,059			\$142,781		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	21	\$84,689	\$31,000	\$51,670	\$77,902	\$110,911	\$165,448
Crime, Legal-Related: Legal Services							
CEO/Executive Director	64	\$127,722	\$47,161	\$73,685	\$121,873	\$180,850	\$226,616
Top Finance Position	10	\$133,139		\$111,034	\$136,031	\$148,414	
Top Legal Position	25	\$148,582	\$93,775	\$122,391	\$158,172	\$180,154	\$199,210
Top Operations Position	6	\$124,138			\$115,826		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	30	\$109,381	\$45,336	\$70,036	\$95,254	\$130,840	\$163,765
Top Finance Position	5	\$98,409			\$93,012		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	20	\$100,720	\$40,835	\$74,697	\$88,473	\$116,027	\$136,215
Crime, Legal-Related: Service and Other							
CEO/Executive Director	10	\$128,790		\$94,629	\$120,581	\$149,360	
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	13	\$166,968		\$76,923	\$114,639	\$206,285	
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	36	\$89,524	\$27,750	\$48,746	\$79,828	\$121,006	\$169,838
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	31	\$100,492	\$18,900	\$36,758	\$76,631	\$124,702	\$180,840
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	12	\$163,591		\$102,184	\$124,706	\$195,736	
Diseases, Disorders, Medical Disciplines: Nerve, Muscle, & Bone Diseases							
CEO/Executive Director	9	\$99,800			\$76,667		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	20	\$173,466	\$65,056	\$82,016	\$126,000	\$175,627	\$236,857

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	47	\$128,693	\$41,816	\$59,896	\$101,923	\$177,015	\$221,770
Top Development Position	6	\$154,014			\$147,465		
Top Finance Position	11	\$142,225		\$95,796	\$138,670	\$184,735	
Top Operations Position	5	\$129,987			\$130,000		
Top Program Position	5	\$137,342			\$122,075		
Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C.							
CEO/Executive Director	6	\$117,873			\$119,083		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	20	\$101,973	\$23,784	\$29,988	\$87,476	\$142,745	\$190,153
Top Program Position	6	\$88,808			\$89,919		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	117	\$151,344	\$35,940	\$72,237	\$107,327	\$172,838	\$292,757
Top Administrative Position	10	\$130,257		\$104,637	\$129,342	\$158,612	
Top Education Position	9	\$159,479			\$148,828		
Top Finance Position	24	\$155,114	\$71,056	\$86,468	\$155,507	\$213,128	\$230,452
Top Operations Position	13	\$252,176		\$151,315	\$231,431	\$272,108	
Top Technology Position	5	\$154,934			\$151,089		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	146	\$123,468	\$29,871	\$54,625	\$99,171	\$169,009	\$253,141
Top Administrative Position	9	\$148,826			\$124,199		
Top Business Position	7	\$169,092			\$161,100		
Top Development Position	10	\$155,046		\$128,828	\$155,980	\$183,686	
Top Education Position	8	\$141,061			\$134,924		
Top Finance Position	36	\$134,069	\$58,125	\$96,797	\$125,154	\$162,586	\$214,788
Top Marketing Position	6	\$174,710			\$156,579		
Top Operations Position	21	\$174,461	\$108,840	\$137,247	\$175,897	\$197,208	\$243,436
Top Program Position	11	\$124,841		\$90,992	\$138,937	\$171,826	
Top Technology Position	6	\$160,219			\$155,695		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	947	\$168,838	\$54,989	\$91,005	\$132,300	\$203,769	\$326,984
Top Administrative Position	125	\$139,437	\$59,652	\$102,031	\$136,167	\$170,991	\$201,254
Top Business Position	68	\$108,538	\$47,159	\$75,975	\$102,461	\$139,947	\$164,297
Top Development Position	86	\$169,936	\$104,912	\$126,545	\$165,926	\$203,859	\$246,694
Top Education Position	90	\$152,867	\$106,707	\$125,549	\$145,176	\$173,073	\$199,229
Top Facilities Position	9	\$134,801			\$152,008		
Top Finance Position	251	\$149,868	\$59,043	\$93,738	\$133,811	\$202,140	\$258,621
Top Human Resources Position	32	\$155,400	\$111,492	\$124,901	\$143,863	\$176,336	\$215,019
Top Operations Position	118	\$148,121	\$80,644	\$109,275	\$138,854	\$185,642	\$231,624
Top PR/Communications Position	22	\$152,982	\$114,388	\$120,512	\$146,405	\$182,723	\$196,000
Top Program Position	32	\$128,302	\$54,886	\$95,561	\$135,774	\$160,957	\$189,938
Top Technology Position	42	\$156,887	\$122,177	\$133,388	\$142,489	\$178,320	\$221,076

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	33	\$298,728	\$49,460	\$100,421	\$311,958	\$427,152	\$566,113
Top Administrative Position	6	\$215,990			\$229,927		
Top Business Position	5	\$472,102			\$277,799		
Top Development Position	9	\$189,412			\$193,702		
Top Education Position	24	\$239,729	\$130,503	\$137,528	\$225,877	\$312,801	\$397,423
Top Finance Position	19	\$208,583		\$153,280	\$216,454	\$276,351	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	104	\$392,418	\$43,077	\$123,773	\$278,984	\$478,199	\$749,219
Top Administrative Position	38	\$268,273	\$125,793	\$167,699	\$230,804	\$332,751	\$367,205
Top Business Position	12	\$339,133		\$185,014	\$261,113	\$400,226	
Top Development Position	39	\$319,349	\$121,422	\$162,974	\$249,367	\$377,086	\$509,350
Top Education Position	57	\$350,900	\$157,627	\$194,733	\$263,267	\$313,137	\$462,050
Top Facilities Position	7	\$228,912			\$224,402		
Top Finance Position	73	\$256,161	\$89,118	\$131,026	\$193,061	\$333,302	\$395,304
Top Human Resources Position	12	\$240,615		\$163,211	\$194,972	\$256,268	
Top Legal Position	13	\$375,782		\$213,042	\$267,891	\$444,736	
Top Marketing Position	9	\$205,349			\$200,474		
Top Operations Position	17	\$267,580		\$142,977	\$215,836	\$301,331	
Top PR/Communications Position	11	\$238,527		\$179,430	\$209,626	\$252,479	
Top Program Position	8	\$179,093			\$172,521		
Top Technology Position	22	\$246,552	\$154,932	\$173,424	\$201,078	\$275,741	\$382,473
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	21	\$184,873	\$41,667	\$91,500	\$142,943	\$184,401	\$418,085
Top Finance Position	10	\$177,774		\$104,669	\$138,125	\$226,874	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	174	\$161,496	\$47,337	\$79,779	\$124,907	\$183,197	\$310,323
Top Administrative Position	8	\$130,094			\$118,344		
Top Business Position	8	\$185,258			\$171,366		
Top Development Position	9	\$154,429			\$150,395		
Top Education Position	6	\$187,642			\$204,789		
Top Finance Position	32	\$145,197	\$62,952	\$105,644	\$144,591	\$186,632	\$223,200
Top Human Resources Position	7	\$147,251			\$136,075		
Top Operations Position	19	\$177,874		\$127,591	\$165,636	\$227,473	
Top Program Position	5	\$140,431			\$115,586		
Top Technology Position	10	\$331,776		\$152,455	\$217,478	\$267,057	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	75	\$113,282	\$36,765	\$66,750	\$107,691	\$139,453	\$206,045
Top Administrative Position	6	\$162,086			\$128,741		
Top Finance Position	15	\$148,558		\$125,998	\$150,000	\$181,802	
Top Program Position	5	\$129,090			\$121,636		
Educational Institutions and Related Activities: Vocational & Technical Schools							
CEO/Executive Director	12	\$123,938		\$30,375	\$79,215	\$141,163	
Top Finance Position	5	\$110,746			\$110,000		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	77	\$131,037	\$48,372	\$77,000	\$111,184	\$156,872	\$221,090
Top Administrative Position	6	\$154,722			\$132,168		
Top Education Position	13	\$201,419		\$176,573	\$198,031	\$223,940	
Top Finance Position	24	\$127,701	\$83,295	\$103,499	\$116,793	\$147,811	\$177,548
Top Human Resources Position	5	\$168,613			\$141,282		
Top Operations Position	6	\$331,515			\$196,521		
Top Program Position	6	\$131,555			\$133,469		
Employment, Job-Related: Service and Other							
CEO/Executive Director	15	\$137,411		\$85,755	\$136,156	\$153,300	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	33	\$174,401	\$67,729	\$87,323	\$112,556	\$207,373	\$282,355
Top Administrative Position	7	\$159,883			\$159,722		
Top Finance Position	16	\$140,074		\$89,792	\$123,250	\$180,434	
Top Human Resources Position	8	\$133,251			\$128,829		
Top Operations Position	6	\$173,880			\$163,877		
Top Technology Position	6	\$166,526			\$163,263		
Environmental Quality, Protection, and Beautification: Botanical, Horticultural, & Landscape Services							
CEO/Executive Director	19	\$112,111		\$45,175	\$80,000	\$178,795	
Top Finance Position	7	\$91,855			\$104,023		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	36	\$117,226	\$52,581	\$60,000	\$95,315	\$135,820	\$206,328
Top Finance Position	6	\$135,527			\$124,817		
Top Operations Position	5	\$162,260			\$153,515		
Environmental Quality, Protection, and Beautification: Environmental Beautification							
CEO/Executive Director	10	\$161,377		\$72,983	\$120,457	\$173,061	
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	42	\$99,830	\$26,431	\$54,290	\$81,517	\$106,496	\$177,660
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	197	\$127,068	\$51,140	\$78,744	\$107,434	\$157,901	\$196,427
Top Administrative Position	13	\$98,967		\$72,919	\$115,535	\$122,285	
Top Development Position	27	\$125,990	\$58,184	\$116,611	\$131,064	\$150,548	\$167,993
Top Finance Position	43	\$119,006	\$41,850	\$73,348	\$121,457	\$148,138	\$191,922
Top Legal Position	7	\$139,962			\$143,612		
Top Operations Position	15	\$151,117		\$91,626	\$158,033	\$181,031	
Top PR/Communications Position	5	\$144,932			\$138,375		
Top Program Position	13	\$136,843		\$117,925	\$127,315	\$156,888	
Environmental Quality, Protection, and Beautification: Pollution Abatement & Control							
CEO/Executive Director	17	\$89,207		\$32,546	\$60,530	\$142,812	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	53	\$143,608	\$49,782	\$90,152	\$110,575	\$135,000	\$205,946
Top Finance Position	7	\$196,790			\$171,788		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	26	\$99,842	\$40,000	\$61,125	\$93,998	\$133,771	\$157,753
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	75	\$97,137	\$38,876	\$56,026	\$88,745	\$119,997	\$170,585
Top Development Position	8	\$136,271			\$158,663		
Top Finance Position	14	\$110,114		\$80,624	\$112,104	\$142,245	
Top Operations Position	8	\$132,250			\$127,314		
Top Program Position	6	\$119,855			\$124,837		
Food, Agriculture, and Nutrition: Food, Agriculture, & Nutrition N.E.C.							
CEO/Executive Director	12	\$73,700		\$52,878	\$73,518	\$100,696	
Food, Agriculture, and Nutrition: Nutrition							
CEO/Executive Director	14	\$70,690		\$45,066	\$74,793	\$84,412	
Food, Agriculture, and Nutrition: Service and Other							
CEO/Executive Director	11	\$114,005		\$79,000	\$99,667	\$157,750	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	147	\$250,770	\$73,897	\$126,366	\$206,146	\$298,870	\$398,404
Top Administrative Position	11	\$233,608		\$193,219	\$199,733	\$259,397	
Top Development Position	9	\$198,698			\$143,266		
Top Finance Position	90	\$203,363	\$76,901	\$118,001	\$169,404	\$237,394	\$355,404
Top Human Resources Position	12	\$261,706		\$157,208	\$177,685	\$276,967	
Top Operations Position	55	\$218,594	\$95,311	\$136,663	\$177,219	\$249,834	\$359,226
Top Technology Position	15	\$219,253		\$161,436	\$194,462	\$240,562	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	17	\$108,884		\$48,000	\$94,415	\$152,762	
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	33	\$141,947	\$56,360	\$63,488	\$115,001	\$164,840	\$307,789
Top Finance Position	8	\$100,544			\$87,821		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	44	\$137,293	\$43,650	\$72,087	\$102,388	\$191,526	\$226,009
Top Finance Position	12	\$135,398		\$79,490	\$116,207	\$186,608	
Top Operations Position	9	\$126,681			\$125,703		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	139	\$658,891	\$63,576	\$137,528	\$264,958	\$532,947	\$1,338,492
Top Administrative Position	14	\$827,783		\$210,900	\$229,555	\$471,960	
Top Business Position	9	\$426,732			\$305,863		
Top Development Position	14	\$253,514		\$155,997	\$221,941	\$289,759	
Top Facilities Position	5	\$568,048			\$540,544		
Top Finance Position	85	\$431,873	\$110,689	\$163,244	\$242,923	\$501,218	\$854,233
Top Human Resources Position	30	\$573,276	\$192,770	\$243,188	\$372,452	\$557,751	\$1,012,697
Top Legal Position	9	\$1,215,040			\$635,889		
Top Marketing Position	9	\$299,071			\$236,029		
Top Operations Position	59	\$517,229	\$128,923	\$170,942	\$317,022	\$562,607	\$1,010,730
Top PR/Communications Position	7	\$412,975			\$308,434		
Top Technology Position	40	\$404,763	\$139,074	\$200,238	\$292,654	\$518,896	\$682,514

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	20	\$187,166	\$67,094	\$78,187	\$131,989	\$265,123	\$481,824
Top Administrative Position	10	\$171,730		\$112,390	\$136,311	\$169,818	
Top Finance Position	8	\$182,377			\$166,179		
Top Operations Position	6	\$174,135			\$160,377		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	45	\$123,720	\$41,813	\$72,271	\$97,554	\$159,370	\$230,321
Top Finance Position	8	\$132,510			\$128,957		
Top Operations Position	13	\$124,834		\$69,070	\$114,400	\$154,645	
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	18	\$126,432		\$69,660	\$88,704	\$147,296	
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	39	\$152,900	\$36,909	\$46,135	\$86,000	\$235,178	\$394,277
Top Finance Position	7	\$196,221			\$203,475		
Top Operations Position	9	\$181,076			\$141,158		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	84	\$273,939	\$64,274	\$108,505	\$170,502	\$307,286	\$478,375
Top Business Position	5	\$328,441			\$286,881		
Top Development Position	8	\$196,406			\$222,704		
Top Finance Position	20	\$230,249	\$59,148	\$103,015	\$175,478	\$300,803	\$332,107
Top Human Resources Position	5	\$230,287			\$184,411		
Top Operations Position	20	\$353,944	\$147,555	\$175,838	\$229,141	\$330,600	\$549,563
Top PR/Communications Position	7	\$278,862			\$262,400		
Top Program Position	5	\$123,084			\$128,961		
Top Technology Position	6	\$289,703			\$258,890		
Housing, Shelter: Homeowners & Tenants Associations							
CEO/Executive Director	8	\$144,861			\$112,627		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	21	\$81,945	\$39,509	\$53,976	\$84,994	\$96,000	\$113,070

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	184	\$192,344	\$70,597	\$100,002	\$159,869	\$232,747	\$317,669
Top Administrative Position	14	\$108,143		\$87,728	\$113,535	\$132,760	
Top Business Position	10	\$177,038		\$124,443	\$152,989	\$211,561	
Top Development Position	25	\$164,352	\$115,193	\$125,087	\$145,881	\$174,243	\$256,760
Top Facilities Position	13	\$133,512		\$116,754	\$135,866	\$158,932	
Top Finance Position	70	\$167,933	\$100,334	\$120,789	\$159,288	\$189,476	\$257,774
Top Human Resources Position	10	\$219,575		\$174,303	\$204,960	\$241,728	
Top Marketing Position	5	\$188,119			\$149,938		
Top Operations Position	30	\$206,588	\$99,102	\$147,974	\$182,759	\$228,708	\$326,076
Top PR/Communications Position	5	\$165,261			\$148,641		
Top Program Position	5	\$124,214			\$125,423		
Top Technology Position	6	\$212,346			\$142,874		
Housing, Shelter: Housing Support							
CEO/Executive Director	41	\$136,114	\$68,713	\$75,800	\$123,513	\$176,978	\$229,863
Top Finance Position	6	\$150,728			\$142,284		
Housing, Shelter: Service and Other							
CEO/Executive Director	26	\$146,354	\$62,940	\$78,189	\$97,464	\$150,343	\$251,946
Top Finance Position	5	\$215,461			\$138,594		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	68	\$107,267	\$39,978	\$63,933	\$96,015	\$136,979	\$189,980
Top Development Position	8	\$126,460			\$129,145		
Top Finance Position	15	\$113,423		\$95,276	\$120,000	\$140,492	
Top Program Position	7	\$133,336			\$127,881		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	409	\$127,351	\$44,997	\$68,291	\$107,060	\$154,845	\$229,801
Top Administrative Position	15	\$107,342		\$74,346	\$90,455	\$149,140	
Top Business Position	5	\$128,080			\$141,467		
Top Development Position	24	\$151,926	\$100,612	\$117,073	\$140,428	\$179,317	\$228,899
Top Finance Position	116	\$128,072	\$60,798	\$89,838	\$120,528	\$156,688	\$206,546
Top Human Resources Position	25	\$145,640	\$103,010	\$114,968	\$138,485	\$170,367	\$193,316
Top Marketing Position	5	\$133,679			\$128,938		
Top Operations Position	48	\$128,678	\$50,657	\$81,981	\$122,270	\$151,328	\$190,772
Top PR/Communications Position	6	\$120,030			\$124,670		
Top Program Position	34	\$113,374	\$53,542	\$80,020	\$113,725	\$145,399	\$164,712
Top Technology Position	12	\$167,213		\$138,688	\$160,679	\$189,786	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	326	\$125,604	\$44,990	\$70,904	\$105,510	\$161,715	\$224,531
Top Administrative Position	22	\$103,055	\$54,812	\$70,413	\$102,961	\$119,659	\$154,701
Top Development Position	23	\$136,344	\$101,759	\$117,670	\$132,104	\$149,280	\$172,102
Top Finance Position	87	\$132,056	\$47,213	\$80,828	\$129,405	\$166,440	\$215,364
Top Human Resources Position	21	\$128,815	\$100,060	\$116,866	\$121,120	\$137,335	\$168,024
Top Operations Position	32	\$164,295	\$109,054	\$127,616	\$155,866	\$184,475	\$242,080
Top PR/Communications Position	6	\$103,176			\$119,552		
Top Program Position	46	\$114,975	\$60,385	\$94,413	\$119,437	\$137,864	\$161,061
Top Technology Position	11	\$147,883		\$121,139	\$134,046	\$166,621	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	49	\$100,326	\$42,074	\$69,786	\$91,941	\$118,736	\$173,031
Top Finance Position	10	\$88,630		\$72,987	\$90,734	\$111,554	

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	185	\$121,500	\$50,543	\$73,886	\$101,929	\$147,562	\$210,314
Top Administrative Position	14	\$154,443		\$98,258	\$129,150	\$167,951	
Top Development Position	15	\$141,944		\$119,534	\$138,334	\$155,995	
Top Finance Position	50	\$110,088	\$51,915	\$72,237	\$101,456	\$133,643	\$184,849
Top Human Resources Position	10	\$133,544		\$115,160	\$140,223	\$158,444	
Top Operations Position	20	\$136,925	\$64,779	\$104,334	\$127,257	\$183,482	\$188,944
Top Program Position	20	\$91,508	\$20,163	\$37,341	\$109,637	\$120,262	\$165,988
Top Technology Position	8	\$161,808			\$163,884		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	292	\$114,682	\$31,255	\$53,096	\$93,639	\$146,851	\$199,938
Top Administrative Position	5	\$63,098			\$56,119		
Top Development Position	13	\$166,561		\$127,631	\$160,827	\$197,824	
Top Facilities Position	5	\$177,182			\$167,343		
Top Finance Position	72	\$119,553	\$49,642	\$67,553	\$107,889	\$156,391	\$212,551
Top Human Resources Position	12	\$187,133		\$139,895	\$166,843	\$236,593	
Top Marketing Position	6	\$154,604			\$157,761		
Top Operations Position	35	\$172,904	\$89,969	\$113,792	\$152,372	\$213,019	\$263,987
Top Program Position	17	\$112,857		\$74,911	\$118,190	\$155,923	
Top Technology Position	8	\$147,438			\$150,044		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	71	\$130,138	\$27,700	\$52,603	\$107,000	\$175,856	\$256,390
Top Development Position	10	\$149,242		\$113,835	\$140,497	\$170,644	
Top Finance Position	22	\$149,486	\$68,285	\$86,943	\$147,890	\$185,567	\$212,301
Top Human Resources Position	6	\$164,326			\$159,796		
Top Operations Position	11	\$194,191		\$141,169	\$192,139	\$215,081	
Top Program Position	10	\$148,694		\$117,493	\$126,155	\$184,149	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	49	\$136,625	\$42,502	\$61,250	\$97,849	\$186,146	\$272,619
Top Finance Position	14	\$105,242		\$63,833	\$103,138	\$131,659	
Top Operations Position	7	\$125,181			\$126,858		
Top Technology Position	5	\$193,903			\$191,781		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	169	\$133,651	\$47,962	\$71,200	\$112,671	\$165,453	\$243,325
Top Administrative Position	27	\$127,339	\$49,098	\$92,725	\$122,758	\$163,030	\$209,088
Top Business Position	6	\$151,207			\$147,224		
Top Finance Position	39	\$126,770	\$54,553	\$70,221	\$121,803	\$166,114	\$203,498
Top Human Resources Position	10	\$137,226		\$110,295	\$125,036	\$136,608	
Top Marketing Position	5	\$150,008			\$162,903		
Top Operations Position	11	\$166,116		\$126,134	\$171,323	\$204,963	
Top Technology Position	6	\$152,722			\$144,451		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	37	\$112,065	\$29,039	\$46,311	\$97,516	\$173,934	\$197,895
Top Finance Position	8	\$117,448			\$132,849		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	87	\$104,556	\$27,838	\$38,750	\$73,591	\$129,650	\$175,317
Top Development Position	7	\$195,011			\$160,632		
Top Finance Position	21	\$137,299	\$65,000	\$70,000	\$111,640	\$187,035	\$282,046
Top Operations Position	14	\$134,928		\$96,100	\$136,681	\$153,857	
Top Technology Position	5	\$180,928			\$188,558		
International, Foreign Affairs, and National Security: International Human Rights							
CEO/Executive Director	10	\$107,724		\$64,811	\$105,049	\$136,385	
International, Foreign Affairs, and National Security: International Peace & Security							
CEO/Executive Director	5	\$120,743			\$92,780		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	25	\$132,137	\$34,874	\$57,642	\$92,106	\$120,000	\$327,932
International, Foreign Affairs, and National Security: Service and Other							
CEO/Executive Director	15	\$186,796		\$79,539	\$137,724	\$217,058	
Top Operations Position	5	\$159,455			\$113,921		
Medical Research: Cancer Research							
CEO/Executive Director	11	\$218,456		\$122,357	\$191,664	\$254,320	
Medical Research: Diseases of Specific Organs Research							
CEO/Executive Director	5	\$137,484			\$124,922		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Medical Research: Medical Disciplines Research							
CEO/Executive Director	19	\$292,331		\$117,071	\$173,846	\$401,283	
Top Operations Position	6	\$335,438			\$317,538		
Medical Research: Medical Research N.E.C.							
CEO/Executive Director	13	\$264,594		\$95,242	\$171,870	\$234,090	
Medical Research: Service and Other							
CEO/Executive Director	14	\$136,461		\$55,375	\$108,280	\$162,591	
Medical Research: Specifically Named Diseases Research							
CEO/Executive Director	6	\$132,906			\$136,205		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	30	\$88,774	\$29,301	\$47,998	\$75,323	\$121,299	\$142,703
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	30	\$100,923	\$64,813	\$74,467	\$98,344	\$115,417	\$146,929
Top Finance Position	5	\$112,142			\$124,555		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	22	\$93,183	\$25,399	\$43,275	\$82,600	\$112,473	\$167,562
Top Finance Position	5	\$99,094			\$94,918		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	14	\$125,179		\$60,988	\$126,248	\$168,599	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Mental Health, Crisis Intervention: Mental Health Disorders							
CEO/Executive Director	6	\$156,658			\$104,422		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	130	\$164,394	\$52,760	\$92,836	\$147,747	\$200,196	\$292,378
Top Administrative Position	10	\$120,978		\$93,459	\$116,509	\$167,700	
Top Development Position	7	\$162,963			\$161,662		
Top Finance Position	57	\$149,474	\$52,595	\$105,000	\$145,663	\$186,128	\$222,851
Top Human Resources Position	17	\$141,970		\$121,893	\$140,329	\$162,996	
Top Operations Position	25	\$185,543	\$103,765	\$122,715	\$152,864	\$190,542	\$243,209
Top Program Position	24	\$138,765	\$106,093	\$111,508	\$127,639	\$157,527	\$194,810
Top Technology Position	8	\$155,875			\$140,463		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	14	\$151,670		\$68,177	\$110,120	\$185,993	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	123	\$120,063	\$44,272	\$65,472	\$99,420	\$153,118	\$216,383
Top Administrative Position	5	\$81,814			\$83,200		
Top Finance Position	29	\$107,222	\$42,168	\$61,821	\$100,664	\$126,429	\$171,208
Top Operations Position	10	\$131,034		\$52,072	\$123,657	\$186,231	
Top Program Position	7	\$89,004			\$96,973		
Mutual/Membership Benefit Organizations, Other: Service and Other							
CEO/Executive Director	10	\$235,244		\$162,938	\$203,927	\$319,613	
Top Operations Position	7	\$158,971			\$145,153		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	27	\$165,735	\$84,297	\$98,058	\$135,517	\$195,423	\$312,049
Top Finance Position	7	\$154,851			\$139,740		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	23	\$124,561	\$45,731	\$55,000	\$118,581	\$178,939	\$196,835
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.							
CEO/Executive Director	14	\$154,581		\$68,734	\$97,737	\$125,625	
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	18	\$109,779		\$46,524	\$83,769	\$136,927	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	93	\$183,831	\$52,911	\$88,523	\$149,400	\$233,214	\$386,603
Top Development Position	14	\$192,816		\$134,611	\$158,929	\$262,700	
Top Finance Position	28	\$179,603	\$67,763	\$107,709	\$149,320	\$250,079	\$310,519
Top Operations Position	18	\$191,501		\$113,599	\$150,078	\$262,392	
Top PR/Communications Position	7	\$174,096			\$181,672		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	30	\$196,053	\$87,360	\$105,789	\$155,205	\$233,651	\$348,072
Top Finance Position	6	\$152,725			\$125,048		
Top Operations Position	5	\$154,627			\$137,015		
Philanthropy, Voluntarism, and Grantmaking Foundations: Voluntarism Promotion							
CEO/Executive Director	14	\$99,721		\$52,920	\$65,489	\$143,057	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	16	\$121,876		\$57,563	\$78,809	\$143,253	
Public Safety, Disaster Preparedness, and Relief: Safety Education							
CEO/Executive Director	12	\$112,003		\$74,336	\$106,531	\$137,881	
Public Safety, Disaster Preparedness, and Relief: Service and Other							
CEO/Executive Director	6	\$100,949			\$104,811		
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	18	\$117,274		\$70,611	\$113,697	\$134,755	
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	23	\$154,548	\$88,665	\$105,571	\$149,095	\$184,484	\$222,541
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	22	\$125,340	\$29,686	\$64,571	\$82,308	\$166,242	\$229,465
Top Finance Position	6	\$135,702			\$150,582		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	61	\$148,619	\$29,150	\$52,838	\$93,843	\$165,029	\$239,362
Top Finance Position	9	\$215,288			\$193,148		
Top Operations Position	8	\$213,238			\$124,826		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	42	\$240,333	\$56,792	\$87,144	\$125,711	\$237,614	\$476,259
Top Finance Position	13	\$218,083		\$127,016	\$162,678	\$218,616	
Top Legal Position	5	\$291,528			\$218,158		
Top Operations Position	9	\$178,339			\$182,315		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	132	\$122,233	\$27,604	\$41,900	\$68,755	\$106,407	\$148,155
Top Finance Position	25	\$84,459	\$23,817	\$30,000	\$57,950	\$90,000	\$114,903
Top Operations Position	8	\$195,159			\$131,650		
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	12	\$158,236		\$51,567	\$124,022	\$214,951	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	15	\$82,089		\$54,919	\$80,681	\$108,265	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	26	\$112,232	\$48,167	\$58,339	\$97,539	\$149,005	\$211,112
Top Finance Position	6	\$137,646			\$161,516		
Top Operations Position	5	\$154,062			\$160,549		
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	9	\$90,817			\$71,431		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	14	\$112,559		\$32,000	\$77,886	\$121,697	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	17	\$122,163		\$36,000	\$56,219	\$159,600	
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	16	\$145,326		\$87,963	\$127,243	\$220,632	
Religion-Related, Spiritual Development: Buddhism							
CEO/Executive Director	12	\$41,989		\$21,000	\$33,000	\$58,125	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	379	\$68,767	\$20,510	\$30,000	\$53,231	\$84,000	\$138,454
Top Administrative Position	9	\$50,081			\$34,256		
Top Development Position	9	\$147,411			\$150,640		
Top Finance Position	49	\$85,760	\$20,903	\$32,872	\$60,204	\$116,167	\$185,925
Top Operations Position	17	\$123,210		\$59,840	\$82,688	\$113,195	
Top Technology Position	5	\$154,533			\$147,400		
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	8	\$128,943			\$110,129		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	28	\$122,568	\$30,210	\$69,150	\$110,040	\$158,815	\$225,169
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	60	\$64,057	\$24,683	\$39,320	\$54,688	\$75,196	\$116,286
Top Finance Position	13	\$59,757		\$35,646	\$41,943	\$90,000	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	33	\$89,873	\$27,036	\$48,000	\$69,359	\$113,350	\$152,456
Top Finance Position	6	\$59,781			\$64,500		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	25	\$81,039	\$26,880	\$42,000	\$60,000	\$84,685	\$141,904
Science and Technology Research Institutes, Services: Biological & Life Sciences							
CEO/Executive Director	8	\$293,357			\$149,420		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	19	\$167,593		\$79,680	\$120,716	\$237,536	
Top Operations Position	6	\$154,258			\$149,787		
Science and Technology Research Institutes, Services: General Science							
CEO/Executive Director	9	\$232,459			\$173,577		
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
CEO/Executive Director	16	\$235,928		\$88,194	\$185,359	\$272,479	
Top Finance Position	7	\$198,507			\$150,969		
Science and Technology Research Institutes, Services: Science & Technology N.E.C.							
CEO/Executive Director	7	\$281,987			\$129,417		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	18	\$169,087		\$85,392	\$146,379	\$191,996	
Top Finance Position	7	\$131,410			\$95,067		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Social Science Research Institutes, Services: Interdisciplinary Research							
CEO/Executive Director	13	\$73,778		\$36,401	\$49,504	\$90,000	
Social Science Research Institutes, Services: Service and Other							
CEO/Executive Director	8	\$160,360			\$161,950		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	12	\$104,675		\$38,591	\$111,606	\$137,603	
Unknown							
CEO/Executive Director	99	\$100,814	\$29,557	\$50,251	\$88,379	\$133,520	\$192,854
Top Finance Position	11	\$84,333		\$36,840	\$93,692	\$108,337	
Top Program Position	5	\$111,623			\$131,288		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	14	\$118,839		\$63,666	\$99,586	\$146,620	
Youth Development: Scouting							
CEO/Executive Director	42	\$219,599	\$72,231	\$107,356	\$176,656	\$300,431	\$460,906
Top Development Position	6	\$156,423			\$157,058		
Top Finance Position	11	\$119,956		\$91,677	\$130,938	\$144,384	
Youth Development: Service and Other							
CEO/Executive Director	26	\$105,122	\$31,750	\$67,695	\$90,500	\$133,387	\$199,658

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	122	\$108,698	\$44,892	\$71,018	\$100,765	\$136,616	\$181,323
Top Development Position	6	\$117,763			\$114,917		
Top Finance Position	15	\$87,895		\$62,530	\$74,581	\$111,448	
Top Operations Position	10	\$99,097		\$85,731	\$103,374	\$115,790	
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	31	\$93,965	\$34,152	\$50,275	\$80,000	\$131,288	\$158,798
Top Finance Position	6	\$85,039			\$92,201		
Youth Development: Youth Development Programs							
CEO/Executive Director	279	\$100,094	\$33,600	\$56,920	\$82,337	\$123,299	\$173,601
Top Administrative Position	5	\$77,263			\$78,867		
Top Development Position	14	\$123,464		\$109,144	\$131,522	\$148,032	
Top Finance Position	49	\$111,135	\$36,704	\$62,072	\$105,254	\$135,936	\$171,822
Top Operations Position	26	\$137,410	\$56,016	\$63,708	\$109,475	\$145,656	\$200,767
Top Program Position	15	\$109,928		\$44,483	\$88,122	\$125,000	
Colorado							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	27	\$75,057	\$33,086	\$42,834	\$68,827	\$85,374	\$122,525
Top Finance Position	5	\$85,124			\$107,317		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	11	\$94,592		\$41,802	\$71,598	\$115,827	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	44	\$75,286	\$26,819	\$49,685	\$66,118	\$95,092	\$129,317
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	7	\$68,670			\$53,986		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	9	\$114,725			\$75,795		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	28	\$107,061	\$44,856	\$59,350	\$99,032	\$127,544	\$174,690
Top Administrative Position	6	\$113,532			\$123,902		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	30	\$139,688	\$47,584	\$67,304	\$92,343	\$172,632	\$247,590
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	73	\$96,918	\$23,688	\$42,692	\$60,480	\$110,000	\$203,095
Top Development Position	5	\$104,661			\$110,761		
Top Finance Position	6	\$157,008			\$164,868		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	8	\$99,479			\$80,155		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	10	\$70,190		\$50,849	\$67,884	\$87,127	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	22	\$104,006	\$50,840	\$65,129	\$87,730	\$127,972	\$159,315
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	7	\$59,366			\$56,112		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	8	\$100,600			\$86,467		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	31	\$108,676	\$62,000	\$70,884	\$88,978	\$117,826	\$181,489
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	9	\$137,508			\$105,000		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	19	\$74,671		\$33,650	\$77,582	\$100,496	
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	5	\$94,338			\$99,680		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	10	\$96,758		\$72,917	\$93,367	\$106,318	
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	10	\$74,862		\$49,890	\$74,073	\$93,450	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Crime, Legal-Related: Legal Services							
CEO/Executive Director	9	\$68,996			\$51,562		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	11	\$89,287		\$68,448	\$77,404	\$97,448	
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	6	\$92,273			\$74,141		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	12	\$81,315		\$53,945	\$68,331	\$91,109	
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	8	\$80,507			\$79,952		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	\$83,014			\$73,607		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	17	\$110,408		\$33,600	\$64,387	\$120,000	
Top Finance Position	5	\$109,575			\$82,970		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	34	\$83,775	\$29,090	\$46,279	\$82,000	\$104,365	\$141,207
Top Finance Position	6	\$107,451			\$124,154		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	36	\$80,992	\$50,317	\$60,000	\$75,723	\$101,832	\$115,206
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	179	\$121,553	\$45,428	\$67,476	\$105,920	\$148,175	\$216,570
Top Administrative Position	8	\$91,261			\$78,959		
Top Business Position	9	\$125,261			\$100,085		
Top Development Position	8	\$104,478			\$102,455		
Top Education Position	11	\$149,313		\$117,282	\$143,787	\$151,476	
Top Finance Position	30	\$127,230	\$60,570	\$99,279	\$122,766	\$155,095	\$187,173
Top Operations Position	13	\$152,599		\$120,703	\$134,019	\$184,358	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	14	\$241,745		\$136,014	\$237,026	\$267,248	
Top Finance Position	7	\$210,141			\$204,849		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	\$99,775			\$77,462		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	50	\$121,321	\$47,751	\$73,438	\$101,665	\$135,488	\$227,942
Top Development Position	5	\$169,371			\$187,009		
Top Finance Position	6	\$162,700			\$152,467		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	17	\$130,603		\$62,259	\$84,000	\$149,052	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	10	\$90,010		\$66,797	\$89,818	\$118,012	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	5	\$89,654			\$104,337		
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	6	\$84,346			\$63,382		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	20	\$81,520	\$27,136	\$49,262	\$67,311	\$85,304	\$123,035
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	72	\$93,204	\$35,385	\$52,856	\$76,313	\$119,562	\$184,097
Top Finance Position	8	\$74,475			\$77,481		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	13	\$103,374		\$69,220	\$81,903	\$121,901	
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	9	\$62,810			\$56,500		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	25	\$76,639	\$36,333	\$50,730	\$61,429	\$100,115	\$125,216

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	22	\$155,988	\$56,528	\$103,937	\$144,879	\$220,881	\$256,159
Top Finance Position	10	\$165,642		\$128,393	\$171,542	\$192,287	
Top Operations Position	5	\$131,095			\$122,602		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	7	\$127,228			\$113,611		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	8	\$271,163			\$124,085		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	12	\$222,079		\$104,825	\$126,721	\$170,333	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	39	\$615,016	\$73,715	\$124,316	\$292,477	\$783,539	\$1,021,640
Top Finance Position	28	\$522,213	\$108,443	\$136,978	\$228,703	\$430,243	\$1,050,842
Top Human Resources Position	5	\$698,840			\$437,481		
Top Legal Position	6	\$768,397			\$559,327		
Top Operations Position	16	\$508,214		\$115,333	\$254,526	\$416,963	
Top Technology Position	9	\$359,962			\$224,617		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	10	\$147,743		\$98,812	\$150,706	\$206,156	
Top Administrative Position	6	\$140,004			\$113,522		
Top Finance Position	6	\$138,846			\$142,509		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	15	\$109,006		\$49,150	\$82,766	\$140,531	
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	5	\$83,800			\$83,794		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	8	\$94,620			\$61,566		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	19	\$165,466		\$79,915	\$97,558	\$143,212	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	41	\$99,390	\$47,933	\$75,075	\$95,958	\$120,000	\$160,848
Top Finance Position	6	\$113,420			\$85,592		
Housing, Shelter: Housing Support							
CEO/Executive Director	9	\$86,649			\$88,323		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	13	\$67,769		\$51,500	\$67,618	\$80,000	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	77	\$101,495	\$34,233	\$58,424	\$79,965	\$113,891	\$209,074
Top Finance Position	18	\$104,896		\$66,448	\$99,326	\$125,744	

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	70	\$85,654	\$37,923	\$51,140	\$75,054	\$103,521	\$164,761
Top Finance Position	11	\$76,565		\$55,189	\$59,827	\$102,763	
Top Operations Position	5	\$85,615			\$64,070		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	25	\$77,504	\$41,345	\$56,576	\$69,184	\$90,205	\$119,532
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	55	\$80,401	\$38,626	\$52,288	\$70,769	\$102,880	\$128,873
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	73	\$87,199	\$20,275	\$40,569	\$70,395	\$119,312	\$157,461
Top Development Position	5	\$87,510			\$88,331		
Top Finance Position	12	\$114,060		\$80,948	\$108,291	\$137,242	
Top Operations Position	7	\$121,443			\$134,667		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	24	\$98,838	\$31,148	\$48,422	\$78,934	\$109,166	\$165,590
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	15	\$83,739		\$61,140	\$72,720	\$114,764	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	33	\$138,127	\$48,786	\$75,931	\$111,578	\$185,273	\$243,949
Top Finance Position	9	\$108,802			\$112,045		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	15	\$81,560		\$59,725	\$84,488	\$107,078	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	32	\$116,690	\$23,100	\$36,887	\$72,500	\$166,319	\$299,012
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	5	\$71,657			\$61,350		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	11	\$93,663		\$58,297	\$70,800	\$115,190	
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	8	\$63,522			\$50,780		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	35	\$169,774	\$59,807	\$90,210	\$140,625	\$211,042	\$295,915
Top Finance Position	14	\$178,031		\$118,544	\$168,107	\$236,918	
Top Operations Position	5	\$190,908			\$151,302		
Top Technology Position	5	\$178,316			\$189,242		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	5	\$74,296			\$64,000		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	17	\$109,283		\$64,853	\$103,102	\$137,349	
Top Finance Position	5	\$67,507			\$45,773		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	9	\$76,284			\$70,050		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	7	\$83,726			\$60,401		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	28	\$139,516	\$38,940	\$80,095	\$115,488	\$198,810	\$233,656
Top Finance Position	8	\$168,169			\$152,474		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	9	\$93,674			\$68,524		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	\$93,384			\$91,587		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	9	\$118,910			\$94,812		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	8	\$178,505			\$156,444		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	55	\$115,100	\$34,728	\$49,311	\$88,678	\$135,329	\$217,345
Top Finance Position	9	\$114,634			\$93,917		
Top Operations Position	5	\$102,967			\$81,882		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	15	\$287,686		\$122,775	\$162,214	\$391,504	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	11	\$90,809		\$49,292	\$70,000	\$105,215	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	9	\$65,577			\$64,057		
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	9	\$185,622			\$132,718		
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	7	\$128,322			\$124,369		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	136	\$76,503	\$23,899	\$36,659	\$57,178	\$96,414	\$144,372
Top Finance Position	17	\$70,510		\$34,998	\$60,600	\$86,631	
Top Operations Position	7	\$141,380			\$112,500		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	28	\$52,485	\$22,015	\$28,212	\$40,797	\$69,383	\$83,949
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	11	\$74,131		\$45,900	\$68,518	\$92,565	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	11	\$75,108		\$32,315	\$82,244	\$113,538	
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
CEO/Executive Director	5	\$316,767			\$260,950		
Unknown							
CEO/Executive Director	21	\$83,178	\$33,367	\$43,869	\$73,727	\$115,351	\$162,383
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	8	\$86,422			\$74,588		
Youth Development: Scouting							
CEO/Executive Director	6	\$213,091			\$161,307		
Youth Development: Service and Other							
CEO/Executive Director	6	\$118,586			\$146,169		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	12	\$95,895		\$61,956	\$74,913	\$87,121	
Youth Development: Youth Development Programs							
CEO/Executive Director	76	\$88,410	\$33,234	\$52,458	\$70,242	\$92,036	\$155,586
Top Finance Position	5	\$153,298			\$160,184		
Top Operations Position	5	\$139,818			\$154,472		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	11	\$81,148		\$44,827	\$76,394	\$90,872	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	32	\$81,212	\$32,642	\$53,948	\$65,212	\$103,612	\$158,770
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	22	\$78,723	\$33,088	\$40,228	\$66,879	\$111,500	\$147,948
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	8	\$97,197			\$87,238		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	30	\$128,274	\$44,698	\$57,760	\$102,474	\$192,552	\$293,468
Top Development Position	5	\$166,729			\$159,762		
Top Finance Position	7	\$120,048			\$103,832		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	51	\$89,432	\$24,000	\$32,691	\$57,800	\$98,798	\$184,385
Top Finance Position	6	\$81,627			\$62,440		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	5	\$52,775			\$55,199		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	6	\$70,492			\$56,505		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	\$191,344			\$181,590		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	15	\$107,777		\$85,882	\$97,696	\$127,622	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	11	\$120,098		\$84,330	\$86,233	\$130,613	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	6	\$141,615			\$153,833		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	8	\$114,163			\$93,352		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	7	\$98,141			\$76,500		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	\$113,413			\$112,762		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	27	\$119,733	\$29,300	\$60,777	\$97,729	\$161,797	\$202,851

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	161	\$228,566	\$61,992	\$104,841	\$168,276	\$287,351	\$486,355
Top Administrative Position	11	\$153,873		\$122,108	\$153,931	\$178,528	
Top Business Position	18	\$126,895		\$89,712	\$125,510	\$133,652	
Top Development Position	39	\$209,469	\$120,886	\$136,318	\$197,509	\$248,188	\$323,633
Top Education Position	22	\$159,571	\$118,853	\$128,230	\$155,885	\$180,325	\$202,783
Top Facilities Position	7	\$142,341			\$140,764		
Top Finance Position	56	\$211,038	\$86,269	\$128,556	\$179,114	\$305,965	\$372,022
Top Operations Position	16	\$201,869		\$115,788	\$129,855	\$283,780	
Top Technology Position	7	\$198,832			\$148,627		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	16	\$777,745		\$361,538	\$621,214	\$1,121,715	
Top Administrative Position	8	\$299,158			\$305,458		
Top Development Position	9	\$330,188			\$240,852		
Top Education Position	15	\$333,668		\$200,510	\$271,348	\$367,306	
Top Finance Position	14	\$343,511		\$296,996	\$338,396	\$412,315	
Top Legal Position	5	\$282,417			\$271,618		
Top Technology Position	6	\$243,423			\$253,868		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	15	\$100,212		\$80,404	\$101,865	\$119,696	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	15	\$133,893		\$38,000	\$125,570	\$159,429	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	10	\$115,456		\$87,750	\$118,796	\$149,867	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	12	\$195,261		\$102,175	\$177,275	\$251,060	
Top Finance Position	5	\$191,199			\$183,150		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	7	\$153,071			\$118,199		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	5	\$95,338			\$68,750		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	22	\$90,938	\$31,633	\$38,927	\$71,744	\$98,364	\$137,686
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	16	\$81,767		\$46,422	\$66,000	\$80,853	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	17	\$360,815		\$211,796	\$229,215	\$537,259	
Top Finance Position	10	\$221,649		\$173,968	\$190,222	\$251,838	
Top Operations Position	8	\$194,869			\$142,823		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	16	\$120,144		\$77,734	\$93,728	\$177,515	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	29	\$1,005,974	\$216,101	\$311,586	\$652,935	\$1,600,628	\$1,968,539
Top Administrative Position	5	\$320,166			\$248,440		
Top Finance Position	17	\$455,953		\$308,241	\$357,258	\$589,104	
Top Human Resources Position	9	\$314,329			\$259,141		
Top Operations Position	20	\$491,287	\$163,067	\$197,898	\$288,621	\$535,022	\$995,028
Top Technology Position	8	\$332,285			\$313,614		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	29	\$237,718	\$115,705	\$149,102	\$223,732	\$272,130	\$399,006
Top Administrative Position	12	\$161,216		\$129,368	\$167,047	\$190,585	
Top Finance Position	15	\$157,110		\$113,914	\$149,483	\$196,641	
Top Operations Position	5	\$137,949			\$130,552		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	12	\$99,220		\$71,336	\$81,687	\$103,296	
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	5	\$143,615			\$196,011		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	14	\$154,785		\$70,861	\$144,827	\$183,446	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	30	\$133,428	\$73,389	\$96,621	\$126,257	\$166,277	\$187,325
Top Finance Position	8	\$122,391			\$122,747		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Housing, Shelter: Housing Support							
CEO/Executive Director	6	\$68,737			\$55,000		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	13	\$113,576		\$66,877	\$130,386	\$153,908	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	68	\$117,394	\$57,658	\$77,243	\$102,360	\$135,640	\$172,885
Top Finance Position	21	\$112,422	\$73,736	\$89,520	\$102,768	\$116,980	\$174,309
Top Operations Position	7	\$128,994			\$111,482		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	44	\$99,837	\$44,417	\$55,888	\$77,243	\$119,728	\$212,175
Top Finance Position	7	\$101,000			\$111,203		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	\$105,887			\$86,378		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	33	\$91,700	\$44,715	\$65,481	\$88,515	\$114,188	\$143,365
Top Finance Position	8	\$93,490			\$99,657		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	64	\$145,397	\$46,770	\$93,211	\$126,702	\$188,978	\$267,133
Top Finance Position	24	\$113,397	\$66,207	\$80,621	\$119,293	\$144,648	\$156,013
Top Operations Position	9	\$121,451			\$129,250		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	11	\$126,421		\$86,960	\$108,426	\$161,035	
Top Finance Position	5	\$110,640			\$81,816		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	\$78,627			\$70,282		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	25	\$170,692	\$87,875	\$108,164	\$146,142	\$205,597	\$324,630
Top Finance Position	10	\$141,879		\$115,152	\$137,534	\$175,414	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$120,652			\$105,880		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	8	\$224,472			\$156,737		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	5	\$120,799			\$99,098		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	32	\$197,966	\$93,858	\$120,363	\$171,856	\$251,436	\$334,520
Top Finance Position	21	\$130,265	\$56,796	\$83,302	\$143,896	\$154,388	\$188,976
Top Operations Position	7	\$196,443			\$213,251		
Top Program Position	6	\$132,079			\$133,474		
Top Technology Position	5	\$153,555			\$138,223		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	6	\$91,455			\$116,667		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	13	\$132,055		\$76,300	\$110,264	\$180,260	
Top Finance Position	6	\$132,824			\$132,097		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	12	\$142,610		\$93,228	\$146,964	\$192,924	
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	5	\$77,811			\$92,052		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	13	\$197,711		\$136,022	\$161,000	\$227,400	
Top Development Position	5	\$172,115			\$150,548		
Top Finance Position	5	\$162,020			\$158,946		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	13	\$102,554		\$30,000	\$70,446	\$89,200	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	\$197,438			\$160,562		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	18	\$61,361		\$31,440	\$53,700	\$71,500	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	7	\$110,899			\$76,702		
Youth Development: Scouting							
CEO/Executive Director	5	\$204,435			\$175,215		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	15	\$115,606		\$75,156	\$94,605	\$158,826	
Youth Development: Youth Development Programs							
CEO/Executive Director	34	\$100,242	\$41,313	\$54,583	\$75,156	\$116,155	\$170,363

Delaware

Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	9	\$73,126			\$58,916		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	8	\$78,384			\$71,754		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	7	\$118,650			\$97,908		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	\$78,022			\$64,600		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$73,918			\$55,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	33	\$146,857	\$64,753	\$97,560	\$126,598	\$160,593	\$226,559
Top Finance Position	5	\$121,443			\$109,198		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	\$107,288			\$84,721		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	8	\$544,099			\$290,600		
Top Finance Position	6	\$386,609			\$234,275		
Top Operations Position	5	\$350,469			\$309,267		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	\$95,032			\$98,630		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	18	\$80,471		\$58,478	\$67,327	\$106,042	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	\$120,637			\$67,737		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	24	\$100,833	\$34,866	\$40,169	\$70,503	\$113,539	\$231,827

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	13	\$31,408		\$19,200	\$26,000	\$36,225	
District of Columbia							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$264,542			\$242,551		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	5	\$186,172			\$88,400		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	42	\$146,680	\$42,918	\$75,157	\$96,093	\$146,250	\$179,465
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	5	\$194,434			\$177,415		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	18	\$159,288		\$83,250	\$112,173	\$223,202	
Top Development Position	5	\$152,287			\$125,788		
Top Finance Position	5	\$156,936			\$141,352		
Arts, Culture, and Humanities: Humanities							
CEO/Executive Director	6	\$167,408			\$136,676		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	22	\$227,430	\$105,377	\$111,327	\$169,312	\$228,389	\$435,934
Top Finance Position	11	\$197,585		\$114,233	\$163,823	\$257,912	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	20	\$195,041	\$62,672	\$82,334	\$144,529	\$281,780	\$357,616
Top Development Position	6	\$275,513			\$268,088		
Top Finance Position	5	\$288,549			\$330,296		
Top Operations Position	6	\$208,950			\$164,859		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	41	\$157,538	\$40,766	\$65,000	\$94,922	\$133,458	\$336,312
Top Development Position	6	\$196,349			\$167,757		
Top Finance Position	5	\$196,359			\$166,755		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	23	\$184,734	\$52,600	\$105,999	\$125,000	\$171,926	\$275,859
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	27	\$202,356	\$57,489	\$131,894	\$186,440	\$272,029	\$315,825
Top Development Position	6	\$149,201			\$135,457		
Top Finance Position	5	\$163,954			\$153,300		
Top Legal Position	9	\$183,620			\$169,761		
Top PR/Communications Position	7	\$151,170			\$152,146		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	51	\$184,114	\$61,756	\$96,605	\$152,928	\$223,807	\$262,183
Top Administrative Position	5	\$171,426			\$171,978		
Top Development Position	6	\$160,329			\$150,939		
Top Finance Position	13	\$179,960		\$127,887	\$173,043	\$201,839	
Top Legal Position	7	\$145,575			\$136,955		
Top Operations Position	10	\$156,526		\$125,325	\$149,968	\$185,937	
Top PR/Communications Position	6	\$173,396			\$167,152		
Top Program Position	6	\$138,811			\$127,244		
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	21	\$201,145	\$54,318	\$105,683	\$159,525	\$241,787	\$439,739
Top Development Position	6	\$131,128			\$121,083		
Top Finance Position	6	\$139,067			\$143,627		
Top Legal Position	7	\$138,090			\$127,804		
Top Operations Position	7	\$153,760			\$156,428		
Top PR/Communications Position	6	\$125,802			\$120,688		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	25	\$159,760	\$39,071	\$94,599	\$149,118	\$202,800	\$311,927
Top Finance Position	5	\$137,574			\$158,809		
Civil Rights, Social Action, Advocacy: Voter Education & Registration							
CEO/Executive Director	11	\$195,448		\$128,186	\$176,881	\$211,395	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	13	\$307,393		\$66,299	\$191,764	\$465,213	
Top Finance Position	6	\$260,086			\$231,446		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	19	\$150,166		\$64,613	\$142,549	\$205,042	
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	8	\$86,921			\$62,650		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	5	\$53,086			\$34,615		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	16	\$182,722		\$80,945	\$153,106	\$254,996	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	21	\$194,259	\$85,200	\$142,219	\$182,076	\$259,375	\$292,469
Top Operations Position	5	\$154,055			\$158,067		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	7	\$124,395			\$116,049		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	16	\$182,481		\$139,161	\$161,295	\$206,360	
Top Legal Position	9	\$166,366			\$163,094		
Top Operations Position	5	\$157,669			\$141,799		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	\$171,628			\$182,372		
Crime, Legal-Related: Service and Other							
CEO/Executive Director	8	\$187,630			\$160,538		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	8	\$215,088			\$222,630		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	7	\$304,245			\$247,689		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	10	\$253,887		\$155,053	\$293,079	\$352,753	
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	\$273,313			\$240,752		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	13	\$175,730		\$108,141	\$160,026	\$182,279	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	18	\$323,903		\$159,885	\$240,592	\$419,243	
Top Finance Position	6	\$232,638			\$151,528		
Top Operations Position	5	\$348,893			\$404,234		
Top PR/Communications Position	5	\$153,072			\$144,021		
Top Technology Position	5	\$245,812			\$207,407		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	29	\$182,609	\$41,594	\$93,875	\$132,484	\$258,739	\$317,201
Top Operations Position	9	\$188,574			\$180,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	102	\$180,900	\$68,387	\$116,799	\$156,356	\$233,264	\$291,721
Top Development Position	16	\$158,250		\$126,191	\$142,738	\$192,236	
Top Education Position	13	\$157,544		\$117,172	\$144,021	\$188,082	
Top Finance Position	22	\$149,879	\$83,374	\$118,843	\$143,149	\$203,836	\$216,039
Top Operations Position	25	\$143,973	\$101,036	\$118,863	\$138,635	\$156,135	\$207,143
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	17	\$462,394		\$236,261	\$367,355	\$595,216	
Top Administrative Position	6	\$264,931			\$234,947		
Top Education Position	9	\$398,286			\$397,547		
Top Finance Position	11	\$301,015		\$162,141	\$210,516	\$434,021	
Top Legal Position	5	\$287,022			\$250,338		
Top PR/Communications Position	5	\$272,308			\$260,941		
Top Technology Position	5	\$309,315			\$172,143		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	88	\$310,065	\$99,296	\$146,153	\$259,984	\$380,385	\$557,956
Top Administrative Position	13	\$212,089		\$148,760	\$188,393	\$243,088	
Top Business Position	7	\$232,733			\$214,004		
Top Development Position	12	\$144,781		\$126,327	\$135,056	\$176,399	
Top Education Position	8	\$288,286			\$225,100		
Top Finance Position	29	\$238,874	\$118,865	\$132,145	\$204,625	\$277,271	\$324,589
Top Human Resources Position	10	\$221,411		\$178,379	\$185,903	\$261,440	
Top Legal Position	7	\$282,708			\$253,841		
Top Operations Position	26	\$239,210	\$118,477	\$128,965	\$184,127	\$267,869	\$402,510
Top PR/Communications Position	16	\$200,042		\$166,813	\$196,858	\$226,729	
Top Program Position	10	\$244,310		\$165,730	\$179,557	\$251,912	
Top Technology Position	11	\$200,024		\$149,787	\$169,394	\$186,280	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	24	\$207,112	\$66,000	\$112,689	\$150,677	\$281,956	\$393,059
Top Finance Position	6	\$159,999			\$167,447		
Top Operations Position	6	\$152,992			\$163,631		
Top Program Position	5	\$164,238			\$164,754		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	11	\$172,830		\$122,247	\$167,379	\$229,274	
Employment, Job-Related: Service and Other							
CEO/Executive Director	5	\$143,330			\$142,749		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	5	\$176,719			\$217,565		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	39	\$262,795	\$65,386	\$95,491	\$162,862	\$302,563	\$430,078
Top Development Position	8	\$186,995			\$166,235		
Top Finance Position	17	\$201,138		\$152,239	\$160,888	\$197,828	
Top Operations Position	11	\$205,079		\$145,903	\$160,994	\$190,783	
Top PR/Communications Position	9	\$215,117			\$184,702		
Top Program Position	11	\$164,739		\$126,654	\$145,355	\$183,465	
Environmental Quality, Protection, and Beautification: Pollution Abatement & Control							
CEO/Executive Director	7	\$204,129			\$198,850		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	42	\$203,124	\$99,184	\$137,017	\$168,130	\$248,100	\$373,669
Top Development Position	9	\$187,934			\$159,719		
Top Finance Position	12	\$168,280		\$130,082	\$159,201	\$210,865	
Top Operations Position	10	\$179,616		\$141,093	\$209,609	\$219,031	
Top PR/Communications Position	9	\$183,815			\$166,303		
Top Program Position	7	\$134,866			\$137,456		
Food, Agriculture, and Nutrition: Food, Agriculture, & Nutrition N.E.C.							
CEO/Executive Director	7	\$111,815			\$95,950		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	\$388,171			\$278,548		
Top Finance Position	5	\$299,894			\$119,932		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	9	\$190,146			\$134,205		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	10	\$806,687		\$140,746	\$222,728	\$1,029,321	
Top Finance Position	7	\$305,632			\$221,395		
Top Operations Position	6	\$466,970			\$180,960		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	12	\$257,756		\$163,791	\$205,596	\$365,542	
Top Finance Position	5	\$167,535			\$179,997		
Top Operations Position	5	\$146,091			\$143,019		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	33	\$305,019	\$111,616	\$152,370	\$225,639	\$360,495	\$622,722
Top Development Position	5	\$135,723			\$133,216		
Top Education Position	6	\$211,107			\$208,643		
Top Finance Position	10	\$215,625		\$144,623	\$177,044	\$246,781	
Top Operations Position	14	\$237,948		\$137,188	\$189,669	\$255,015	
Top PR/Communications Position	8	\$155,018			\$151,699		
Top Program Position	8	\$159,708			\$146,594		
Top Technology Position	8	\$201,579			\$194,894		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	17	\$158,927		\$118,508	\$141,000	\$190,150	
Top Operations Position	5	\$162,891			\$182,969		
Housing, Shelter: Housing Support							
CEO/Executive Director	6	\$85,535			\$90,836		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	\$113,850			\$109,689		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	34	\$150,810	\$53,000	\$83,241	\$117,938	\$216,553	\$264,472
Top Development Position	5	\$181,295			\$137,472		
Top Operations Position	5	\$149,012			\$152,012		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	37	\$141,759	\$43,829	\$72,800	\$124,304	\$183,140	\$215,747
Top Finance Position	7	\$144,904			\$127,431		
Top Program Position	6	\$147,981			\$124,624		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	\$115,324			\$119,761		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	9	\$125,319			\$120,586		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	23	\$120,053	\$53,323	\$71,173	\$90,000	\$124,402	\$201,778
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	10	\$179,720		\$75,703	\$166,502	\$208,814	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$102,323			\$77,885		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	10	\$301,658		\$179,029	\$245,188	\$345,866	
International, Foreign Affairs, and National Security: International Affairs, Foreign Policy, & Globalization							
CEO/Executive Director	6	\$187,579			\$101,109		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	57	\$205,776	\$65,327	\$90,800	\$173,347	\$287,617	\$393,547
Top Administrative Position	6	\$192,553			\$164,909		
Top Development Position	7	\$165,267			\$181,565		
Top Finance Position	23	\$174,338	\$87,740	\$144,745	\$174,478	\$212,095	\$253,872
Top Operations Position	11	\$236,243		\$172,515	\$225,086	\$300,357	
Top PR/Communications Position	7	\$156,586			\$169,196		
Top Program Position	10	\$179,345		\$165,931	\$177,489	\$215,768	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
International, Foreign Affairs, and National Security: International Human Rights							
CEO/Executive Director	25	\$173,076	\$47,007	\$95,816	\$153,386	\$196,287	\$304,565
Top Finance Position	7	\$148,806			\$160,386		
Top Operations Position	6	\$203,536			\$165,370		
Top Program Position	7	\$175,600			\$168,243		
International, Foreign Affairs, and National Security: International Peace & Security							
CEO/Executive Director	28	\$182,778	\$66,962	\$99,076	\$143,857	\$197,478	\$342,545
Top Finance Position	5	\$148,906			\$170,000		
Top Operations Position	6	\$177,580			\$176,717		
Top Program Position	5	\$162,416			\$140,720		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	35	\$180,086	\$51,973	\$97,051	\$154,500	\$227,171	\$369,722
Top Finance Position	11	\$138,506		\$88,389	\$162,110	\$181,921	
International, Foreign Affairs, and National Security: Service and Other							
CEO/Executive Director	38	\$233,915	\$50,098	\$106,773	\$221,473	\$278,353	\$455,188
Top Administrative Position	6	\$156,004			\$135,515		
Top Development Position	6	\$211,683			\$214,755		
Top Finance Position	12	\$158,881		\$124,247	\$158,395	\$188,371	
Top Operations Position	7	\$174,994			\$165,013		
Medical Research: Medical Research N.E.C.							
CEO/Executive Director	5	\$256,268			\$256,304		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Medical Research: Service and Other							
CEO/Executive Director	5	\$259,503			\$288,750		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	\$207,219			\$179,085		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	5	\$386,692			\$272,649		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	7	\$172,148			\$185,324		
Mutual/Membership Benefit Organizations, Other: Service and Other							
CEO/Executive Director	10	\$284,264		\$91,363	\$152,546	\$462,051	
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	9	\$280,532			\$295,988		
Top Program Position	6	\$158,293			\$161,559		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.							
CEO/Executive Director	8	\$268,200			\$262,567		
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	5	\$164,458			\$120,000		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$177,768			\$96,575		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	10	\$227,201		\$166,677	\$219,971	\$248,407	
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	27	\$276,733	\$98,000	\$172,977	\$247,515	\$370,985	\$474,834
Top Development Position	5	\$206,649			\$213,966		
Top Finance Position	8	\$206,134			\$203,339		
Top Legal Position	5	\$185,119			\$191,094		
Top Operations Position	8	\$222,406			\$226,558		
Top PR/Communications Position	5	\$222,466			\$245,101		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	9	\$125,151			\$90,000		
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	7	\$156,734			\$132,262		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	22	\$312,768	\$85,844	\$153,691	\$269,130	\$383,056	\$516,269
Top Finance Position	7	\$290,636			\$202,158		
Top Operations Position	7	\$283,926			\$272,635		
Top PR/Communications Position	7	\$206,540			\$186,132		
Top Program Position	6	\$197,059			\$155,506		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	49	\$297,729	\$122,002	\$151,557	\$208,971	\$345,024	\$487,668
Top Development Position	6	\$186,845			\$181,129		
Top Finance Position	24	\$227,556	\$122,544	\$166,028	\$199,381	\$263,399	\$373,304
Top Legal Position	6	\$252,824			\$231,227		
Top Operations Position	10	\$268,196		\$189,473	\$251,470	\$320,806	
Top PR/Communications Position	13	\$164,056		\$134,002	\$145,087	\$194,985	
Top Program Position	9	\$183,163			\$167,237		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	\$121,923			\$124,390		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	18	\$112,776		\$52,112	\$82,596	\$138,568	
Top Finance Position	5	\$116,467			\$66,600		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	6	\$133,599			\$147,894		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	6	\$246,767			\$261,687		
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
CEO/Executive Director	7	\$447,133			\$484,033		
Top Finance Position	6	\$190,803			\$195,644		
Top Operations Position	5	\$224,589			\$242,383		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Science and Technology Research Institutes, Services: Science & Technology N.E.C.							
CEO/Executive Director	6	\$269,619			\$253,545		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	17	\$366,959		\$191,667	\$294,457	\$495,008	
Top Finance Position	7	\$244,654			\$191,837		
Top Program Position	6	\$183,359			\$155,397		
Social Science Research Institutes, Services: Service and Other							
CEO/Executive Director	16	\$325,966		\$196,490	\$272,871	\$360,084	
Top Administrative Position	5	\$169,246			\$156,821		
Top Education Position	5	\$253,593			\$262,286		
Top Finance Position	13	\$232,550		\$133,979	\$170,792	\$260,312	
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	26	\$359,141	\$115,188	\$209,551	\$239,282	\$391,065	\$635,047
Top Administrative Position	8	\$270,973			\$239,643		
Top Finance Position	13	\$277,049		\$161,339	\$218,414	\$274,583	
Top Operations Position	5	\$329,628			\$151,588		
Top PR/Communications Position	5	\$177,435			\$164,011		
Top Program Position	6	\$240,842			\$215,047		
Unknown							
CEO/Executive Director	6	\$309,418			\$158,443		
Youth Development: Service and Other							
CEO/Executive Director	10	\$145,422		\$93,678	\$119,558	\$188,952	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Youth Development: Youth Development Programs							
CEO/Executive Director	42	\$136,231	\$55,350	\$86,875	\$112,081	\$164,778	\$228,918
Top Finance Position	5	\$149,181			\$148,425		
Top Operations Position	7	\$137,394			\$127,093		
Florida							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	64	\$84,106	\$30,856	\$44,562	\$78,627	\$102,869	\$143,159
Top Finance Position	10	\$67,596		\$41,100	\$58,368	\$78,897	
Animal-Related: Animal Related N.E.C.							
CEO/Executive Director	5	\$54,815			\$57,161		
Animal-Related: Animal Services N.E.C.							
CEO/Executive Director	5	\$67,343			\$50,000		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	27	\$84,599	\$33,720	\$39,882	\$75,000	\$103,559	\$176,330
Animal-Related: Zoos & Aquariums							
CEO/Executive Director	8	\$262,513			\$240,702		
Top Finance Position	6	\$149,651			\$154,816		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	73	\$86,320	\$29,842	\$47,000	\$70,429	\$100,129	\$142,666
Top Finance Position	12	\$87,468		\$26,394	\$55,241	\$127,155	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	6	\$153,056			\$79,165		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	29	\$89,659	\$29,715	\$58,915	\$83,258	\$110,000	\$158,914
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	26	\$97,601	\$19,969	\$51,882	\$68,183	\$149,456	\$192,715
Top Finance Position	7	\$81,739			\$85,272		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	59	\$137,715	\$45,515	\$64,078	\$119,284	\$180,881	\$244,553
Top Development Position	7	\$136,889			\$143,851		
Top Finance Position	16	\$120,127		\$84,377	\$108,918	\$134,111	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	121	\$106,951	\$27,235	\$40,000	\$66,627	\$116,307	\$217,197
Top Development Position	11	\$139,018		\$117,671	\$130,224	\$168,268	
Top Finance Position	15	\$144,737		\$101,296	\$116,985	\$243,882	
Top Marketing Position	6	\$157,160			\$146,779		
Top Operations Position	8	\$156,606			\$154,606		
Top Program Position	7	\$160,942			\$202,318		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	16	\$75,705		\$49,890	\$61,876	\$77,385	

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	10	\$60,305		\$34,478	\$64,107	\$86,724	
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	5	\$83,923			\$69,150		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	19	\$100,616		\$57,586	\$91,868	\$134,526	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	7	\$95,282			\$106,000		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	9	\$163,031			\$130,999		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	42	\$85,646	\$31,602	\$47,663	\$71,404	\$98,920	\$162,380
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	8	\$85,772			\$67,480		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	28	\$92,450	\$42,012	\$50,938	\$83,863	\$119,411	\$158,888
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	7	\$189,664			\$124,639		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	13	\$104,300		\$73,500	\$110,822	\$130,890	
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	15	\$58,948		\$40,964	\$58,259	\$79,220	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	19	\$115,150		\$75,066	\$89,086	\$155,423	
Top Legal Position	5	\$130,011			\$130,000		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	10	\$158,054		\$78,638	\$88,773	\$164,877	
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	10	\$87,202		\$42,777	\$66,698	\$81,859	
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	5	\$98,714			\$78,462		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	12	\$119,183		\$49,740	\$76,719	\$111,307	
Top Finance Position	5	\$99,101			\$65,343		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	16	\$94,321		\$50,375	\$68,776	\$101,336	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	9	\$152,549			\$110,769		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle, & Bone Diseases							
CEO/Executive Director	8	\$87,502			\$82,524		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	7	\$159,256			\$120,000		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	19	\$85,397		\$49,706	\$62,877	\$111,497	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	14	\$97,819		\$55,635	\$74,781	\$127,969	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	32	\$89,003	\$25,027	\$44,952	\$78,600	\$112,505	\$136,080
Top Administrative Position	5	\$78,306			\$84,328		
Top Finance Position	6	\$93,918			\$90,093		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	54	\$99,103	\$42,883	\$61,699	\$80,924	\$132,935	\$167,742
Top Finance Position	7	\$71,905			\$68,602		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	311	\$120,953	\$36,923	\$60,000	\$98,437	\$152,319	\$229,782
Top Administrative Position	27	\$109,844	\$43,058	\$58,029	\$92,668	\$149,496	\$191,898
Top Business Position	7	\$128,096			\$166,125		
Top Development Position	14	\$143,297		\$115,213	\$136,319	\$165,370	
Top Education Position	9	\$122,162			\$123,249		
Top Finance Position	68	\$106,367	\$35,876	\$48,881	\$88,449	\$148,480	\$197,424
Top Operations Position	26	\$121,628	\$26,618	\$80,907	\$122,859	\$167,256	\$197,396
Top Technology Position	7	\$133,388			\$143,336		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	8	\$189,249			\$189,679		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	41	\$435,811	\$80,130	\$152,600	\$264,245	\$556,604	\$757,106
Top Administrative Position	17	\$202,661		\$145,014	\$189,475	\$254,127	
Top Business Position	8	\$206,252			\$224,947		
Top Development Position	14	\$191,801		\$135,090	\$193,963	\$214,702	
Top Education Position	23	\$243,931	\$143,003	\$168,097	\$222,874	\$303,880	\$337,016
Top Finance Position	32	\$262,116	\$83,830	\$112,083	\$215,003	\$285,937	\$387,626
Top Human Resources Position	7	\$170,550			\$183,038		
Top Legal Position	6	\$239,912			\$222,137		
Top Operations Position	6	\$328,961			\$276,475		
Top Technology Position	9	\$244,497			\$226,432		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	9	\$84,448			\$81,576		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	62	\$147,393	\$49,732	\$69,413	\$112,329	\$173,034	\$269,252
Top Administrative Position	5	\$162,062			\$175,554		
Top Finance Position	15	\$146,359		\$103,656	\$117,916	\$172,947	
Top Operations Position	7	\$211,185			\$155,028		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	22	\$144,702	\$45,722	\$60,322	\$110,219	\$188,446	\$270,467
Top Finance Position	5	\$128,003			\$130,166		
Educational Institutions and Related Activities: Vocational & Technical Schools							
CEO/Executive Director	6	\$159,586			\$139,144		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	36	\$143,722	\$63,824	\$84,314	\$117,606	\$168,012	\$226,331
Top Finance Position	23	\$112,914	\$78,291	\$84,717	\$100,797	\$138,143	\$162,986
Top Operations Position	9	\$150,432			\$135,887		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	7	\$150,413			\$157,500		
Environmental Quality, Protection, and Beautification: Botanical, Horticultural, & Landscape Services							
CEO/Executive Director	6	\$118,975			\$89,831		
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	6	\$64,378			\$58,264		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Environmental Quality, Protection, and Beautification: Environmental Beautification							
CEO/Executive Director	6	\$60,191			\$56,070		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	10	\$79,398		\$59,289	\$85,484	\$101,261	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	30	\$89,553	\$34,316	\$49,217	\$72,138	\$110,849	\$145,278
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	13	\$113,792		\$64,131	\$86,583	\$139,632	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	37	\$99,382	\$33,352	\$47,100	\$106,683	\$128,807	\$164,060
Food, Agriculture, and Nutrition: Food, Agriculture, & Nutrition N.E.C.							
CEO/Executive Director	5	\$104,557			\$66,753		
Food, Agriculture, and Nutrition: Nutrition							
CEO/Executive Director	5	\$97,026			\$106,721		
Food, Agriculture, and Nutrition: Service and Other							
CEO/Executive Director	8	\$81,010			\$76,516		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	53	\$186,124	\$67,979	\$99,507	\$142,689	\$216,193	\$327,567
Top Finance Position	29	\$176,826	\$90,608	\$106,470	\$149,509	\$205,392	\$281,693
Top Operations Position	17	\$197,340		\$125,206	\$176,441	\$222,400	
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	12	\$114,613		\$54,969	\$87,143	\$164,366	
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	11	\$301,803		\$72,834	\$92,400	\$133,843	
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	23	\$203,680	\$63,825	\$70,986	\$121,415	\$263,255	\$396,981
Top Finance Position	8	\$236,121			\$196,358		
Top Technology Position	6	\$196,264			\$154,431		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	78	\$752,954	\$86,692	\$186,111	\$385,223	\$856,067	\$1,427,808
Top Administrative Position	24	\$363,645	\$162,360	\$207,578	\$265,226	\$411,841	\$582,602
Top Development Position	9	\$228,657			\$195,332		
Top Finance Position	43	\$469,661	\$92,522	\$136,127	\$298,949	\$742,300	\$1,047,833
Top Human Resources Position	19	\$355,941		\$218,705	\$310,616	\$513,661	
Top Legal Position	15	\$580,665		\$373,753	\$569,075	\$698,278	
Top Operations Position	49	\$642,259	\$122,123	\$168,606	\$286,986	\$549,363	\$1,224,525
Top PR/Communications Position	6	\$342,661			\$318,992		
Top Technology Position	24	\$523,108	\$250,900	\$283,132	\$458,839	\$642,465	\$812,574

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	14	\$236,678		\$94,408	\$188,924	\$242,944	
Top Administrative Position	19	\$171,607		\$127,829	\$144,665	\$172,982	
Top Finance Position	9	\$259,779			\$144,558		
Top Operations Position	5	\$218,272			\$158,080		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	27	\$96,645	\$48,646	\$72,050	\$86,349	\$125,496	\$151,876
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	12	\$97,912		\$47,250	\$113,233	\$137,567	
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	12	\$94,827		\$48,241	\$55,317	\$103,777	
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	33	\$233,710	\$54,912	\$85,359	\$180,121	\$296,337	\$528,196
Top Development Position	10	\$180,373		\$157,967	\$174,353	\$204,191	
Top Finance Position	8	\$230,892			\$206,190		
Top Operations Position	7	\$201,772			\$147,837		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	8	\$72,929			\$50,759		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	82	\$121,362	\$53,884	\$70,435	\$108,828	\$146,207	\$188,442
Top Finance Position	12	\$119,009		\$84,549	\$105,729	\$137,715	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Housing, Shelter: Housing Support							
CEO/Executive Director	22	\$95,529	\$50,868	\$59,844	\$79,478	\$108,889	\$145,191
Housing, Shelter: Service and Other							
CEO/Executive Director	9	\$149,712			\$88,732		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	37	\$76,703	\$27,560	\$35,000	\$65,934	\$95,531	\$144,000
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	178	\$98,200	\$42,158	\$60,319	\$85,551	\$128,992	\$167,107
Top Administrative Position	7	\$80,611			\$60,541		
Top Development Position	10	\$138,234		\$116,514	\$137,449	\$163,882	
Top Finance Position	45	\$85,840	\$37,544	\$58,041	\$82,376	\$108,289	\$138,279
Top Operations Position	29	\$113,585	\$57,882	\$81,054	\$103,664	\$129,240	\$210,753
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	133	\$119,544	\$36,565	\$60,580	\$102,234	\$160,913	\$208,086
Top Development Position	8	\$120,412			\$112,604		
Top Finance Position	46	\$99,706	\$52,296	\$73,483	\$100,058	\$115,830	\$152,061
Top Human Resources Position	6	\$113,573			\$101,116		
Top Operations Position	26	\$129,311	\$75,674	\$102,077	\$117,004	\$153,477	\$186,465
Top Program Position	11	\$91,559		\$63,180	\$82,590	\$107,610	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	41	\$83,840	\$21,575	\$45,042	\$67,074	\$113,174	\$141,326
Top Finance Position	7	\$78,737			\$84,791		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	91	\$86,151	\$29,997	\$40,248	\$64,453	\$104,886	\$155,432
Top Finance Position	15	\$84,561		\$57,435	\$69,749	\$108,674	
Top Operations Position	9	\$127,700			\$134,361		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	135	\$131,559	\$27,395	\$51,704	\$95,645	\$174,203	\$303,043
Top Administrative Position	8	\$99,959			\$63,301		
Top Development Position	9	\$138,001			\$143,904		
Top Finance Position	45	\$125,397	\$63,928	\$89,276	\$109,891	\$135,618	\$233,581
Top Human Resources Position	10	\$158,074		\$135,984	\$151,031	\$184,435	
Top Marketing Position	5	\$145,183			\$129,394		
Top Operations Position	20	\$152,472	\$63,491	\$99,038	\$138,727	\$214,876	\$273,136
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	37	\$95,954	\$21,783	\$43,500	\$89,440	\$121,412	\$169,664
Top Finance Position	12	\$87,798		\$61,735	\$77,349	\$127,205	
Top Operations Position	6	\$101,025			\$106,628		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	28	\$135,195	\$41,013	\$75,103	\$88,137	\$134,865	\$240,610
Top Finance Position	8	\$117,810			\$124,549		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	51	\$227,412	\$56,620	\$76,666	\$181,729	\$278,653	\$542,078
Top Administrative Position	15	\$128,839		\$114,634	\$122,445	\$133,076	
Top Business Position	10	\$221,288		\$140,497	\$189,386	\$260,803	
Top Facilities Position	5	\$154,461			\$163,404		
Top Finance Position	29	\$187,798	\$86,971	\$124,772	\$145,876	\$197,438	\$287,461
Top Human Resources Position	9	\$179,450			\$186,045		
Top Marketing Position	12	\$182,790		\$150,902	\$164,589	\$178,445	
Top Operations Position	12	\$209,159		\$168,479	\$201,567	\$228,784	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	21	\$188,285	\$37,800	\$87,451	\$141,000	\$214,544	\$525,036
Top Finance Position	5	\$150,559			\$130,778		
Top Operations Position	6	\$170,956			\$79,337		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	25	\$56,757	\$25,051	\$30,750	\$41,331	\$63,250	\$112,068
Top Finance Position	6	\$42,199			\$36,111		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	5	\$55,858			\$41,600		
Mental Health, Crisis Intervention: Addictive Disorders N.E.C.							
CEO/Executive Director	5	\$78,706			\$60,000		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	12	\$84,390		\$54,850	\$68,239	\$87,486	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	6	\$79,089			\$76,954		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	12	\$82,637		\$60,009	\$91,124	\$104,000	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	60	\$145,790	\$45,969	\$71,751	\$127,686	\$185,783	\$256,976
Top Finance Position	25	\$127,111	\$50,554	\$91,632	\$120,261	\$152,210	\$179,225
Top Operations Position	13	\$138,775		\$109,601	\$125,394	\$154,317	
Top Technology Position	5	\$129,858			\$88,754		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	5	\$161,875			\$83,641		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	54	\$115,933	\$29,746	\$52,476	\$109,536	\$158,559	\$206,631
Top Finance Position	17	\$123,216		\$89,822	\$116,138	\$138,165	
Top Operations Position	13	\$119,963		\$78,140	\$111,784	\$143,482	
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	27	\$185,663	\$45,441	\$88,820	\$140,334	\$259,141	\$316,849
Top Development Position	8	\$172,443			\$159,575		
Top Finance Position	14	\$147,418		\$96,760	\$123,101	\$180,825	
Top Operations Position	5	\$185,812			\$143,957		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	15	\$136,927		\$57,787	\$110,259	\$190,532	
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.							
CEO/Executive Director	6	\$180,130			\$178,042		
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	10	\$73,067		\$30,188	\$55,425	\$86,268	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	40	\$132,250	\$31,020	\$59,504	\$112,666	\$169,421	\$293,822
Top Finance Position	10	\$136,433		\$105,154	\$140,495	\$163,246	
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	14	\$120,218		\$71,232	\$109,579	\$118,937	
Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	13	\$135,858		\$81,900	\$98,900	\$163,890	
Public Safety, Disaster Preparedness, and Relief: Safety Education							
CEO/Executive Director	7	\$69,206			\$75,817		
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	8	\$131,152			\$88,417		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	9	\$70,371			\$67,340		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	15	\$102,286		\$42,000	\$59,326	\$91,173	
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	13	\$108,030		\$39,423	\$65,000	\$102,159	
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	12	\$104,005		\$48,360	\$90,482	\$124,876	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	43	\$103,343	\$30,000	\$41,538	\$64,500	\$106,906	\$219,413
Top Finance Position	10	\$72,747		\$33,949	\$43,188	\$88,142	
Top Operations Position	6	\$75,307			\$80,481		
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	12	\$219,281		\$69,073	\$114,829	\$198,570	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	5	\$79,308			\$62,400		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	12	\$131,042		\$72,954	\$110,366	\$168,402	
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	6	\$262,689			\$66,341		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	246	\$62,131	\$20,370	\$30,885	\$50,000	\$77,905	\$105,463
Top Administrative Position	7	\$53,028			\$32,398		
Top Finance Position	18	\$45,863		\$22,350	\$30,982	\$47,899	
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	8	\$55,696			\$50,528		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	12	\$108,658		\$77,799	\$110,243	\$134,709	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	24	\$57,802	\$26,765	\$33,915	\$49,562	\$74,987	\$105,153
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	19	\$104,887		\$51,537	\$72,552	\$155,851	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	14	\$112,577		\$48,562	\$107,700	\$172,922	
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	5	\$213,908			\$201,346		
Unknown							
CEO/Executive Director	10	\$100,302		\$76,594	\$95,930	\$126,224	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	12	\$133,569		\$80,600	\$104,362	\$135,980	
Youth Development: Scouting							
CEO/Executive Director	13	\$186,933		\$108,468	\$135,243	\$237,936	
Top Finance Position	5	\$91,577			\$82,437		
Youth Development: Service and Other							
CEO/Executive Director	13	\$99,823		\$62,400	\$87,500	\$153,743	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	42	\$103,245	\$38,423	\$57,818	\$76,206	\$128,806	\$195,412
Top Development Position	5	\$98,106			\$103,609		
Top Finance Position	8	\$86,478			\$84,573		
Top Operations Position	9	\$95,428			\$105,054		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	6	\$54,024			\$55,001		
Youth Development: Youth Development Programs							
CEO/Executive Director	86	\$84,995	\$29,688	\$43,399	\$65,000	\$90,161	\$142,890
Top Finance Position	9	\$122,661			\$100,902		
Top Operations Position	11	\$88,139		\$67,537	\$79,206	\$95,404	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	14	\$87,136		\$40,089	\$67,500	\$84,179	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	30	\$87,275	\$31,910	\$39,375	\$66,832	\$91,276	\$126,097
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	15	\$130,159		\$51,888	\$78,039	\$145,471	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	10	\$123,775		\$63,186	\$87,260	\$164,532	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	24	\$111,366	\$39,350	\$67,242	\$89,099	\$135,813	\$162,064
Top Finance Position	5	\$117,585			\$99,897		
Top Operations Position	6	\$142,618			\$133,824		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	55	\$79,990	\$25,878	\$39,684	\$50,750	\$80,644	\$122,265
Top Finance Position	5	\$128,550			\$92,200		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	6	\$102,018			\$90,377		
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	5	\$108,764			\$107,239		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	14	\$80,312		\$51,705	\$64,087	\$100,227	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	10	\$83,617		\$69,521	\$74,764	\$99,916	
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	7	\$153,585			\$132,233		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	30	\$88,620	\$39,988	\$47,355	\$59,300	\$109,061	\$199,999
Top Finance Position	6	\$80,102			\$83,863		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	8	\$71,565			\$49,410		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	11	\$137,857		\$87,539	\$154,611	\$179,957	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	7	\$146,169			\$147,862		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	14	\$113,074		\$65,770	\$101,603	\$158,797	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	21	\$58,815	\$35,413	\$46,500	\$58,000	\$67,936	\$81,704

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	8	\$94,885			\$95,551		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	11	\$99,587		\$68,481	\$90,328	\$121,316	
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	13	\$94,835		\$31,069	\$70,000	\$117,457	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	6	\$45,165			\$44,006		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	15	\$114,776		\$70,638	\$96,000	\$180,650	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	38	\$81,016	\$30,843	\$42,000	\$58,028	\$100,151	\$138,213
Top Finance Position	5	\$96,166			\$93,345		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	176	\$142,111	\$39,125	\$63,503	\$110,339	\$183,000	\$307,362
Top Administrative Position	7	\$108,960			\$79,957		
Top Business Position	10	\$132,103		\$81,093	\$115,832	\$160,319	
Top Development Position	13	\$137,582		\$118,793	\$137,889	\$170,468	
Top Education Position	8	\$81,737			\$73,465		
Top Finance Position	47	\$120,428	\$45,450	\$83,925	\$111,491	\$146,345	\$210,348
Top Operations Position	16	\$118,467		\$107,378	\$125,645	\$140,239	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	6	\$280,569			\$162,779		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	34	\$359,414	\$120,900	\$149,724	\$242,471	\$370,974	\$631,984
Top Administrative Position	16	\$217,077		\$135,620	\$171,272	\$234,619	
Top Business Position	8	\$293,330			\$248,438		
Top Development Position	13	\$185,417		\$151,079	\$172,417	\$207,171	
Top Education Position	17	\$227,650		\$152,763	\$167,602	\$242,291	
Top Finance Position	22	\$281,185	\$87,858	\$129,643	\$241,857	\$354,900	\$487,032
Top Human Resources Position	7	\$370,738			\$185,029		
Top Marketing Position	5	\$212,861			\$213,989		
Top Operations Position	6	\$339,562			\$216,018		
Top PR/Communications Position	7	\$225,479			\$213,989		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	44	\$187,088	\$36,353	\$82,454	\$144,160	\$271,118	\$340,315
Top Administrative Position	5	\$129,196			\$163,487		
Top Finance Position	14	\$181,716		\$110,111	\$184,250	\$255,363	
Top Operations Position	7	\$222,096			\$222,394		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	12	\$155,195		\$84,687	\$134,414	\$227,500	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	10	\$95,012		\$60,234	\$69,950	\$128,407	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	7	\$145,575			\$85,670		
Top Finance Position	5	\$243,680			\$251,567		
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	7	\$79,808			\$66,950		
Environmental Quality, Protection, and Beautification: Environmental Beautification							
CEO/Executive Director	6	\$67,855			\$61,789		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	7	\$85,436			\$77,667		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	19	\$91,064		\$50,625	\$74,880	\$115,307	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	14	\$78,868		\$58,018	\$63,156	\$73,447	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	24	\$83,272	\$36,150	\$50,900	\$67,724	\$104,828	\$154,355
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	40	\$143,174	\$45,442	\$66,682	\$112,779	\$179,317	\$241,746
Top Finance Position	23	\$132,849	\$72,878	\$99,128	\$113,473	\$145,227	\$217,795
Top Operations Position	6	\$144,912			\$120,172		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	6	\$81,749			\$61,610		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	9	\$97,842			\$61,500		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	7	\$158,621			\$147,921		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	58	\$800,969	\$103,662	\$196,231	\$445,450	\$1,215,347	\$1,961,005
Top Administrative Position	16	\$270,255		\$142,205	\$219,477	\$311,983	
Top Business Position	5	\$323,679			\$179,951		
Top Finance Position	42	\$407,027	\$129,779	\$218,426	\$341,570	\$529,663	\$681,023
Top Human Resources Position	18	\$420,943		\$244,638	\$359,152	\$446,052	
Top Legal Position	14	\$499,427		\$334,305	\$521,650	\$625,254	
Top Marketing Position	5	\$437,850			\$335,660		
Top Operations Position	31	\$502,470	\$153,836	\$213,132	\$362,257	\$686,659	\$1,041,759
Top Technology Position	15	\$405,912		\$313,071	\$370,167	\$472,441	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	16	\$224,462		\$70,933	\$170,256	\$271,686	
Top Administrative Position	8	\$160,945			\$145,833		
Top Finance Position	6	\$234,260			\$163,293		
Top Operations Position	5	\$161,383			\$151,500		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	12	\$132,251		\$68,313	\$103,418	\$140,722	
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	11	\$97,945		\$83,392	\$91,692	\$123,144	
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	14	\$154,814		\$72,389	\$117,170	\$142,055	
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	7	\$79,562			\$76,089		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	46	\$89,013	\$36,745	\$44,032	\$60,665	\$102,339	\$157,433
Top Administrative Position	5	\$123,801			\$109,633		
Top Finance Position	8	\$123,563			\$139,383		
Housing, Shelter: Housing Support							
CEO/Executive Director	11	\$130,543		\$57,213	\$80,030	\$117,902	
Housing, Shelter: Service and Other							
CEO/Executive Director	6	\$63,770			\$60,225		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	23	\$64,461	\$23,820	\$43,006	\$59,300	\$70,925	\$87,499

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	73	\$82,502	\$30,000	\$46,750	\$72,864	\$110,135	\$140,443
Top Finance Position	12	\$80,666		\$46,223	\$84,339	\$110,610	
Top Operations Position	5	\$67,515			\$67,503		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	72	\$89,793	\$31,795	\$44,634	\$67,835	\$115,350	\$193,071
Top Development Position	5	\$106,355			\$108,800		
Top Finance Position	9	\$105,585			\$111,531		
Top Operations Position	8	\$118,818			\$113,875		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	25	\$77,160	\$23,915	\$36,194	\$67,505	\$96,533	\$157,438
Top Finance Position	5	\$122,445			\$95,906		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	62	\$68,823	\$30,605	\$42,250	\$62,980	\$84,872	\$125,774
Top Finance Position	6	\$60,667			\$57,420		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	85	\$119,141	\$38,144	\$55,085	\$96,573	\$132,856	\$197,068
Top Development Position	6	\$257,582			\$169,574		
Top Finance Position	20	\$101,913	\$29,488	\$52,434	\$87,032	\$120,853	\$175,493
Top Operations Position	8	\$199,225			\$144,177		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	12	\$119,189		\$43,675	\$78,830	\$127,520	
Top Finance Position	5	\$70,277			\$45,085		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	9	\$70,911			\$62,307		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	28	\$96,250	\$23,232	\$33,984	\$79,389	\$121,976	\$147,011
Top Administrative Position	5	\$113,879			\$83,902		
Top Finance Position	6	\$137,333			\$98,967		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	14	\$112,244		\$40,469	\$86,500	\$139,653	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	19	\$93,694		\$41,880	\$54,000	\$109,450	
Top Finance Position	5	\$106,578			\$120,181		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	6	\$87,098			\$90,634		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	9	\$81,305			\$74,125		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	5	\$52,541			\$55,624		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	19	\$127,494		\$64,817	\$126,429	\$152,367	
Top Finance Position	7	\$116,830			\$100,528		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	27	\$89,042	\$25,704	\$50,104	\$80,390	\$108,534	\$182,594
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	22	\$80,800	\$35,320	\$53,419	\$74,355	\$85,691	\$130,889
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	25	\$110,900	\$31,834	\$50,700	\$93,702	\$135,328	\$180,139
Top Finance Position	6	\$98,979			\$67,459		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	7	\$138,488			\$60,000		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	8	\$85,162			\$79,592		
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	6	\$85,817			\$87,288		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	9	\$54,699			\$40,000		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	8	\$95,595			\$92,379		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	33	\$114,154	\$19,200	\$42,000	\$70,000	\$122,267	\$217,176
Top Finance Position	8	\$80,013			\$48,690		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	\$108,058			\$103,136		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	5	\$123,359			\$80,435		
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	5	\$113,311			\$127,419		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	203	\$73,677	\$23,904	\$36,787	\$61,589	\$94,389	\$123,146
Top Administrative Position	5	\$53,906			\$44,830		
Top Finance Position	33	\$66,532	\$23,302	\$30,000	\$45,892	\$89,561	\$127,811
Top Operations Position	10	\$111,722		\$82,856	\$104,611	\$110,553	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	23	\$63,014	\$30,240	\$36,869	\$44,617	\$78,463	\$101,040
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	19	\$118,964		\$45,087	\$75,500	\$126,674	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	7	\$60,019			\$60,900		
Unknown							
CEO/Executive Director	5	\$119,094			\$110,932		
Youth Development: Scouting							
CEO/Executive Director	9	\$222,208			\$167,735		
Youth Development: Service and Other							
CEO/Executive Director	8	\$155,556			\$93,824		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	25	\$84,434	\$29,565	\$47,455	\$75,000	\$100,499	\$132,040
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	7	\$94,847			\$115,510		
Youth Development: Youth Development Programs							
CEO/Executive Director	55	\$78,527	\$32,640	\$42,271	\$59,025	\$87,017	\$115,449
Top Operations Position	5	\$82,397			\$101,851		

Hawaii

Animal-Related: Animal Protection & Welfare

CEO/Executive Director	5	\$95,912			\$86,963		
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501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	19	\$93,676		\$33,196	\$54,600	\$99,035	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	7	\$103,388			\$74,806		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	13	\$83,808		\$49,127	\$52,143	\$82,735	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	11	\$70,623		\$52,690	\$60,810	\$81,390	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	\$105,417			\$77,179		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	\$91,876			\$76,003		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	\$61,571			\$60,000		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	8	\$157,419			\$91,364		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	\$116,028			\$89,831		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	42	\$161,302	\$34,698	\$55,625	\$102,248	\$192,116	\$280,017
Top Administrative Position	5	\$153,293			\$99,025		
Top Finance Position	12	\$184,275		\$100,489	\$124,184	\$247,718	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$234,411			\$122,000		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	11	\$84,370		\$64,509	\$68,019	\$94,763	
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	7	\$81,476			\$73,138		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	12	\$100,744		\$60,165	\$80,829	\$118,624	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	8	\$146,491			\$152,378		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	15	\$434,725		\$168,012	\$248,737	\$406,659	
Top Finance Position	10	\$256,682		\$99,774	\$167,726	\$227,558	
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	8	\$145,279			\$121,532		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	10	\$128,324		\$87,439	\$119,534	\$173,967	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	\$83,126			\$75,176		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	21	\$103,961	\$65,673	\$74,533	\$84,396	\$119,072	\$166,143
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$107,984			\$92,212		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	7	\$82,684			\$71,756		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	23	\$92,862	\$42,756	\$60,457	\$79,602	\$113,356	\$135,812
Top Finance Position	7	\$94,306			\$94,636		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	\$152,321			\$124,524		
Top Finance Position	5	\$81,184			\$85,000		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$139,671			\$126,852		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$106,388			\$92,376		
Top Finance Position	5	\$101,326			\$107,007		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	11	\$101,154		\$66,404	\$75,057	\$128,758	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$49,980			\$46,900		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	12	\$51,852		\$32,795	\$46,718	\$62,431	
Unknown							
CEO/Executive Director	8	\$88,588			\$95,176		
Youth Development: Youth Development Programs							
CEO/Executive Director	11	\$60,784		\$28,956	\$39,000	\$77,885	

Idaho

Animal-Related: Animal Protection & Welfare

CEO/Executive Director	10	\$80,535		\$48,682	\$68,369	\$75,474
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Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	8	\$70,865			\$69,979	
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501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	10	\$61,591		\$43,581	\$47,886	\$83,438	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	13	\$54,142		\$27,800	\$48,000	\$72,038	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	\$82,540			\$100,884		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	\$88,807			\$71,556		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	\$111,373			\$112,965		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	27	\$86,284	\$29,580	\$53,980	\$81,522	\$110,396	\$138,890
Top Administrative Position	18	\$89,082		\$82,964	\$93,800	\$102,044	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	\$87,158		\$59,468	\$72,469	\$86,225	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	12	\$61,260		\$42,100	\$63,229	\$69,371	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	10	\$151,519		\$110,538	\$150,429	\$187,508	
Top Finance Position	5	\$110,702			\$112,963		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	11	\$284,694		\$98,619	\$197,705	\$323,190	
Top Finance Position	11	\$240,394		\$111,484	\$137,557	\$149,126	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	\$52,817			\$51,494		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	12	\$72,176		\$57,595	\$71,985	\$93,815	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	\$59,777		\$42,941	\$57,044	\$69,992	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$61,305			\$72,923		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$85,539			\$90,819		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$107,197			\$100,768		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	5	\$59,834			\$55,253		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	\$73,786			\$43,550		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	\$81,025			\$67,615		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	19	\$82,209		\$46,405	\$54,861	\$77,287	
Unknown							
CEO/Executive Director	9	\$81,110			\$70,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$68,096			\$54,689		

Illinois

Animal-Related: Animal Protection & Welfare

CEO/Executive Director	32	\$71,303	\$30,150	\$41,091	\$66,250	\$81,642	\$96,191
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Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	70	\$88,932	\$24,960	\$40,481	\$65,584	\$104,423	\$171,865
Top Finance Position	8	\$128,325			\$111,227		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	23	\$97,517	\$24,552	\$40,500	\$59,863	\$109,000	\$141,711
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	29	\$107,329	\$25,457	\$48,404	\$65,000	\$122,309	\$184,139
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	44	\$115,584	\$31,815	\$51,220	\$71,710	\$107,563	\$218,133
Top Development Position	5	\$179,389			\$141,242		
Top Finance Position	8	\$156,044			\$142,281		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	119	\$95,730	\$22,370	\$41,139	\$58,000	\$87,077	\$163,966
Top Administrative Position	9	\$82,841			\$50,067		
Top Development Position	7	\$193,183			\$208,667		
Top Finance Position	10	\$151,513		\$82,080	\$125,741	\$214,005	
Top Operations Position	5	\$126,794			\$131,851		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	16	\$107,926		\$80,580	\$90,323	\$106,588	
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	10	\$159,633		\$48,115	\$100,211	\$150,466	
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	8	\$115,838			\$79,626		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	22	\$107,891	\$39,549	\$65,172	\$89,071	\$138,735	\$217,396
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	12	\$76,276		\$56,562	\$64,027	\$76,681	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	11	\$143,973		\$69,054	\$85,250	\$184,083	
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	11	\$171,855		\$47,200	\$120,000	\$186,497	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	54	\$95,395	\$42,095	\$58,680	\$80,285	\$108,093	\$168,281
Top Finance Position	8	\$109,727			\$89,587		
Top Operations Position	5	\$166,882			\$175,594		
Top Program Position	5	\$114,483			\$127,178		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	10	\$194,603		\$55,075	\$120,994	\$177,474	
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	9	\$97,528			\$82,993		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	30	\$116,737	\$53,181	\$66,716	\$88,981	\$140,926	\$201,345

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	6	\$356,562			\$198,974		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	15	\$140,818		\$51,250	\$100,600	\$185,125	
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	5	\$64,772			\$62,500		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	22	\$127,527	\$55,886	\$68,829	\$117,728	\$159,323	\$232,330
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	22	\$72,366	\$34,091	\$48,770	\$63,128	\$95,483	\$122,250
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	9	\$79,357			\$38,406		
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	5	\$129,948			\$128,596		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	14	\$117,502		\$53,871	\$114,445	\$128,308	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	17	\$159,450		\$80,000	\$105,949	\$196,815	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	20	\$495,175	\$125,006	\$204,274	\$431,642	\$686,515	\$896,310
Top Education Position	5	\$368,564			\$235,478		
Top Finance Position	9	\$330,235			\$270,849		
Top Technology Position	6	\$209,395			\$219,845		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle, & Bone Diseases							
CEO/Executive Director	11	\$114,860		\$57,458	\$75,170	\$150,847	
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	9	\$332,176			\$216,999		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	22	\$189,532	\$45,653	\$61,611	\$92,196	\$149,792	\$176,730
Top Finance Position	5	\$228,603			\$115,097		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	13	\$142,014		\$58,129	\$89,762	\$187,449	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	27	\$119,500	\$42,359	\$55,428	\$109,930	\$146,842	\$190,533
Top Finance Position	8	\$89,563			\$90,761		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	42	\$120,551	\$48,826	\$74,031	\$104,629	\$156,886	\$205,412
Top Finance Position	6	\$114,619			\$112,683		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	197	\$136,662	\$39,420	\$67,656	\$112,040	\$173,519	\$257,400
Top Administrative Position	27	\$95,514	\$47,427	\$56,222	\$73,542	\$128,459	\$177,986
Top Business Position	10	\$103,959		\$76,974	\$101,985	\$130,732	
Top Development Position	12	\$146,152		\$132,630	\$148,932	\$156,971	
Top Education Position	21	\$155,665	\$71,314	\$132,549	\$159,759	\$185,831	\$214,956
Top Finance Position	50	\$119,675	\$38,306	\$62,686	\$109,198	\$161,646	\$194,624
Top Human Resources Position	5	\$135,202			\$136,162		
Top Operations Position	24	\$120,121	\$41,534	\$67,990	\$125,177	\$152,810	\$194,349
Top Program Position	7	\$59,438			\$25,116		
Top Technology Position	8	\$126,160			\$119,275		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	16	\$498,901		\$79,814	\$288,498	\$556,289	
Top Education Position	10	\$332,807		\$184,057	\$239,711	\$547,061	
Top Finance Position	11	\$327,745		\$168,374	\$232,219	\$343,515	
Top Operations Position	6	\$297,310			\$157,112		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	57	\$438,711	\$110,285	\$229,162	\$317,973	\$526,484	\$714,546
Top Administrative Position	23	\$255,617	\$120,871	\$171,624	\$192,418	\$313,551	\$418,952
Top Business Position	7	\$203,887			\$185,848		
Top Development Position	23	\$285,172	\$146,454	\$154,856	\$220,413	\$300,282	\$466,832
Top Education Position	40	\$267,097	\$117,215	\$159,556	\$202,342	\$280,795	\$422,021
Top Facilities Position	6	\$294,233			\$234,641		
Top Finance Position	38	\$211,085	\$125,735	\$158,139	\$187,704	\$234,867	\$337,344
Top Human Resources Position	8	\$270,661			\$233,822		
Top Legal Position	7	\$492,194			\$425,920		
Top Operations Position	10	\$359,027		\$179,157	\$220,124	\$296,251	
Top Technology Position	17	\$237,922		\$176,553	\$189,355	\$317,361	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	63	\$171,461	\$41,708	\$75,648	\$142,560	\$240,520	\$328,311
Top Finance Position	13	\$145,650		\$78,005	\$168,881	\$198,003	
Top Operations Position	10	\$170,708		\$117,114	\$158,984	\$193,172	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	25	\$152,550	\$39,688	\$68,551	\$89,000	\$161,184	\$291,522
Top Finance Position	6	\$138,781			\$128,399		
Employment, Job-Related: Employment N.E.C.							
CEO/Executive Director	7	\$164,030			\$154,422		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	26	\$102,882	\$26,438	\$65,914	\$98,794	\$117,114	\$179,054
Top Education Position	10	\$168,803		\$126,397	\$157,150	\$198,066	
Top Finance Position	7	\$88,591			\$93,646		
Employment, Job-Related: Labor Unions							
CEO/Executive Director	8	\$160,787			\$142,546		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	17	\$110,888		\$65,475	\$84,264	\$130,488	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	17	\$138,595		\$98,000	\$131,866	\$151,279	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	14	\$111,463		\$67,722	\$107,310	\$143,836	
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	7	\$81,391			\$75,000		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	28	\$97,571	\$18,749	\$29,466	\$69,397	\$116,645	\$197,068
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	30	\$249,910	\$90,361	\$144,888	\$215,473	\$337,371	\$393,298
Top Finance Position	19	\$212,397		\$123,012	\$160,535	\$233,638	
Top Operations Position	15	\$181,363		\$122,048	\$178,400	\$214,770	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	9	\$86,915			\$87,208		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	5	\$178,478			\$109,243		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	10	\$148,937		\$57,672	\$73,293	\$163,291	
Top Finance Position	5	\$104,769			\$44,338		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	85	\$636,058	\$125,001	\$208,672	\$367,253	\$882,726	\$1,481,062
Top Administrative Position	13	\$399,793		\$197,396	\$300,661	\$439,507	
Top Business Position	12	\$344,194		\$166,073	\$308,553	\$403,628	
Top Development Position	5	\$569,337			\$363,526		
Top Facilities Position	5	\$340,716			\$272,660		
Top Finance Position	71	\$375,612	\$120,927	\$153,184	\$272,476	\$517,633	\$711,870
Top Human Resources Position	21	\$476,280	\$223,986	\$270,757	\$402,646	\$587,921	\$837,698
Top Legal Position	19	\$487,200		\$224,743	\$403,749	\$580,731	
Top Marketing Position	6	\$337,940			\$374,044		
Top Operations Position	40	\$403,310	\$169,184	\$218,928	\$321,027	\$458,281	\$793,122
Top Technology Position	22	\$450,792	\$146,690	\$174,654	\$373,906	\$662,807	\$767,738
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	16	\$218,993		\$99,040	\$135,741	\$236,584	
Top Administrative Position	15	\$111,220		\$87,934	\$115,718	\$123,302	
Top Finance Position	15	\$143,811		\$82,926	\$115,718	\$205,595	

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	20	\$102,967	\$55,528	\$71,756	\$89,950	\$127,437	\$163,823
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	12	\$493,227		\$61,902	\$97,322	\$210,702	
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	6	\$93,112			\$81,605		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	45	\$463,135	\$38,000	\$81,119	\$133,171	\$326,557	\$611,048
Top Finance Position	11	\$583,808		\$120,205	\$165,203	\$266,863	
Top Human Resources Position	7	\$536,459			\$219,361		
Top Legal Position	5	\$641,602			\$239,926		
Top Marketing Position	5	\$458,766			\$194,779		
Top Operations Position	8	\$857,586			\$398,651		
Top PR/Communications Position	5	\$372,950			\$202,640		
Top Technology Position	9	\$341,643			\$234,080		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	11	\$96,304		\$58,435	\$81,844	\$99,936	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	46	\$179,736	\$64,761	\$80,075	\$99,338	\$184,603	\$237,182
Top Administrative Position	8	\$98,860			\$104,620		
Top Finance Position	11	\$155,769		\$82,949	\$175,078	\$214,424	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Housing, Shelter: Housing Support							
CEO/Executive Director	19	\$129,801		\$86,827	\$111,253	\$141,923	
Housing, Shelter: Service and Other							
CEO/Executive Director	6	\$81,203			\$89,284		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	27	\$88,905	\$30,749	\$63,935	\$83,404	\$116,273	\$142,974
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	196	\$101,082	\$36,298	\$56,498	\$88,843	\$127,853	\$185,312
Top Administrative Position	5	\$70,084			\$49,737		
Top Development Position	9	\$115,218			\$115,069		
Top Finance Position	43	\$99,901	\$53,212	\$69,070	\$86,562	\$119,383	\$168,070
Top Human Resources Position	7	\$124,783			\$124,247		
Top Operations Position	13	\$108,299		\$77,000	\$108,756	\$134,750	
Top Program Position	7	\$113,310			\$111,677		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	110	\$122,228	\$38,985	\$59,245	\$92,484	\$147,428	\$209,241
Top Development Position	9	\$144,819			\$162,020		
Top Finance Position	31	\$118,011	\$53,669	\$82,137	\$116,690	\$149,082	\$163,067
Top Human Resources Position	6	\$139,726			\$143,426		
Top Operations Position	18	\$135,714		\$114,582	\$132,114	\$160,472	
Top Program Position	11	\$105,039		\$94,162	\$117,303	\$126,331	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	14	\$71,287		\$49,780	\$58,260	\$95,032	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	80	\$87,697	\$37,635	\$50,689	\$74,086	\$110,877	\$137,755
Top Finance Position	12	\$85,363		\$57,494	\$87,245	\$107,199	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	144	\$115,620	\$35,952	\$55,428	\$86,245	\$141,785	\$209,499
Top Administrative Position	6	\$130,368			\$140,100		
Top Business Position	5	\$158,815			\$168,988		
Top Development Position	7	\$172,558			\$173,654		
Top Finance Position	37	\$127,174	\$57,829	\$70,111	\$113,553	\$146,937	\$218,706
Top Human Resources Position	8	\$191,031			\$147,310		
Top Operations Position	18	\$212,896		\$113,266	\$147,767	\$243,759	
Top Program Position	9	\$162,581			\$126,917		
Top Technology Position	5	\$248,194			\$139,192		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	31	\$132,344	\$38,232	\$57,763	\$100,012	\$171,304	\$275,476
Top Finance Position	6	\$157,299			\$138,851		
Top Operations Position	5	\$84,357			\$70,644		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	12	\$139,061		\$40,125	\$58,896	\$238,371	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	64	\$193,543	\$57,009	\$97,279	\$154,459	\$192,354	\$302,480
Top Administrative Position	15	\$129,335		\$105,639	\$131,789	\$141,428	
Top Business Position	6	\$228,416			\$134,682		
Top Finance Position	30	\$150,145	\$85,558	\$98,180	\$124,391	\$145,192	\$205,748
Top Marketing Position	8	\$183,924			\$138,885		
Top Operations Position	6	\$182,261			\$150,751		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	16	\$138,057		\$79,805	\$123,019	\$162,834	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	28	\$105,040	\$22,760	\$43,773	\$57,306	\$127,814	\$236,338
Top Finance Position	7	\$120,942			\$117,600		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	5	\$138,535			\$100,000		
Medical Research: Diseases of Specific Organs Research							
CEO/Executive Director	5	\$119,835			\$105,024		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	18	\$88,106		\$52,575	\$76,613	\$106,250	
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	16	\$79,818		\$68,311	\$79,896	\$90,948	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	5	\$158,151			\$109,051		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	9	\$91,384			\$99,991		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	52	\$136,574	\$71,264	\$91,206	\$114,499	\$165,076	\$253,644
Top Administrative Position	6	\$112,476			\$126,820		
Top Finance Position	15	\$136,218		\$101,627	\$115,714	\$169,697	
Top Operations Position	7	\$153,697			\$162,221		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	12	\$91,305		\$60,030	\$83,291	\$119,722	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	30	\$171,128	\$54,882	\$96,045	\$136,247	\$194,993	\$285,428
Top Finance Position	12	\$153,783		\$86,905	\$119,330	\$210,330	
Top Operations Position	6	\$130,995			\$102,571		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	26	\$127,784	\$32,036	\$51,126	\$60,229	\$132,973	\$188,446
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	7	\$189,359			\$155,317		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	8	\$99,625			\$100,426		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	33	\$137,977	\$40,675	\$79,600	\$117,216	\$164,540	\$242,951
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	10	\$196,155		\$120,252	\$207,163	\$251,697	
Philanthropy, Voluntarism, and Grantmaking Foundations: Voluntarism Promotion							
CEO/Executive Director	5	\$88,912			\$71,006		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	12	\$105,984		\$49,991	\$88,030	\$127,038	
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	9	\$150,159			\$152,221		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	8	\$124,157			\$121,943		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	23	\$111,191	\$24,300	\$60,787	\$119,542	\$147,424	\$192,685
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	5	\$91,575			\$35,000		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	12	\$123,013		\$76,122	\$92,714	\$120,281	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	124	\$72,341	\$21,389	\$41,950	\$60,727	\$89,832	\$123,017
Top Finance Position	17	\$97,662		\$29,015	\$84,788	\$157,158	
Top Operations Position	10	\$123,092		\$71,328	\$107,828	\$180,007	
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	5	\$126,800			\$104,584		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	7	\$108,328			\$74,220		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	10	\$69,350		\$47,016	\$53,257	\$84,039	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	14	\$97,059		\$48,568	\$96,866	\$136,115	
Top Finance Position	7	\$86,379			\$81,828		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	6	\$211,783			\$59,091		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	7	\$211,651			\$151,189		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Unknown							
CEO/Executive Director	10	\$80,816		\$41,354	\$70,239	\$99,517	
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	14	\$67,830		\$42,380	\$65,543	\$82,820	
Youth Development: Scouting							
CEO/Executive Director	12	\$156,153		\$90,461	\$137,396	\$204,579	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	32	\$97,231	\$45,376	\$58,780	\$82,912	\$100,539	\$168,270
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	\$83,228			\$76,107		
Youth Development: Youth Development Programs							
CEO/Executive Director	77	\$85,435	\$27,720	\$50,000	\$75,627	\$102,328	\$122,501
Top Finance Position	6	\$78,839			\$80,468		
Top Operations Position	5	\$113,730			\$128,609		
Top Program Position	6	\$87,880			\$100,301		
Indiana							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	24	\$48,309	\$28,500	\$33,943	\$45,042	\$60,032	\$69,761

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	30	\$81,572	\$29,600	\$40,121	\$75,559	\$122,479	\$145,672
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	18	\$73,751		\$40,708	\$52,030	\$68,376	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	13	\$112,338		\$49,519	\$100,850	\$118,594	
Top Administrative Position	5	\$75,590			\$95,468		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	23	\$165,079	\$37,509	\$65,998	\$79,896	\$138,219	\$281,144
Top Finance Position	5	\$185,758			\$181,808		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	50	\$66,059	\$27,004	\$32,948	\$56,187	\$77,059	\$102,836
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	5	\$99,468			\$106,126		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	7	\$85,810			\$68,872		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	8	\$142,399			\$133,421		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	45	\$67,320	\$31,657	\$45,000	\$60,495	\$80,977	\$100,118
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	7	\$108,210			\$75,905		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	5	\$385,600			\$94,452		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	35	\$102,214	\$41,286	\$52,919	\$96,988	\$124,394	\$133,419
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	9	\$85,337			\$78,575		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	10	\$76,772		\$51,164	\$62,285	\$91,853	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	6	\$62,313			\$59,696		
Crime, Legal-Related: Service and Other							
CEO/Executive Director	6	\$68,941			\$59,452		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	6	\$65,186			\$75,407		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	\$237,052			\$69,419		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	7	\$124,052			\$100,775		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	7	\$70,442			\$71,526		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	14	\$81,133		\$36,310	\$64,357	\$111,831	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	18	\$69,824		\$40,500	\$69,675	\$84,240	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	85	\$114,381	\$39,805	\$65,018	\$94,189	\$123,472	\$205,014
Top Administrative Position	7	\$68,670			\$71,603		
Top Business Position	5	\$54,807			\$46,909		
Top Education Position	5	\$119,854			\$110,001		
Top Finance Position	26	\$92,058	\$44,648	\$65,558	\$78,081	\$119,436	\$151,655
Top Operations Position	6	\$109,305			\$70,411		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	29	\$380,136	\$135,545	\$239,763	\$344,819	\$474,327	\$683,906
Top Administrative Position	15	\$171,442		\$112,524	\$143,329	\$240,752	
Top Business Position	6	\$185,683			\$190,296		
Top Development Position	17	\$185,406		\$119,677	\$167,443	\$213,868	
Top Education Position	25	\$219,725	\$102,439	\$141,794	\$176,001	\$245,280	\$341,198
Top Finance Position	24	\$175,299	\$75,127	\$110,086	\$163,371	\$229,592	\$318,047
Top Legal Position	6	\$300,682			\$258,771		
Top Marketing Position	6	\$127,345			\$128,450		
Top PR/Communications Position	5	\$188,341			\$161,519		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	6	\$91,560			\$88,130		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	42	\$130,420	\$37,147	\$54,641	\$89,043	\$148,116	\$248,386
Top Finance Position	9	\$105,676			\$62,239		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	16	\$145,735		\$70,463	\$130,963	\$184,796	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	18	\$112,178		\$82,870	\$103,124	\$131,611	
Top Education Position	5	\$113,464			\$121,451		
Top Finance Position	5	\$94,274			\$97,161		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	5	\$142,744			\$130,771		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	16	\$73,528		\$57,365	\$68,595	\$82,137	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	26	\$66,936	\$26,909	\$38,373	\$59,771	\$83,183	\$103,302
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	26	\$209,337	\$62,141	\$90,973	\$185,847	\$266,358	\$338,231
Top Finance Position	13	\$186,643		\$107,817	\$154,789	\$256,437	
Top Operations Position	12	\$183,287		\$105,249	\$174,989	\$234,233	
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	12	\$144,163		\$75,520	\$94,692	\$111,912	
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	7	\$181,729			\$114,800		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	8	\$200,551			\$90,976		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	50	\$525,840	\$63,360	\$170,009	\$329,901	\$592,297	\$1,335,665
Top Administrative Position	6	\$247,972			\$276,343		
Top Finance Position	26	\$430,188	\$127,508	\$159,952	\$293,026	\$619,291	\$988,377
Top Human Resources Position	10	\$397,140		\$196,451	\$323,952	\$588,340	
Top Operations Position	21	\$417,884	\$165,770	\$205,279	\$269,561	\$524,202	\$1,032,010
Top Technology Position	10	\$360,313		\$178,862	\$217,066	\$450,686	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	9	\$147,977			\$135,001		
Top Administrative Position	5	\$133,724			\$119,573		
Top Finance Position	5	\$144,698			\$154,388		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	15	\$108,305		\$44,361	\$68,505	\$123,827	
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	5	\$104,573			\$91,785		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	12	\$287,738		\$177,238	\$212,908	\$421,005	
Top Finance Position	5	\$158,046			\$115,189		
Top Operations Position	5	\$215,265			\$195,763		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	34	\$94,832	\$25,962	\$38,545	\$62,336	\$107,031	\$176,364

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Housing, Shelter: Housing Support							
CEO/Executive Director	8	\$119,177			\$81,735		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	16	\$79,863		\$44,822	\$58,274	\$98,459	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	91	\$88,240	\$39,520	\$57,699	\$70,869	\$108,662	\$160,449
Top Finance Position	19	\$91,418		\$59,573	\$93,767	\$119,689	
Top Operations Position	7	\$104,616			\$90,870		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	62	\$86,916	\$23,492	\$50,403	\$67,048	\$103,406	\$178,541
Top Finance Position	11	\$94,718		\$59,882	\$96,014	\$122,057	
Top Operations Position	7	\$79,083			\$91,771		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	14	\$62,204		\$40,947	\$59,010	\$71,324	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	54	\$74,336	\$33,152	\$46,257	\$65,476	\$92,668	\$122,926
Top Finance Position	12	\$73,250		\$48,018	\$70,198	\$100,667	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	109	\$96,598	\$34,960	\$60,000	\$76,695	\$123,750	\$168,564
Top Finance Position	23	\$106,861	\$54,529	\$78,802	\$93,307	\$115,360	\$147,133
Top Operations Position	7	\$107,054			\$94,224		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	14	\$102,091		\$58,044	\$86,468	\$142,980	
Top Finance Position	5	\$112,162			\$97,583		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	11	\$72,384		\$48,304	\$67,950	\$86,876	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	30	\$137,467	\$42,724	\$63,432	\$131,284	\$192,371	\$211,809
Top Administrative Position	6	\$108,978			\$114,319		
Top Finance Position	13	\$117,878		\$104,263	\$109,769	\$137,175	
Top Operations Position	7	\$110,780			\$115,555		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	16	\$95,468		\$62,782	\$84,559	\$119,870	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	16	\$58,130		\$33,840	\$45,893	\$67,880	
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	5	\$87,298			\$46,423		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	9	\$54,568			\$40,038		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	28	\$259,350	\$62,378	\$94,713	\$163,776	\$242,822	\$324,311
Top Finance Position	12	\$163,486		\$129,681	\$141,117	\$181,341	
Top Operations Position	7	\$150,013			\$149,442		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	21	\$72,377	\$27,000	\$38,667	\$60,582	\$68,637	\$121,345
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	22	\$84,797	\$30,605	\$46,688	\$53,032	\$98,597	\$138,495
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	10	\$98,379		\$45,592	\$97,758	\$129,229	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	63	\$112,805	\$43,830	\$68,016	\$88,500	\$119,224	\$161,153
Top Finance Position	7	\$184,925			\$82,493		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	9	\$66,872			\$57,341		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	6	\$84,304			\$65,462		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	16	\$77,696		\$45,116	\$61,920	\$107,337	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	6	\$102,983			\$66,000		
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	5	\$958,562			\$196,070		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	102	\$55,468	\$23,291	\$34,026	\$49,084	\$69,597	\$89,878
Top Finance Position	10	\$49,118		\$28,670	\$34,845	\$51,750	
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	5	\$81,553			\$54,000		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	14	\$80,354		\$50,381	\$71,287	\$79,211	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	11	\$108,414		\$61,550	\$84,603	\$105,470	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	\$95,910			\$115,494		
Unknown							
CEO/Executive Director	6	\$69,725			\$72,080		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	9	\$58,442			\$47,500		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Youth Development: Scouting							
CEO/Executive Director	7	\$133,416			\$135,680		
Youth Development: Service and Other							
CEO/Executive Director	7	\$140,223			\$135,414		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	33	\$77,479	\$43,803	\$49,400	\$65,179	\$92,083	\$138,361
Youth Development: Youth Development Programs							
CEO/Executive Director	45	\$88,869	\$28,118	\$48,408	\$75,000	\$104,693	\$183,299
Iowa							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	11	\$66,905		\$48,458	\$51,584	\$74,850	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	22	\$60,861	\$22,515	\$29,255	\$50,685	\$75,951	\$117,977
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	11	\$63,858		\$31,577	\$47,333	\$75,528	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	5	\$134,791			\$80,000		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	15	\$107,230		\$77,148	\$99,636	\$140,438	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	21	\$88,250	\$29,923	\$49,802	\$72,782	\$84,036	\$93,577
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	7	\$74,676			\$61,600		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	22	\$82,682	\$30,293	\$47,928	\$87,654	\$108,399	\$119,900
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	8	\$58,181			\$56,841		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	\$78,540			\$66,300		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$55,433			\$56,308		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	10	\$179,783		\$47,420	\$74,616	\$86,781	
Top Finance Position	5	\$145,866			\$74,000		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	20	\$82,603	\$32,050	\$41,354	\$69,251	\$106,716	\$151,784
Top Administrative Position	7	\$73,896			\$71,651		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	6	\$336,258			\$319,527		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	26	\$312,824	\$114,350	\$189,472	\$311,195	\$398,824	\$442,741
Top Administrative Position	16	\$161,396		\$132,391	\$168,617	\$190,877	
Top Business Position	6	\$156,879			\$147,532		
Top Development Position	14	\$173,770		\$169,899	\$177,990	\$190,759	
Top Education Position	21	\$172,923	\$95,296	\$141,084	\$163,980	\$187,562	\$270,065
Top Finance Position	21	\$171,071	\$61,465	\$136,772	\$178,285	\$210,710	\$231,032
Top PR/Communications Position	5	\$149,506			\$139,226		
Top Technology Position	5	\$166,076			\$163,489		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	15	\$183,790		\$71,833	\$136,280	\$259,162	
Top Finance Position	5	\$159,290			\$146,310		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	\$77,448			\$88,269		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	12	\$101,804		\$60,043	\$88,367	\$132,103	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	8	\$74,237			\$73,526		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	6	\$92,560			\$73,936		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	10	\$85,242		\$48,847	\$76,609	\$123,053	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	18	\$181,153		\$102,855	\$132,980	\$208,819	
Top Finance Position	8	\$170,019			\$129,501		
Top Operations Position	6	\$174,903			\$124,943		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	9	\$222,794			\$206,752		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	35	\$370,648	\$120,588	\$182,292	\$218,890	\$371,047	\$758,070
Top Finance Position	27	\$251,067	\$107,293	\$128,341	\$170,970	\$246,945	\$434,180
Top Operations Position	8	\$440,882			\$318,445		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	14	\$158,025		\$112,811	\$133,310	\$188,612	
Top Administrative Position	14	\$112,552		\$78,987	\$112,478	\$127,347	
Top Finance Position	6	\$131,202			\$130,987		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	29	\$105,519	\$35,080	\$62,167	\$86,965	\$136,758	\$196,004
Top Administrative Position	7	\$83,081			\$62,859		
Top Finance Position	6	\$105,428			\$112,788		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	\$80,889			\$73,600		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	43	\$98,157	\$32,394	\$58,959	\$83,802	\$122,602	\$192,725
Top Finance Position	16	\$87,128		\$79,083	\$91,772	\$100,532	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	38	\$48,083	\$25,064	\$30,103	\$44,601	\$55,129	\$82,265
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	24	\$76,220	\$27,877	\$57,670	\$74,721	\$88,387	\$119,886
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	53	\$95,815	\$41,035	\$55,812	\$89,462	\$115,403	\$154,982
Top Finance Position	11	\$100,933		\$91,255	\$102,459	\$110,533	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	10	\$84,793		\$44,606	\$69,804	\$99,608	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	\$101,269			\$79,160		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	28	\$159,755	\$65,837	\$77,683	\$126,782	\$180,911	\$219,208
Top Administrative Position	12	\$107,064		\$73,068	\$100,988	\$131,081	
Top Finance Position	16	\$125,434		\$87,600	\$107,094	\$119,809	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	10	\$105,823		\$89,151	\$105,888	\$118,051	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	15	\$136,493		\$107,361	\$123,881	\$164,811	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	19	\$108,955		\$70,587	\$92,501	\$132,072	
Top Finance Position	6	\$91,723			\$73,253		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	10	\$91,690		\$57,568	\$86,435	\$111,426	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	17	\$125,534		\$63,161	\$104,837	\$188,179	
Top Finance Position	5	\$142,318			\$132,277		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	\$76,808			\$77,893		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	7	\$140,516			\$65,500		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	6	\$80,353			\$77,997		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	25	\$56,512	\$28,407	\$32,485	\$50,635	\$69,000	\$84,316
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	8	\$64,380			\$67,300		
Youth Development: Scouting							
CEO/Executive Director	6	\$153,259			\$133,770		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	9	\$91,616			\$87,770		
Youth Development: Youth Development Programs							
CEO/Executive Director	13	\$71,754		\$40,000	\$59,333	\$79,320	
Kansas							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	10	\$62,083		\$35,673	\$67,625	\$83,851	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	12	\$58,457		\$31,750	\$38,325	\$63,029	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	9	\$56,274			\$44,691		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	5	\$69,888			\$63,635		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	13	\$82,601		\$59,709	\$70,680	\$100,138	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	17	\$90,947		\$68,517	\$85,000	\$116,415	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	8	\$64,021			\$48,733		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	11	\$46,070		\$36,458	\$42,000	\$52,512	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	8	\$87,756			\$69,734		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	9	\$58,154			\$57,657		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$69,990			\$50,231		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	\$188,797			\$101,847		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	35	\$106,230	\$34,100	\$49,735	\$74,014	\$142,092	\$232,104
Top Administrative Position	6	\$47,072			\$49,487		
Top Finance Position	12	\$76,363		\$36,317	\$53,950	\$107,741	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	24	\$226,877	\$81,821	\$121,558	\$216,624	\$304,810	\$397,268
Top Administrative Position	8	\$127,618			\$126,154		
Top Development Position	9	\$150,071			\$136,136		
Top Education Position	10	\$132,818		\$114,395	\$130,832	\$157,486	
Top Finance Position	18	\$146,857		\$93,718	\$128,674	\$173,401	
Top Operations Position	5	\$212,132			\$172,149		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	13	\$120,138		\$65,824	\$115,877	\$177,320	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	9	\$111,084			\$99,733		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	9	\$121,648			\$87,499		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	10	\$135,847		\$77,899	\$96,533	\$215,226	
Top Finance Position	7	\$97,888			\$91,591		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	\$67,218			\$50,363		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	18	\$155,500		\$106,122	\$128,614	\$168,075	
Top Finance Position	11	\$118,978		\$83,099	\$104,450	\$137,138	
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	6	\$127,555			\$73,604		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	40	\$348,993	\$125,678	\$166,974	\$234,959	\$369,983	\$602,637
Top Administrative Position	12	\$142,808		\$123,771	\$143,234	\$171,122	
Top Finance Position	28	\$175,853	\$82,574	\$99,394	\$160,816	\$208,675	\$248,676
Top Human Resources Position	5	\$206,937			\$208,058		
Top Operations Position	14	\$316,057		\$176,122	\$198,797	\$273,293	
Top Technology Position	5	\$201,811			\$177,031		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	10	\$172,781		\$107,423	\$175,749	\$233,633	
Top Administrative Position	17	\$87,682		\$63,191	\$95,136	\$98,825	
Top Finance Position	8	\$118,549			\$114,267		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	9	\$232,600			\$170,307		
Top Finance Position	5	\$152,106			\$136,211		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	16	\$93,966		\$62,204	\$78,591	\$108,291	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	9	\$63,078			\$65,372		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	60	\$95,215	\$43,547	\$61,168	\$87,858	\$114,652	\$160,491
Top Finance Position	19	\$85,951		\$64,536	\$89,796	\$103,747	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	26	\$79,332	\$33,412	\$42,287	\$58,197	\$104,601	\$133,408
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	10	\$74,072		\$53,313	\$73,822	\$91,240	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	21	\$77,148	\$42,848	\$48,760	\$63,721	\$98,305	\$134,507
Top Finance Position	6	\$95,430			\$112,264		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	29	\$89,211	\$33,673	\$51,227	\$77,738	\$109,946	\$138,103
Top Finance Position	5	\$64,824			\$67,685		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	\$80,702			\$87,124		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	21	\$147,528	\$65,150	\$85,285	\$129,278	\$198,340	\$221,617
Top Administrative Position	5	\$89,419			\$79,974		
Top Finance Position	8	\$129,447			\$122,311		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$88,603			\$98,293		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	6	\$63,029			\$47,670		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	5	\$56,040			\$54,792		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	25	\$147,611	\$80,571	\$108,957	\$136,227	\$170,571	\$216,236
Top Finance Position	14	\$97,737		\$66,794	\$96,987	\$120,469	
Top Operations Position	5	\$138,811			\$130,430		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	13	\$129,864		\$78,875	\$106,347	\$152,068	
Top Finance Position	7	\$91,945			\$72,224		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	11	\$82,023		\$44,382	\$47,990	\$86,530	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	22	\$100,281	\$54,019	\$65,524	\$85,256	\$119,974	\$170,706
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	6	\$64,343			\$61,792		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	\$71,136			\$79,565		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	34	\$61,298	\$24,407	\$34,520	\$46,222	\$76,875	\$114,827
Youth Development: Youth Development Programs							
CEO/Executive Director	15	\$80,705		\$53,419	\$73,000	\$94,491	

Kentucky

Animal-Related: Animal Protection & Welfare

CEO/Executive Director	10	\$54,796		\$26,249	\$46,000	\$64,844
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Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	13	\$69,513		\$34,007	\$55,736	\$75,000
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501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	7	\$80,865			\$48,580		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	18	\$97,885		\$59,422	\$81,104	\$118,465	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	25	\$72,001	\$21,066	\$38,232	\$73,895	\$83,062	\$122,925
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	17	\$99,051		\$47,741	\$102,776	\$128,941	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	16	\$114,063		\$67,711	\$116,506	\$153,814	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	9	\$88,225			\$76,901		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	7	\$52,682			\$52,500		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	7	\$80,536			\$84,430		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	14	\$152,575		\$73,992	\$147,531	\$187,939	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	11	\$97,655		\$76,045	\$94,500	\$114,837	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	38	\$108,231	\$30,144	\$48,805	\$64,915	\$118,053	\$225,401
Top Finance Position	6	\$61,674			\$41,846		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	21	\$280,632	\$105,481	\$162,847	\$277,567	\$345,501	\$461,362
Top Administrative Position	11	\$134,876		\$91,415	\$138,116	\$143,465	
Top Development Position	10	\$161,145		\$126,364	\$160,659	\$184,269	
Top Education Position	14	\$179,941		\$133,690	\$169,187	\$208,127	
Top Finance Position	14	\$157,559		\$122,133	\$144,815	\$181,447	
Top PR/Communications Position	5	\$152,707			\$154,526		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	11	\$143,208		\$75,000	\$95,492	\$230,461	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	8	\$109,176			\$104,600		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	7	\$157,589			\$116,860		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	5	\$96,286			\$84,275		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	8	\$74,612			\$84,748		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	5	\$67,520			\$78,000		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	9	\$66,230			\$59,570		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	19	\$116,503		\$64,556	\$90,042	\$167,490	
Top Finance Position	5	\$115,018			\$119,458		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	9	\$222,313			\$95,504		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$108,080			\$96,583		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	33	\$420,330	\$134,553	\$153,549	\$218,225	\$498,165	\$939,721
Top Administrative Position	5	\$187,375			\$96,821		
Top Finance Position	29	\$258,824	\$88,623	\$120,817	\$188,438	\$342,177	\$566,007
Top Human Resources Position	7	\$402,814			\$253,861		
Top Legal Position	6	\$656,814			\$416,109		
Top Operations Position	11	\$400,409		\$162,992	\$209,352	\$425,369	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	7	\$175,546			\$132,193		
Top Administrative Position	5	\$103,190			\$125,532		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	5	\$64,127			\$58,229		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	\$44,360			\$40,957		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	9	\$106,094			\$130,469		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	25	\$90,358	\$35,223	\$48,000	\$65,200	\$119,589	\$159,546
Top Finance Position	5	\$122,812			\$125,848		
Housing, Shelter: Housing Support							
CEO/Executive Director	6	\$70,963			\$67,876		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	11	\$39,253		\$28,695	\$33,000	\$48,808	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	41	\$73,213	\$33,280	\$40,519	\$53,769	\$94,415	\$126,256
Top Finance Position	7	\$76,594			\$62,311		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	29	\$105,581	\$43,839	\$67,547	\$83,990	\$105,060	\$171,095
Top Finance Position	6	\$131,762			\$139,590		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	19	\$68,555		\$38,989	\$51,615	\$98,163	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	23	\$71,380	\$29,640	\$45,197	\$59,552	\$88,331	\$137,361
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	48	\$122,221	\$35,554	\$57,800	\$108,773	\$156,217	\$183,976
Top Finance Position	18	\$76,713		\$33,652	\$73,659	\$114,360	
Top Technology Position	5	\$140,237			\$133,136		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	10	\$61,767		\$50,116	\$57,175	\$69,724	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	\$79,052			\$74,405		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	16	\$125,974		\$85,090	\$127,408	\$153,215	
Top Finance Position	8	\$127,823			\$126,681		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	5	\$80,779			\$64,000		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	15	\$191,105		\$133,146	\$161,401	\$199,118	
Top Finance Position	5	\$148,758			\$162,780		
Top Operations Position	5	\$123,103			\$99,637		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	11	\$104,589		\$67,710	\$94,235	\$144,848	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	9	\$142,865			\$115,021		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	16	\$103,354		\$46,667	\$76,263	\$115,380	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	47	\$63,842	\$22,120	\$30,792	\$51,873	\$71,377	\$99,379
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	\$53,359			\$50,528		
Unknown							
CEO/Executive Director	6	\$63,527			\$57,029		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$62,998			\$46,850		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Youth Development: Youth Development Programs							
CEO/Executive Director	10	\$82,347		\$54,514	\$67,862	\$76,368	
Louisiana							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$71,995			\$65,657		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	30	\$79,437	\$27,606	\$42,883	\$62,462	\$99,671	\$151,430
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	6	\$79,639			\$53,546		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	11	\$71,801		\$60,000	\$62,500	\$73,718	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	14	\$110,866		\$42,670	\$71,376	\$96,832	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	19	\$67,080		\$35,308	\$61,000	\$92,518	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	9	\$78,609			\$58,784		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	21	\$122,306	\$47,519	\$62,002	\$85,482	\$135,993	\$225,686
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	14	\$148,094		\$62,186	\$95,000	\$204,350	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	8	\$103,402			\$104,615		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	6	\$63,303			\$73,732		
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	5	\$52,192			\$51,847		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	7	\$73,725			\$68,782		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	8	\$96,935			\$87,032		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	7	\$76,926			\$72,000		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	9	\$100,312			\$75,000		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	22	\$95,824	\$40,292	\$48,529	\$72,787	\$114,984	\$200,469
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	81	\$136,664	\$50,000	\$82,419	\$115,726	\$170,586	\$248,042
Top Administrative Position	7	\$115,980			\$113,206		
Top Finance Position	20	\$119,785	\$67,711	\$89,677	\$112,450	\$139,531	\$206,435
Top Operations Position	10	\$127,707		\$111,609	\$124,451	\$139,750	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	11	\$297,081		\$164,330	\$258,765	\$270,428	
Top Development Position	6	\$198,633			\$169,735		
Top Education Position	6	\$305,114			\$240,450		
Top Finance Position	5	\$232,700			\$248,662		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	27	\$139,136	\$40,460	\$80,278	\$118,000	\$182,756	\$227,140
Top Finance Position	8	\$143,264			\$147,287		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	6	\$92,289			\$41,600		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	6	\$65,125			\$64,554		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	5	\$94,762			\$101,779		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	7	\$76,675			\$66,955		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	13	\$86,209		\$67,745	\$86,529	\$102,256	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	25	\$212,080	\$55,380	\$100,012	\$184,375	\$236,567	\$381,861
Top Finance Position	13	\$148,726		\$110,488	\$138,380	\$151,292	
Top Operations Position	8	\$197,768			\$176,346		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$226,370			\$131,137		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	23	\$678,993	\$151,126	\$237,449	\$432,797	\$925,751	\$1,491,274
Top Administrative Position	5	\$172,053			\$131,834		
Top Finance Position	17	\$326,791		\$126,464	\$254,511	\$442,212	
Top Legal Position	6	\$410,228			\$400,859		
Top Operations Position	15	\$399,526		\$226,233	\$356,903	\$442,512	
Top Technology Position	6	\$288,356			\$339,884		
Health—General and Rehabilitative: Nursing							
Top Administrative Position	7	\$119,164			\$106,690		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	6	\$72,243			\$42,076		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	\$57,542			\$60,000		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	8	\$290,955			\$158,888		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	20	\$115,703	\$38,361	\$57,688	\$87,789	\$129,493	\$165,721
Top Finance Position	5	\$149,889			\$105,634		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	\$69,955			\$80,953		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	56	\$80,242	\$35,671	\$45,979	\$64,050	\$93,194	\$140,379
Top Finance Position	6	\$99,117			\$81,438		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	22	\$83,055	\$35,100	\$44,279	\$69,843	\$112,279	\$147,038
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	10	\$54,079		\$40,352	\$49,525	\$59,739	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	20	\$68,044	\$24,646	\$45,514	\$70,140	\$91,230	\$100,975

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	48	\$104,117	\$41,400	\$56,931	\$83,898	\$156,320	\$186,433
Top Finance Position	13	\$106,359		\$84,855	\$101,911	\$117,779	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	8	\$96,088			\$77,443		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	12	\$146,302		\$76,237	\$111,961	\$159,573	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	8	\$68,404			\$52,176		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	\$113,935			\$115,010		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	5	\$88,704			\$74,091		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	14	\$77,789		\$46,125	\$58,181	\$108,939	
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	12	\$137,172		\$88,936	\$126,282	\$147,459	
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	8	\$149,118			\$109,954		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	\$97,328			\$89,897		
Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	7	\$78,424			\$50,400		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$78,797			\$77,825		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	52	\$52,994	\$20,258	\$34,751	\$43,240	\$67,413	\$96,515
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	\$42,361			\$28,150		
Unknown							
CEO/Executive Director	6	\$91,682			\$70,850		
Youth Development: Scouting							
CEO/Executive Director	7	\$155,808			\$139,485		
Youth Development: Youth Development Programs							
CEO/Executive Director	23	\$58,394	\$17,437	\$39,437	\$60,600	\$83,681	\$88,202

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	11	\$69,737		\$34,484	\$64,610	\$99,141	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	8	\$66,472			\$68,506		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	15	\$80,490		\$47,501	\$66,868	\$72,157	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	15	\$57,635		\$38,955	\$54,154	\$72,204	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	17	\$80,829		\$38,500	\$60,652	\$102,756	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	24	\$69,474	\$25,492	\$46,694	\$65,403	\$80,968	\$103,856
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	5	\$124,581			\$43,507		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	5	\$76,519			\$68,632		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	10	\$128,756		\$106,756	\$116,125	\$151,191	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Crime, Legal-Related: Legal Services							
CEO/Executive Director	6	\$108,820			\$110,656		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	9	\$101,776			\$100,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	48	\$126,135	\$40,592	\$57,750	\$97,607	\$150,972	\$230,122
Top Finance Position	19	\$107,271		\$69,602	\$103,461	\$136,569	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	10	\$399,267		\$247,086	\$312,007	\$501,843	
Top Administrative Position	6	\$297,135			\$340,534		
Top Development Position	6	\$277,795			\$276,335		
Top Education Position	9	\$233,346			\$214,348		
Top Finance Position	7	\$273,532			\$332,216		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	9	\$77,986			\$77,500		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	12	\$108,476		\$36,425	\$75,831	\$127,887	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	39	\$86,676	\$54,547	\$62,089	\$73,873	\$91,906	\$127,221

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	7	\$73,605			\$85,588		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	8	\$59,427			\$47,871		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	18	\$140,093		\$104,684	\$126,364	\$153,820	
Top Finance Position	9	\$116,534			\$89,076		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	7	\$134,562			\$97,200		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	24	\$481,359	\$207,340	\$267,521	\$367,750	\$471,545	\$1,071,672
Top Finance Position	24	\$320,471	\$155,404	\$225,757	\$267,470	\$361,334	\$555,569
Top Operations Position	14	\$304,437		\$192,289	\$267,282	\$324,037	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	9	\$230,192			\$209,478		
Top Administrative Position	7	\$108,506			\$96,496		
Top Finance Position	7	\$182,037			\$183,613		
Top Operations Position	5	\$202,660			\$189,829		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	10	\$125,797		\$84,009	\$97,958	\$131,400	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	\$134,148			\$102,486		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	21	\$111,448	\$50,910	\$59,401	\$80,415	\$111,323	\$229,549
Top Finance Position	5	\$139,616			\$137,985		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	\$55,726			\$60,436		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	29	\$98,835	\$47,149	\$80,517	\$97,014	\$115,349	\$153,905
Top Finance Position	10	\$78,356		\$59,162	\$77,914	\$97,272	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	14	\$84,905		\$61,684	\$80,138	\$92,317	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	18	\$88,267		\$52,608	\$80,169	\$105,295	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	36	\$99,402	\$26,722	\$51,375	\$81,706	\$121,118	\$173,800
Top Finance Position	11	\$113,137		\$96,297	\$101,937	\$130,314	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	8	\$103,182			\$104,107		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	\$66,552			\$64,805		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	15	\$100,527		\$69,280	\$97,551	\$114,575	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	20	\$133,002	\$68,749	\$83,476	\$102,268	\$121,132	\$283,351
Top Finance Position	9	\$121,377			\$89,038		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	5	\$113,178			\$97,241		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	6	\$85,897			\$82,922		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	\$124,410			\$93,732		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	\$56,793			\$59,084		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	\$82,390			\$80,855		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	\$48,759		\$36,658	\$46,367	\$53,475	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Youth Development: Youth Development Programs							
CEO/Executive Director	19	\$67,733		\$48,579	\$69,165	\$83,023	
Maryland							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	24	\$74,225	\$22,806	\$37,087	\$68,046	\$101,261	\$127,629
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	8	\$158,962			\$86,268		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	38	\$88,183	\$29,584	\$40,625	\$65,679	\$112,386	\$142,936
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	5	\$88,547			\$93,702		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	18	\$93,840		\$53,769	\$72,487	\$107,658	
Arts, Culture, and Humanities: Humanities							
CEO/Executive Director	5	\$83,362			\$87,100		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	19	\$153,658		\$75,791	\$134,125	\$200,079	
Top Finance Position	6	\$144,977			\$131,523		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	15	\$131,293		\$60,255	\$120,627	\$170,209	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	53	\$72,183	\$24,000	\$37,722	\$61,154	\$88,267	\$130,848
Top Finance Position	5	\$107,101			\$119,110		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	9	\$75,850			\$85,453		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	6	\$106,683			\$103,433		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	19	\$117,956		\$77,530	\$107,059	\$148,928	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	6	\$98,325			\$105,460		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	9	\$201,915			\$200,346		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	39	\$115,543	\$35,557	\$63,943	\$87,214	\$125,538	\$203,160
Top Finance Position	6	\$91,306			\$79,347		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	22	\$130,478	\$35,394	\$65,896	\$104,704	\$174,087	\$220,348
Top Finance Position	6	\$164,395			\$158,468		
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	6	\$145,253			\$114,152		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	8	\$165,767			\$152,502		
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	5	\$63,293			\$57,462		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	7	\$102,397			\$88,000		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	7	\$142,431			\$113,653		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	19	\$208,191		\$73,700	\$107,344	\$140,798	
Top Finance Position	5	\$286,676			\$140,121		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	12	\$225,000		\$110,641	\$197,228	\$281,494	
Top Finance Position	6	\$209,593			\$186,569		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	11	\$159,866		\$100,760	\$141,750	\$228,838	
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	9	\$153,957			\$160,999		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	10	\$81,695		\$40,307	\$62,124	\$97,841	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	14	\$119,618		\$57,706	\$96,278	\$131,124	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	31	\$85,516	\$20,700	\$47,500	\$70,492	\$121,341	\$168,735
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	150	\$190,851	\$52,250	\$85,693	\$143,766	\$226,433	\$430,970
Top Administrative Position	11	\$117,953		\$77,858	\$111,885	\$140,503	
Top Business Position	16	\$130,409		\$75,162	\$118,450	\$193,424	
Top Development Position	22	\$162,002	\$116,953	\$138,575	\$163,691	\$182,247	\$211,738
Top Education Position	12	\$138,507		\$125,449	\$144,450	\$157,647	
Top Facilities Position	6	\$139,973			\$141,058		
Top Finance Position	54	\$152,419	\$64,348	\$97,551	\$149,582	\$206,279	\$234,061
Top Operations Position	20	\$167,256	\$88,476	\$133,944	\$152,841	\$215,016	\$265,359
Top Program Position	10	\$120,055		\$120,923	\$126,260	\$143,113	
Top Technology Position	12	\$141,674		\$124,829	\$135,607	\$143,911	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	17	\$310,735		\$215,536	\$350,276	\$428,439	
Top Administrative Position	9	\$180,308			\$186,781		
Top Development Position	9	\$206,895			\$209,277		
Top Education Position	14	\$202,874		\$150,312	\$205,130	\$232,143	
Top Finance Position	15	\$237,782		\$187,941	\$216,071	\$278,517	
Top Operations Position	5	\$231,046			\$216,071		
Top PR/Communications Position	5	\$162,504			\$170,652		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	9	\$129,390			\$111,149		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	39	\$170,980	\$37,305	\$61,220	\$115,825	\$238,054	\$311,206
Top Finance Position	8	\$112,262			\$136,859		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	14	\$124,414		\$78,870	\$102,937	\$164,743	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	19	\$163,288		\$73,892	\$136,858	\$202,827	
Top Education Position	5	\$147,544			\$158,317		
Top Finance Position	6	\$171,134			\$153,447		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	10	\$174,301		\$126,938	\$162,281	\$218,827	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	9	\$114,479			\$94,845		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	6	\$89,259			\$80,239		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	31	\$121,067	\$46,200	\$79,366	\$105,234	\$163,938	\$206,499
Top Finance Position	5	\$123,734			\$134,812		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	17	\$95,456		\$68,173	\$97,000	\$111,678	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	10	\$91,189		\$39,954	\$78,469	\$97,400	
Food, Agriculture, and Nutrition: Nutrition							
CEO/Executive Director	5	\$144,956			\$97,282		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	23	\$277,607	\$86,686	\$149,170	\$187,635	\$305,630	\$533,650
Top Finance Position	16	\$165,351		\$103,799	\$148,146	\$189,863	
Top Operations Position	9	\$240,759			\$174,867		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	6	\$107,617			\$83,516		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	6	\$181,753			\$107,779		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	18	\$271,880		\$82,690	\$195,231	\$451,159	
Top Finance Position	6	\$179,069			\$157,371		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	39	\$892,206	\$134,742	\$229,970	\$545,347	\$1,138,368	\$1,781,174
Top Administrative Position	7	\$235,622			\$147,982		
Top Development Position	11	\$283,956		\$152,497	\$188,428	\$387,573	
Top Finance Position	26	\$461,682	\$113,778	\$190,150	\$348,639	\$589,122	\$1,003,043
Top Human Resources Position	15	\$285,712		\$194,596	\$218,992	\$359,688	
Top Legal Position	7	\$558,253			\$555,847		
Top Operations Position	24	\$396,943	\$159,096	\$188,153	\$305,291	\$606,747	\$741,694
Top Program Position	5	\$326,748			\$340,070		
Top Technology Position	16	\$344,624		\$185,106	\$333,209	\$426,236	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	17	\$170,842		\$97,084	\$149,885	\$198,986	
Top Administrative Position	7	\$157,809			\$160,028		
Top Business Position	5	\$166,108			\$156,968		
Top Finance Position	8	\$163,915			\$161,847		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	10	\$267,527		\$101,316	\$157,712	\$356,617	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	5	\$194,637			\$104,275		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	6	\$91,527			\$43,266		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	24	\$243,558	\$110,716	\$142,391	\$193,860	\$250,230	\$490,203
Top Finance Position	5	\$208,564			\$133,185		
Top Operations Position	7	\$200,764			\$173,570		
Top Program Position	5	\$145,672			\$128,274		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	11	\$183,517		\$57,326	\$79,618	\$148,626	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	34	\$186,764	\$73,435	\$91,962	\$126,798	\$215,281	\$349,010
Top Administrative Position	5	\$135,083			\$130,666		
Top Development Position	6	\$163,515			\$162,687		
Top Finance Position	12	\$149,818		\$72,085	\$133,114	\$178,800	
Top Marketing Position	6	\$191,157			\$138,335		
Housing, Shelter: Housing Support							
CEO/Executive Director	14	\$91,094		\$69,000	\$93,576	\$116,375	
Housing, Shelter: Service and Other							
CEO/Executive Director	5	\$117,027			\$91,385		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Housing, Shelter: Temporary Housing							
CEO/Executive Director	16	\$76,078		\$54,792	\$69,859	\$90,143	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	78	\$128,724	\$50,000	\$71,204	\$109,241	\$175,982	\$226,209
Top Development Position	5	\$151,081			\$141,471		
Top Finance Position	32	\$107,312	\$32,652	\$80,110	\$109,007	\$131,431	\$153,686
Top Operations Position	13	\$133,567		\$108,729	\$132,558	\$146,163	
Top Program Position	7	\$128,639			\$130,774		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	56	\$103,747	\$38,711	\$61,058	\$79,888	\$121,882	\$183,188
Top Finance Position	18	\$112,585		\$74,858	\$99,533	\$123,145	
Top Program Position	6	\$69,267			\$64,195		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	7	\$86,980			\$98,022		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	29	\$93,220	\$32,195	\$51,335	\$85,604	\$104,754	\$165,240
Top Finance Position	6	\$145,141			\$131,351		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	71	\$134,243	\$41,040	\$66,192	\$100,000	\$162,831	\$229,436
Top Development Position	7	\$168,976			\$141,873		
Top Finance Position	22	\$139,472	\$36,783	\$84,085	\$116,402	\$179,303	\$307,003
Top Operations Position	9	\$153,113			\$126,055		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	18	\$132,931		\$91,369	\$108,530	\$148,937	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	\$107,449			\$123,046		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	63	\$160,371	\$70,855	\$103,644	\$147,858	\$207,824	\$279,524
Top Administrative Position	5	\$129,549			\$124,424		
Top Business Position	5	\$144,631			\$137,875		
Top Finance Position	26	\$136,545	\$69,370	\$82,791	\$123,904	\$183,672	\$224,364
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	9	\$146,689			\$149,874		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	12	\$168,076		\$59,520	\$151,035	\$179,078	
Top Finance Position	5	\$157,584			\$191,187		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	6	\$140,248			\$90,767		
Medical Research: Medical Research N.E.C.							
CEO/Executive Director	6	\$281,055			\$112,500		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Medical Research: Service and Other							
CEO/Executive Director	10	\$275,039		\$189,180	\$238,425	\$317,507	
Top Finance Position	5	\$238,616			\$178,563		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	5	\$147,782			\$120,188		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	7	\$96,944			\$90,003		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	5	\$160,652			\$192,231		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	42	\$171,520	\$56,085	\$100,759	\$143,779	\$182,290	\$249,980
Top Finance Position	15	\$168,097		\$102,745	\$138,327	\$164,552	
Top Operations Position	6	\$168,395			\$157,064		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	14	\$129,352		\$74,242	\$120,435	\$177,425	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	30	\$119,302	\$37,964	\$58,370	\$100,514	\$129,143	\$211,220
Top Finance Position	9	\$89,420			\$91,376		
Top Operations Position	5	\$148,770			\$140,430		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Mutual/Membership Benefit Organizations, Other: Service and Other							
CEO/Executive Director	7	\$278,448			\$158,396		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	7	\$195,769			\$84,000		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	6	\$222,028			\$136,817		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	14	\$85,664		\$38,822	\$66,000	\$119,578	
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	12	\$140,998		\$103,256	\$129,263	\$184,982	
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	7	\$91,310			\$59,716		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	5	\$53,017			\$50,000		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	8	\$142,442			\$107,178		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	33	\$90,734	\$32,600	\$60,809	\$75,000	\$112,704	\$156,928

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	5	\$147,263			\$111,761		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	\$109,405			\$81,783		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	42	\$66,291	\$25,935	\$31,500	\$47,455	\$82,223	\$116,699
Top Finance Position	5	\$74,040			\$53,287		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	7	\$140,471			\$102,942		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	9	\$84,948			\$88,747		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	9	\$324,333			\$328,301		
Top Administrative Position	5	\$159,271			\$144,445		
Top Finance Position	5	\$160,976			\$148,130		
Top PR/Communications Position	5	\$196,935			\$174,269		
Top Technology Position	5	\$204,903			\$176,329		
Youth Development: Scouting							
CEO/Executive Director	5	\$363,641			\$170,252		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	12	\$69,691		\$42,150	\$81,851	\$90,857	
Youth Development: Youth Development Programs							
CEO/Executive Director	40	\$103,665	\$30,528	\$49,996	\$74,617	\$113,509	\$181,962
Massachusetts							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	25	\$121,011	\$23,718	\$39,931	\$76,842	\$101,483	\$291,823
Top Finance Position	8	\$78,803			\$61,792		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	63	\$79,961	\$30,000	\$41,134	\$66,270	\$100,796	\$147,703
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	8	\$108,464			\$116,901		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	27	\$101,986	\$38,828	\$43,156	\$74,276	\$125,736	\$169,631
Top Finance Position	6	\$103,386			\$109,074		
Arts, Culture, and Humanities: Humanities							
CEO/Executive Director	6	\$146,124			\$87,473		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	82	\$122,599	\$51,320	\$70,125	\$82,658	\$113,606	\$214,375
Top Finance Position	9	\$174,767			\$104,000		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	45	\$172,469	\$43,597	\$60,049	\$116,542	\$193,545	\$353,868
Top Development Position	10	\$214,412		\$147,246	\$195,349	\$244,778	
Top Finance Position	18	\$170,016		\$89,566	\$130,186	\$234,074	
Top Operations Position	5	\$211,140			\$210,574		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	100	\$121,930	\$29,868	\$44,642	\$74,668	\$133,452	\$244,824
Top Administrative Position	6	\$151,921			\$161,037		
Top Development Position	7	\$132,294			\$118,081		
Top Finance Position	15	\$108,571		\$45,535	\$90,464	\$123,921	
Top Operations Position	7	\$140,351			\$134,612		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	11	\$97,303		\$52,969	\$63,794	\$94,772	
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	7	\$91,091			\$66,300		
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	9	\$136,550			\$88,800		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	22	\$111,887	\$54,064	\$71,401	\$102,692	\$125,298	\$184,954
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	17	\$108,556		\$70,438	\$102,274	\$155,666	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	7	\$112,921			\$128,678		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	13	\$170,866		\$90,973	\$127,850	\$168,008	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	48	\$98,891	\$42,752	\$56,182	\$83,367	\$131,550	\$181,963
Top Finance Position	9	\$157,220			\$155,249		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	7	\$117,901			\$128,000		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	26	\$116,477	\$52,650	\$58,086	\$93,792	\$160,320	\$188,909
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	7	\$226,512			\$179,437		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	16	\$120,648		\$66,050	\$106,440	\$153,180	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	5	\$112,373			\$89,225		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	13	\$106,458		\$67,797	\$104,889	\$138,840	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	6	\$83,221			\$97,123		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	6	\$71,375			\$59,562		
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	7	\$102,672			\$105,081		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	8	\$198,127			\$94,636		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	12	\$533,451		\$94,950	\$211,359	\$600,667	
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	9	\$430,508			\$206,570		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	16	\$162,171		\$92,621	\$106,499	\$161,427	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	29	\$104,241	\$50,342	\$61,500	\$85,961	\$127,517	\$160,053
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	33	\$152,294	\$38,770	\$72,000	\$94,229	\$164,227	\$341,257
Top Development Position	5	\$148,309			\$162,194		
Top Finance Position	8	\$110,236			\$82,224		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	76	\$130,642	\$37,201	\$63,926	\$98,970	\$184,820	\$242,494
Top Finance Position	22	\$121,034	\$37,115	\$66,066	\$122,904	\$162,572	\$189,490
Top Program Position	7	\$137,456			\$115,641		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	283	\$186,827	\$43,998	\$71,907	\$126,957	\$244,105	\$412,680
Top Administrative Position	14	\$153,014		\$99,767	\$133,459	\$166,797	
Top Business Position	18	\$106,812		\$64,214	\$111,927	\$135,852	
Top Development Position	55	\$198,028	\$128,498	\$140,328	\$187,668	\$243,482	\$284,127
Top Education Position	23	\$162,122	\$116,068	\$127,661	\$135,581	\$176,522	\$267,475
Top Facilities Position	11	\$149,200		\$125,131	\$150,341	\$170,195	
Top Finance Position	110	\$163,991	\$63,929	\$99,371	\$141,056	\$219,927	\$298,873
Top Marketing Position	5	\$173,150			\$187,863		
Top Operations Position	45	\$175,557	\$93,685	\$117,512	\$162,756	\$217,276	\$301,143
Top PR/Communications Position	5	\$158,352			\$142,572		
Top Program Position	23	\$131,730	\$98,996	\$113,879	\$122,517	\$152,105	\$170,637
Top Technology Position	15	\$159,037		\$135,609	\$157,698	\$185,344	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	8	\$455,120			\$244,223		
Top Finance Position	7	\$288,047			\$275,285		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	58	\$587,783	\$206,164	\$264,744	\$495,165	\$672,787	\$1,149,539
Top Administrative Position	37	\$253,683	\$125,254	\$165,775	\$228,962	\$320,413	\$418,305
Top Business Position	8	\$227,357			\$190,960		
Top Development Position	34	\$331,591	\$178,534	\$204,567	\$273,233	\$442,019	\$556,489
Top Education Position	45	\$315,337	\$155,021	\$195,035	\$252,885	\$345,728	\$592,868
Top Finance Position	48	\$347,992	\$139,865	\$219,035	\$278,250	\$403,370	\$591,192
Top Human Resources Position	13	\$288,717		\$194,401	\$234,460	\$371,779	
Top Legal Position	17	\$368,792		\$246,755	\$283,230	\$466,383	
Top Marketing Position	10	\$215,130		\$185,676	\$217,738	\$237,877	
Top Operations Position	13	\$350,178		\$214,240	\$292,304	\$343,449	
Top PR/Communications Position	12	\$293,833		\$208,177	\$276,860	\$335,574	
Top Program Position	10	\$214,052		\$148,306	\$206,950	\$242,469	
Top Technology Position	24	\$242,363	\$155,713	\$167,436	\$207,229	\$281,013	\$397,517
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	18	\$119,897		\$80,856	\$111,930	\$137,980	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	52	\$404,214	\$45,737	\$90,206	\$130,873	\$194,734	\$300,652
Top Finance Position	13	\$557,770		\$145,809	\$172,339	\$192,689	
Top Operations Position	7	\$872,562			\$164,508		
Top Technology Position	6	\$1,503,384			\$207,743		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	23	\$116,070	\$42,017	\$58,670	\$112,152	\$173,669	\$196,353
Top Finance Position	6	\$126,600			\$129,867		
Educational Institutions and Related Activities: Vocational & Technical Schools							
CEO/Executive Director	5	\$93,736			\$82,297		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	28	\$122,701	\$58,413	\$87,947	\$108,222	\$144,540	\$180,043
Top Education Position	6	\$187,703			\$184,050		
Top Finance Position	8	\$140,225			\$139,325		
Employment, Job-Related: Service and Other							
CEO/Executive Director	5	\$136,931			\$70,000		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	13	\$153,615		\$91,976	\$123,889	\$150,836	
Top Finance Position	6	\$141,696			\$127,775		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	6	\$105,213			\$63,003		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	60	\$129,904	\$53,154	\$74,192	\$104,081	\$168,667	\$258,200
Top Development Position	5	\$163,344			\$128,859		
Top Finance Position	7	\$154,731			\$156,831		
Top Program Position	7	\$138,742			\$131,681		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Environmental Quality, Protection, and Beautification: Pollution Abatement & Control							
CEO/Executive Director	5	\$118,967			\$129,536		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	25	\$140,889	\$44,729	\$61,285	\$120,687	\$189,845	\$273,987
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	6	\$97,166			\$80,052		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	20	\$103,291	\$26,559	\$46,333	\$95,114	\$120,513	\$149,957
Food, Agriculture, and Nutrition: Food, Agriculture, & Nutrition N.E.C.							
CEO/Executive Director	7	\$98,483			\$74,742		
Food, Agriculture, and Nutrition: Nutrition							
CEO/Executive Director	5	\$74,007			\$36,000		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	43	\$508,592	\$111,496	\$204,660	\$327,432	\$639,292	\$1,092,343
Top Finance Position	30	\$356,660	\$136,714	\$167,990	\$214,130	\$489,971	\$666,590
Top Operations Position	18	\$284,206		\$157,641	\$213,656	\$424,172	
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	11	\$300,780		\$83,232	\$122,435	\$346,888	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	9	\$162,337			\$109,831		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	16	\$135,924		\$60,368	\$114,889	\$157,776	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	53	\$851,773	\$86,267	\$225,917	\$667,966	\$1,206,331	\$1,763,851
Top Administrative Position	9	\$348,900			\$265,831		
Top Development Position	14	\$404,549		\$263,266	\$322,109	\$553,496	
Top Facilities Position	8	\$360,849			\$356,632		
Top Finance Position	44	\$539,868	\$147,968	\$200,668	\$403,650	\$571,280	\$803,424
Top Human Resources Position	18	\$353,510		\$211,944	\$299,347	\$445,489	
Top Legal Position	7	\$440,766			\$411,248		
Top Operations Position	26	\$442,887	\$131,159	\$209,887	\$354,932	\$529,680	\$864,988
Top PR/Communications Position	9	\$303,823			\$263,578		
Top Technology Position	21	\$402,228	\$219,619	\$267,452	\$327,856	\$463,934	\$669,253
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	34	\$227,272	\$108,816	\$139,930	\$194,491	\$280,369	\$394,763
Top Administrative Position	28	\$148,339	\$118,838	\$129,098	\$143,814	\$159,231	\$181,436
Top Development Position	5	\$158,999			\$155,233		
Top Finance Position	20	\$172,323	\$74,144	\$104,563	\$142,373	\$194,114	\$243,213
Top Operations Position	14	\$185,549		\$146,052	\$164,852	\$201,776	
Top Technology Position	5	\$144,804			\$134,740		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	12	\$175,751		\$98,463	\$124,130	\$181,055	
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	5	\$108,106			\$111,793		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	6	\$217,436			\$208,730		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	26	\$543,085	\$76,717	\$129,126	\$267,371	\$514,612	\$1,318,793
Top Business Position	5	\$228,375			\$240,633		
Top Finance Position	15	\$358,345		\$190,627	\$253,170	\$348,280	
Top Operations Position	12	\$249,253		\$171,543	\$232,432	\$347,602	
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	8	\$112,310			\$119,819		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	67	\$149,140	\$67,943	\$95,752	\$132,466	\$190,306	\$222,902
Top Administrative Position	5	\$124,481			\$127,280		
Top Finance Position	25	\$148,425	\$86,969	\$102,306	\$132,949	\$184,246	\$220,217
Top Operations Position	6	\$190,075			\$157,637		
Housing, Shelter: Housing Support							
CEO/Executive Director	9	\$135,595			\$102,391		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Housing, Shelter: Service and Other							
CEO/Executive Director	9	\$269,798			\$111,112		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	18	\$135,815		\$84,849	\$101,159	\$186,617	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	142	\$152,806	\$53,898	\$94,866	\$137,414	\$195,247	\$258,810
Top Administrative Position	11	\$121,286		\$108,869	\$120,297	\$136,620	
Top Development Position	14	\$148,237		\$116,205	\$154,396	\$161,691	
Top Finance Position	73	\$142,342	\$96,774	\$113,682	\$132,553	\$163,585	\$205,877
Top Human Resources Position	15	\$142,864		\$119,222	\$125,424	\$165,575	
Top Operations Position	26	\$167,982	\$105,816	\$118,883	\$134,966	\$184,733	\$258,857
Top Program Position	12	\$126,588		\$117,464	\$120,871	\$136,492	
Top Technology Position	7	\$148,404			\$139,775		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	121	\$110,622	\$46,351	\$67,038	\$94,809	\$130,230	\$182,170
Top Administrative Position	8	\$70,795			\$64,534		
Top Development Position	5	\$143,944			\$156,742		
Top Finance Position	22	\$120,615	\$41,255	\$61,591	\$122,730	\$172,954	\$196,703
Top Operations Position	8	\$202,548			\$172,990		
Top Program Position	13	\$82,773		\$33,246	\$72,648	\$111,718	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	13	\$108,399		\$91,932	\$101,923	\$129,267	
Top Finance Position	5	\$80,313			\$72,754		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	46	\$118,950	\$58,405	\$85,547	\$104,845	\$137,931	\$211,738
Top Finance Position	14	\$119,312		\$77,094	\$103,055	\$156,986	
Top Operations Position	7	\$149,216			\$151,455		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	109	\$146,308	\$34,658	\$75,000	\$121,353	\$178,623	\$269,155
Top Development Position	8	\$153,035			\$156,444		
Top Finance Position	51	\$134,956	\$75,899	\$102,140	\$123,185	\$167,292	\$207,030
Top Human Resources Position	7	\$157,207			\$168,696		
Top Operations Position	26	\$172,924	\$109,161	\$126,912	\$177,831	\$208,350	\$232,021
Top Program Position	7	\$109,859			\$117,282		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	27	\$122,841	\$28,824	\$50,340	\$104,926	\$164,864	\$228,356
Top Finance Position	8	\$154,399			\$136,381		
Top Operations Position	5	\$164,078			\$129,616		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	13	\$109,318		\$66,942	\$78,008	\$104,823	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	48	\$177,050	\$80,000	\$106,102	\$158,685	\$203,611	\$323,509
Top Administrative Position	6	\$147,957			\$140,835		
Top Finance Position	22	\$145,465	\$69,755	\$99,801	\$132,860	\$194,326	\$230,758
Top Human Resources Position	5	\$164,384			\$155,940		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	13	\$159,267		\$82,630	\$145,350	\$198,737	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	21	\$138,443	\$42,000	\$52,832	\$106,353	\$150,822	\$297,796
Top Finance Position	8	\$166,294			\$148,163		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	14	\$186,700		\$81,060	\$159,364	\$226,978	
International, Foreign Affairs, and National Security: Service and Other							
CEO/Executive Director	8	\$201,180			\$137,006		
Medical Research: Service and Other							
CEO/Executive Director	7	\$157,437			\$114,422		
Medical Research: Specifically Named Diseases Research							
CEO/Executive Director	6	\$93,011			\$92,776		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	8	\$77,332			\$89,075		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	6	\$152,469			\$162,049		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	30	\$162,034	\$57,919	\$88,916	\$134,426	\$224,581	\$297,602
Top Finance Position	16	\$144,818		\$113,439	\$130,423	\$162,588	
Top Operations Position	8	\$175,134			\$155,520		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	24	\$131,138	\$57,505	\$72,718	\$117,304	\$159,844	\$206,191
Top Finance Position	8	\$99,356			\$90,118		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	8	\$127,782			\$118,935		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	10	\$232,526		\$83,242	\$145,358	\$251,208	
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	6	\$279,026			\$136,155		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	24	\$192,761	\$49,927	\$133,141	\$172,043	\$207,397	\$326,338
Top Finance Position	9	\$169,882			\$151,311		
Top Operations Position	6	\$151,589			\$171,480		
Top Program Position	5	\$192,479			\$195,838		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	8	\$180,800			\$89,925		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	9	\$157,545			\$151,354		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	\$97,194			\$77,583		
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	6	\$123,894			\$109,054		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	9	\$195,559			\$101,139		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	13	\$146,546		\$90,869	\$129,512	\$167,909	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	32	\$120,678	\$33,588	\$55,294	\$92,463	\$180,921	\$216,275
Top Finance Position	5	\$98,613			\$106,552		
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	7	\$146,454			\$106,000		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	9	\$85,714			\$60,000		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	11	\$89,804		\$38,462	\$63,473	\$111,803	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	28	\$52,666	\$26,000	\$29,700	\$38,236	\$60,802	\$94,200
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	9	\$100,205			\$72,310		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	8	\$92,088			\$89,086		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	\$75,112			\$74,000		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	5	\$308,624			\$111,875		
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
CEO/Executive Director	5	\$221,617			\$257,312		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	5	\$296,515			\$200,000		
Unknown							
CEO/Executive Director	5	\$105,876			\$89,293		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	13	\$159,507		\$90,001	\$138,648	\$208,138	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Youth Development: Scouting							
CEO/Executive Director	6	\$151,403			\$138,544		
Youth Development: Service and Other							
CEO/Executive Director	8	\$76,648			\$76,131		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	38	\$115,615	\$67,905	\$90,535	\$105,234	\$131,385	\$166,849
Top Finance Position	5	\$124,989			\$95,674		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	\$83,102			\$103,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	75	\$114,062	\$41,756	\$64,838	\$92,674	\$126,658	\$188,593
Top Development Position	6	\$161,981			\$141,539		
Top Finance Position	12	\$155,305		\$95,257	\$114,616	\$171,354	
Top Operations Position	9	\$176,871			\$145,674		
Top Program Position	5	\$82,534			\$41,190		
Michigan							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	29	\$78,407	\$20,880	\$37,176	\$58,815	\$78,304	\$118,581
Top Finance Position	5	\$79,790			\$60,500		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	49	\$76,063	\$30,275	\$43,000	\$57,000	\$80,391	\$101,586
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	7	\$96,536			\$98,280		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	15	\$58,555		\$29,113	\$41,391	\$60,734	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	21	\$78,228	\$22,132	\$50,000	\$64,943	\$77,425	\$103,077
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	33	\$113,698	\$41,243	\$48,000	\$70,000	\$117,789	\$223,751
Top Finance Position	8	\$127,397			\$96,141		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	60	\$81,012	\$25,458	\$35,455	\$50,000	\$103,538	\$128,766
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	13	\$70,057		\$37,200	\$46,595	\$86,400	
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	5	\$76,102			\$49,584		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	11	\$94,576		\$55,240	\$76,658	\$103,873	

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	9	\$182,150			\$204,803		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	44	\$74,579	\$32,975	\$46,015	\$72,108	\$98,500	\$119,748
Top Finance Position	5	\$88,454			\$91,723		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	10	\$104,855		\$76,250	\$92,960	\$115,900	
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	6	\$107,266			\$67,010		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	31	\$146,178	\$35,000	\$56,989	\$85,000	\$199,954	\$286,384
Top Finance Position	5	\$149,933			\$126,645		
Top Operations Position	5	\$180,433			\$155,224		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	13	\$131,079		\$71,118	\$111,146	\$190,878	
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	9	\$64,402			\$60,500		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	6	\$66,451			\$73,797		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Crime, Legal-Related: Legal Services							
CEO/Executive Director	15	\$87,360		\$68,375	\$83,550	\$106,780	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	13	\$70,638		\$49,000	\$66,257	\$74,756	
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	8	\$80,541			\$59,578		
Crime, Legal-Related: Service and Other							
CEO/Executive Director	5	\$137,217			\$129,244		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	10	\$83,595		\$66,366	\$74,035	\$94,748	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	17	\$107,068		\$57,200	\$69,447	\$153,495	
Diseases, Disorders, Medical Disciplines: Nerve, Muscle, & Bone Diseases							
CEO/Executive Director	7	\$108,646			\$110,954		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	13	\$80,291		\$63,400	\$81,690	\$90,034	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	13	\$75,436		\$41,615	\$64,023	\$100,091	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	27	\$92,018	\$31,212	\$46,848	\$70,239	\$107,937	\$181,429
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	82	\$120,686	\$36,154	\$56,549	\$83,149	\$145,720	\$250,144
Top Administrative Position	13	\$91,444		\$67,933	\$72,844	\$114,688	
Top Development Position	7	\$156,931			\$155,362		
Top Education Position	7	\$113,211			\$134,036		
Top Finance Position	19	\$107,810		\$51,861	\$106,932	\$144,453	
Top Operations Position	7	\$124,794			\$116,432		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	9	\$238,536			\$179,662		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	33	\$356,515	\$95,242	\$119,268	\$265,345	\$504,542	\$808,345
Top Administrative Position	13	\$179,084		\$143,691	\$176,848	\$208,292	
Top Development Position	15	\$214,900		\$130,415	\$214,440	\$278,278	
Top Education Position	22	\$218,133	\$133,234	\$145,071	\$200,092	\$297,365	\$330,036
Top Finance Position	18	\$199,796		\$143,768	\$207,238	\$244,611	
Top Marketing Position	6	\$175,007			\$159,059		
Top Technology Position	7	\$176,910			\$172,323		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	44	\$152,786	\$34,376	\$75,434	\$129,531	\$213,408	\$262,596
Top Finance Position	5	\$99,679			\$99,750		
Top Operations Position	5	\$126,265			\$122,460		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	11	\$118,693		\$65,250	\$78,703	\$156,964	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	21	\$132,683	\$44,355	\$62,539	\$98,199	\$131,185	\$219,142
Top Education Position	5	\$159,517			\$157,503		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	14	\$133,563		\$92,137	\$133,757	\$177,877	
Top Finance Position	6	\$115,457			\$117,345		
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	5	\$80,940			\$76,702		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	10	\$77,689		\$36,236	\$64,573	\$108,918	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	28	\$88,296	\$40,155	\$70,836	\$86,773	\$96,799	\$122,140
Environmental Quality, Protection, and Beautification: Pollution Abatement & Control							
CEO/Executive Director	5	\$62,335			\$50,000		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	11	\$92,019		\$66,263	\$76,986	\$96,651	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	5	\$50,618			\$50,337		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	24	\$94,128	\$29,009	\$58,821	\$85,286	\$131,003	\$157,350
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	36	\$229,667	\$62,229	\$116,910	\$190,460	\$305,010	\$457,807
Top Finance Position	19	\$157,540		\$121,174	\$145,396	\$181,818	
Top Human Resources Position	5	\$116,405			\$117,150		
Top Operations Position	10	\$164,893		\$107,923	\$153,635	\$199,944	
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	7	\$102,919			\$75,219		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	28	\$215,482	\$76,608	\$129,968	\$164,125	\$274,008	\$434,931
Top Finance Position	9	\$230,196			\$194,516		
Top Operations Position	5	\$185,060			\$198,858		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	66	\$714,148	\$99,345	\$172,940	\$310,169	\$699,963	\$1,657,482
Top Finance Position	50	\$351,792	\$122,738	\$146,816	\$242,567	\$366,134	\$596,657
Top Human Resources Position	12	\$572,125		\$228,850	\$352,252	\$909,586	
Top Legal Position	6	\$689,429			\$567,570		
Top Operations Position	30	\$489,285	\$100,807	\$169,600	\$251,895	\$380,515	\$1,538,955
Top Program Position	5	\$281,407			\$318,175		
Top Technology Position	10	\$700,204		\$279,241	\$488,548	\$1,106,036	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	23	\$194,640	\$63,546	\$92,160	\$125,926	\$199,298	\$336,494
Top Administrative Position	13	\$157,264		\$122,134	\$145,795	\$184,190	
Top Finance Position	10	\$225,057		\$83,303	\$113,952	\$182,505	
Top Operations Position	5	\$164,370			\$172,749		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	12	\$131,979		\$78,402	\$96,439	\$168,152	
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	10	\$414,964		\$63,213	\$211,625	\$310,748	
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	8	\$67,673			\$60,423		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	59	\$87,051	\$34,948	\$43,336	\$70,944	\$101,395	\$152,261
Top Administrative Position	17	\$62,711		\$50,271	\$59,427	\$67,333	
Top Finance Position	8	\$122,626			\$108,395		
Top Operations Position	5	\$141,235			\$141,255		
Housing, Shelter: Housing Support							
CEO/Executive Director	8	\$113,344			\$95,682		
Housing, Shelter: Service and Other							
CEO/Executive Director	5	\$111,240			\$116,920		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	29	\$74,655	\$30,808	\$57,921	\$66,757	\$85,500	\$129,240
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	144	\$100,914	\$39,670	\$54,012	\$82,400	\$121,285	\$177,359
Top Administrative Position	6	\$118,748			\$122,916		
Top Finance Position	32	\$121,086	\$55,213	\$69,607	\$109,115	\$158,392	\$222,824
Top Human Resources Position	9	\$133,200			\$139,049		
Top Operations Position	9	\$132,670			\$134,425		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	69	\$87,315	\$30,458	\$40,688	\$67,325	\$100,086	\$171,781
Top Administrative Position	5	\$120,748			\$102,031		
Top Finance Position	14	\$100,172		\$49,912	\$97,279	\$124,911	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	15	\$56,642		\$38,537	\$50,654	\$65,522	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	56	\$63,484	\$32,149	\$45,848	\$60,882	\$72,642	\$105,611
Top Finance Position	5	\$68,740			\$68,778		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	116	\$102,159	\$39,883	\$55,046	\$86,099	\$129,934	\$191,382
Top Development Position	5	\$129,506			\$140,232		
Top Finance Position	29	\$85,790	\$50,646	\$58,562	\$79,929	\$105,130	\$126,847
Top Operations Position	8	\$113,621			\$115,213		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	18	\$100,473		\$71,906	\$92,634	\$129,831	
Top Finance Position	5	\$90,913			\$88,114		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	13	\$118,807		\$70,013	\$92,247	\$101,016	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	87	\$138,960	\$46,653	\$67,838	\$119,124	\$175,847	\$257,200
Top Administrative Position	9	\$110,849			\$120,860		
Top Finance Position	32	\$110,769	\$53,855	\$65,048	\$92,358	\$134,810	\$190,052
Top Operations Position	10	\$198,718		\$148,024	\$164,775	\$197,541	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	20	\$114,278	\$55,000	\$65,627	\$97,101	\$133,090	\$195,612
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	18	\$216,423		\$31,251	\$69,178	\$132,544	
Top Finance Position	6	\$217,359			\$111,830		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	5	\$74,750			\$42,790		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	9	\$77,037			\$77,506		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	6	\$68,634			\$70,334		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	41	\$145,452	\$48,077	\$70,000	\$107,850	\$213,511	\$263,143
Top Finance Position	16	\$110,472		\$65,978	\$95,298	\$145,692	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	26	\$118,765	\$62,734	\$67,502	\$92,736	\$118,907	\$191,902
Top Finance Position	9	\$80,682			\$82,306		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	24	\$85,026	\$33,920	\$43,688	\$64,484	\$105,571	\$158,832
Top Finance Position	5	\$91,161			\$91,359		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	48	\$123,731	\$49,178	\$70,615	\$93,674	\$151,697	\$210,461
Top Finance Position	7	\$165,588			\$136,641		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	13	\$92,352		\$54,080	\$81,000	\$94,406	
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	13	\$110,461		\$58,429	\$82,652	\$120,095	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	21	\$63,848	\$23,155	\$31,206	\$48,000	\$77,834	\$133,770
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	18	\$73,143		\$37,808	\$56,233	\$68,097	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	9	\$86,237			\$70,000		
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	5	\$67,321			\$48,000		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	11	\$91,093		\$46,045	\$68,872	\$92,787	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	105	\$68,649	\$29,945	\$42,000	\$62,725	\$89,962	\$119,037
Top Finance Position	14	\$46,135		\$27,527	\$49,147	\$56,537	
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	5	\$42,932			\$49,980		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	6	\$79,016			\$57,283		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	12	\$89,644		\$44,138	\$68,597	\$88,233	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	13	\$127,900		\$67,884	\$80,250	\$205,710	
Unknown							
CEO/Executive Director	7	\$67,344			\$59,740		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	12	\$78,640		\$57,803	\$66,815	\$91,594	
Youth Development: Service and Other							
CEO/Executive Director	5	\$64,232			\$62,400		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	11	\$84,064		\$55,566	\$80,677	\$111,205	

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	\$66,815			\$61,169		
Youth Development: Youth Development Programs							
CEO/Executive Director	49	\$69,776	\$20,900	\$38,627	\$60,600	\$92,820	\$125,102
Minnesota							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	20	\$62,296	\$28,115	\$32,513	\$47,644	\$66,655	\$103,988
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	9	\$158,904			\$114,773		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	64	\$80,558	\$30,516	\$41,703	\$65,191	\$95,346	\$160,793
Top Finance Position	7	\$110,110			\$107,211		
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	7	\$85,475			\$71,449		
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	9	\$69,713			\$51,438		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	18	\$58,728		\$30,041	\$40,404	\$50,750	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	37	\$116,555	\$42,685	\$51,000	\$75,787	\$127,924	\$282,955
Top Administrative Position	5	\$147,814			\$82,563		
Top Operations Position	5	\$189,814			\$274,113		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	28	\$104,167	\$32,780	\$50,306	\$58,762	\$102,175	\$174,059
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	88	\$75,200	\$31,286	\$40,199	\$58,798	\$83,302	\$114,271
Top Administrative Position	5	\$109,560			\$85,954		
Top Finance Position	10	\$88,896		\$58,122	\$80,173	\$128,917	
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	13	\$69,130		\$48,692	\$73,912	\$94,290	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	15	\$71,913		\$61,559	\$72,400	\$86,580	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	8	\$83,559			\$97,195		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	12	\$144,575		\$54,211	\$86,434	\$170,037	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	55	\$82,605	\$42,512	\$51,715	\$75,075	\$101,191	\$138,532
Top Finance Position	7	\$80,364			\$93,535		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	7	\$75,089			\$66,685		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	10	\$86,086		\$63,529	\$82,339	\$109,222	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	20	\$168,063	\$40,518	\$69,672	\$112,615	\$164,318	\$382,977
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	9	\$97,679			\$80,667		
Crime, Legal-Related: Correctional Facilities							
CEO/Executive Director	5	\$120,255			\$131,403		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	16	\$90,706		\$70,916	\$97,143	\$109,138	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	7	\$65,336			\$61,578		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	6	\$130,643			\$116,788		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	7	\$113,831			\$89,981		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	10	\$80,794		\$55,734	\$68,959	\$100,071	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	7	\$104,919			\$124,049		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	16	\$98,279		\$59,248	\$75,290	\$111,428	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	26	\$80,929	\$22,646	\$28,263	\$63,011	\$105,471	\$154,498
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	172	\$116,646	\$50,000	\$69,318	\$100,954	\$131,175	\$173,866
Top Administrative Position	15	\$99,171		\$60,543	\$77,992	\$115,495	
Top Business Position	15	\$76,957		\$44,682	\$57,466	\$78,275	
Top Development Position	9	\$140,062			\$116,091		
Top Education Position	7	\$88,444			\$77,601		
Top Finance Position	53	\$67,035	\$37,420	\$45,266	\$57,118	\$72,017	\$111,503
Top Operations Position	13	\$144,444		\$92,481	\$123,496	\$192,462	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	9	\$189,922			\$159,679		
Top Finance Position	5	\$129,858			\$95,481		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	28	\$325,497	\$76,603	\$133,759	\$345,331	\$445,230	\$571,977
Top Administrative Position	12	\$212,119		\$171,618	\$218,120	\$243,376	
Top Development Position	13	\$215,471		\$173,936	\$179,515	\$245,903	
Top Education Position	17	\$221,373		\$174,371	\$203,370	\$248,858	
Top Finance Position	21	\$203,335	\$89,358	\$144,125	\$200,567	\$260,405	\$331,419
Top Technology Position	5	\$163,903			\$158,320		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	7	\$126,435			\$124,166		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	28	\$226,139	\$53,748	\$75,932	\$115,623	\$191,491	\$625,839
Top Finance Position	7	\$226,230			\$116,669		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	13	\$123,423		\$49,593	\$105,412	\$158,441	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	17	\$99,437		\$63,976	\$87,156	\$109,912	
Top Finance Position	6	\$81,150			\$83,723		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	22	\$141,613	\$69,271	\$80,984	\$114,168	\$159,438	\$242,004
Top Finance Position	9	\$128,933			\$92,574		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	6	\$147,452			\$144,361		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	6	\$84,550			\$75,456		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	21	\$101,982	\$34,265	\$61,800	\$96,907	\$132,720	\$190,548
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	15	\$77,217		\$57,196	\$71,016	\$96,130	
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	5	\$88,460			\$65,437		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	23	\$97,864	\$49,645	\$65,676	\$81,346	\$97,548	\$141,824
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	32	\$292,251	\$77,718	\$102,768	\$140,669	\$228,441	\$491,429
Top Finance Position	16	\$227,462		\$94,003	\$120,593	\$205,420	
Top Operations Position	9	\$334,030			\$179,935		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	5	\$96,262			\$81,850		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	5	\$184,032			\$127,854		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	16	\$254,154		\$71,053	\$195,575	\$317,233	
Top Finance Position	6	\$267,461			\$202,698		
Top Operations Position	5	\$227,687			\$149,009		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	38	\$606,809	\$81,559	\$175,504	\$385,277	\$738,613	\$1,101,761
Top Administrative Position	13	\$242,919		\$143,746	\$227,008	\$325,611	
Top Development Position	5	\$354,034			\$347,708		
Top Finance Position	36	\$401,298	\$139,187	\$185,603	\$272,181	\$491,458	\$971,710
Top Human Resources Position	11	\$411,332		\$197,112	\$348,097	\$568,640	
Top Operations Position	26	\$409,881	\$140,934	\$180,440	\$256,389	\$355,973	\$880,208
Top Technology Position	8	\$448,831			\$425,858		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	24	\$161,322	\$53,013	\$82,353	\$151,391	\$196,332	\$282,265
Top Administrative Position	28	\$125,996	\$87,261	\$112,896	\$123,163	\$145,962	\$167,099
Top Finance Position	10	\$134,619		\$101,727	\$113,547	\$174,748	
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	8	\$85,067			\$64,758		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	\$166,113			\$100,915		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	15	\$104,128		\$50,769	\$59,254	\$104,010	
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	9	\$160,030			\$160,104		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	46	\$111,389	\$45,795	\$70,261	\$90,026	\$146,448	\$202,334
Top Administrative Position	9	\$102,932			\$112,185		
Top Finance Position	14	\$111,034		\$75,466	\$114,559	\$137,770	
Top Operations Position	5	\$141,475			\$130,000		
Housing, Shelter: Housing Support							
CEO/Executive Director	8	\$124,627			\$135,331		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	16	\$85,267		\$58,228	\$83,648	\$106,982	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	108	\$102,535	\$37,874	\$63,047	\$94,526	\$124,804	\$166,262
Top Finance Position	28	\$90,853	\$59,122	\$71,866	\$87,720	\$108,283	\$127,279
Top Operations Position	6	\$122,969			\$128,591		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	59	\$93,377	\$31,611	\$48,078	\$70,000	\$125,164	\$170,426
Top Finance Position	9	\$77,662			\$69,163		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	19	\$87,422		\$65,004	\$88,397	\$96,074	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	59	\$81,667	\$28,359	\$46,190	\$69,882	\$96,528	\$137,674
Top Finance Position	12	\$88,367		\$66,962	\$85,381	\$117,504	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	91	\$114,690	\$38,636	\$63,462	\$100,800	\$139,506	\$194,513
Top Finance Position	25	\$116,779	\$51,922	\$87,481	\$101,240	\$130,597	\$160,705
Top Operations Position	6	\$183,130			\$176,082		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	30	\$100,523	\$44,166	\$47,708	\$72,374	\$108,673	\$224,732
Top Finance Position	8	\$110,993			\$96,102		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	\$87,694			\$67,351		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	38	\$136,049	\$56,779	\$68,609	\$107,800	\$178,379	\$201,867
Top Administrative Position	20	\$120,514	\$89,974	\$106,765	\$122,027	\$145,702	\$155,697
Top Finance Position	15	\$120,912		\$66,941	\$90,540	\$122,602	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	13	\$90,719		\$43,495	\$72,771	\$123,286	

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	20	\$87,522	\$22,718	\$49,875	\$78,680	\$100,802	\$135,990
International, Foreign Affairs, and National Security: International Human Rights							
CEO/Executive Director	7	\$56,046			\$50,100		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	5	\$122,508			\$110,000		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	5	\$99,252			\$107,469		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	38	\$157,311	\$71,913	\$106,619	\$148,832	\$183,260	\$251,941
Top Development Position	5	\$133,515			\$142,525		
Top Finance Position	12	\$127,440		\$90,446	\$116,095	\$141,332	
Top Human Resources Position	5	\$188,850			\$175,797		
Top Operations Position	9	\$145,015			\$151,055		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	26	\$134,328	\$58,712	\$90,717	\$111,749	\$166,492	\$199,911
Top Finance Position	6	\$147,924			\$123,480		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	17	\$61,113		\$54,303	\$59,065	\$68,250	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	7	\$95,291			\$84,969		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	28	\$149,365	\$48,996	\$67,139	\$135,059	\$197,182	\$304,295
Top Development Position	5	\$142,963			\$136,728		
Top Finance Position	12	\$136,744		\$108,566	\$136,405	\$150,986	
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	9	\$99,456			\$97,667		
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	8	\$114,663			\$105,342		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	\$110,177			\$103,187		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	8	\$69,148			\$60,670		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$91,359			\$64,973		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	34	\$68,810	\$22,594	\$47,610	\$70,354	\$86,482	\$103,655

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	7	\$64,864			\$63,750		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	86	\$70,689	\$18,642	\$26,170	\$48,000	\$80,295	\$111,570
Top Administrative Position	6	\$84,503			\$71,117		
Top Finance Position	8	\$96,785			\$38,130		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	9	\$74,293			\$45,300		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	10	\$91,407		\$57,834	\$88,033	\$117,584	
Unknown							
CEO/Executive Director	5	\$53,471			\$46,441		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	10	\$88,202		\$48,970	\$75,566	\$97,347	
Youth Development: Scouting							
CEO/Executive Director	8	\$209,484			\$167,084		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	11	\$83,833		\$61,416	\$66,000	\$111,310	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	\$74,174			\$72,931		
Youth Development: Youth Development Programs							
CEO/Executive Director	58	\$85,282	\$37,192	\$54,972	\$69,233	\$103,339	\$157,888
Top Finance Position	6	\$85,126			\$82,674		
Mississippi							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$43,987			\$45,000		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	\$57,835			\$50,000		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	9	\$81,707			\$83,281		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	10	\$52,192		\$36,750	\$46,569	\$63,574	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	15	\$88,713		\$43,300	\$73,923	\$117,567	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	9	\$207,377			\$218,811		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	\$70,453			\$59,637		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	10	\$99,152		\$83,835	\$98,612	\$115,392	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	33	\$107,400	\$45,017	\$56,996	\$100,000	\$155,200	\$205,260
Top Finance Position	6	\$65,673			\$33,450		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	\$283,461			\$277,101		
Top Development Position	5	\$147,973			\$129,475		
Top Education Position	6	\$174,861			\$186,394		
Top Finance Position	8	\$115,635			\$104,649		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$204,493			\$205,969		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	20	\$164,258	\$48,650	\$89,033	\$161,368	\$201,717	\$251,551
Top Finance Position	13	\$85,285		\$57,426	\$72,800	\$108,013	
Top Operations Position	6	\$65,249			\$69,827		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	11	\$382,618		\$92,188	\$320,966	\$522,502	
Top Administrative Position	10	\$192,651		\$170,269	\$176,741	\$210,967	
Top Finance Position	8	\$295,570			\$216,460		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	9	\$133,261			\$105,504		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	9	\$78,935			\$55,372		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	10	\$108,170		\$42,783	\$55,795	\$129,903	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	15	\$58,011		\$32,893	\$42,250	\$72,903	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	8	\$76,425			\$63,049		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	33	\$86,439	\$35,573	\$50,097	\$71,379	\$117,163	\$146,343
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$124,497			\$69,200		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$123,893			\$64,950		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	7	\$59,732			\$63,140		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	36	\$66,953	\$28,500	\$41,942	\$63,845	\$90,355	\$120,183
Top Finance Position	8	\$58,092			\$60,125		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	\$82,442			\$67,605		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$45,586			\$36,471		
Missouri							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	17	\$65,229		\$33,500	\$47,496	\$66,968	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	23	\$84,248	\$20,840	\$36,413	\$65,800	\$105,203	\$174,628
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	10	\$63,360		\$33,778	\$50,457	\$62,250	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	11	\$93,458		\$36,095	\$55,607	\$115,763	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	21	\$169,605	\$50,000	\$59,500	\$87,141	\$228,845	\$369,515
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	46	\$112,982	\$29,252	\$44,399	\$65,577	\$109,039	\$276,971
Top Development Position	5	\$126,445			\$135,055		
Top Finance Position	8	\$102,451			\$105,531		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	5	\$63,100			\$60,000		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	13	\$80,906		\$33,800	\$88,498	\$118,307	
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	\$138,392			\$123,634		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	43	\$96,890	\$37,615	\$55,419	\$80,548	\$123,658	\$163,996
Top Finance Position	7	\$87,654			\$90,892		
Top Operations Position	5	\$109,214			\$88,786		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	\$130,753			\$125,556		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	7	\$74,859			\$62,306		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	14	\$143,905		\$69,267	\$97,368	\$132,279	
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	6	\$96,706			\$86,688		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	8	\$865,007			\$108,364		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	\$137,842			\$106,066		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	\$54,815			\$55,429		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	9	\$56,753			\$56,707		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	9	\$66,191			\$67,505		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	5	\$108,776			\$81,749		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	11	\$79,429		\$52,504	\$70,684	\$94,148	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	13	\$75,816		\$31,000	\$66,409	\$103,203	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	21	\$104,384	\$40,890	\$73,783	\$99,855	\$136,988	\$162,972
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	101	\$137,651	\$33,297	\$56,998	\$100,000	\$178,274	\$256,369
Top Administrative Position	18	\$112,691		\$31,438	\$101,223	\$160,481	
Top Business Position	5	\$133,451			\$129,358		
Top Education Position	6	\$105,995			\$70,711		
Top Finance Position	23	\$136,409	\$61,288	\$91,791	\$116,622	\$152,115	\$211,362
Top Operations Position	12	\$168,965		\$118,294	\$133,515	\$173,253	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	6	\$452,745			\$365,079		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	36	\$318,281	\$62,197	\$147,262	\$252,154	\$441,090	\$570,247
Top Administrative Position	18	\$183,416		\$125,480	\$143,040	\$189,193	
Top Business Position	7	\$106,004			\$119,716		
Top Development Position	13	\$220,256		\$142,907	\$167,308	\$202,228	
Top Education Position	23	\$182,107	\$116,540	\$148,761	\$180,648	\$210,082	\$232,476
Top Finance Position	27	\$161,659	\$52,588	\$82,703	\$153,735	\$204,538	\$260,381
Top Operations Position	7	\$247,137			\$240,796		
Top Technology Position	6	\$230,100			\$200,366		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	\$80,492			\$70,625		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	19	\$139,945		\$59,624	\$110,488	\$180,211	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	9	\$166,438			\$162,379		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	17	\$122,833		\$52,000	\$83,622	\$162,364	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	26	\$79,493	\$40,215	\$49,419	\$77,359	\$93,166	\$137,071
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	18	\$59,612		\$40,508	\$63,386	\$74,037	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	23	\$80,205	\$21,089	\$44,812	\$76,128	\$94,400	\$150,064
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	26	\$283,990	\$93,157	\$134,212	\$219,117	\$311,686	\$369,104
Top Finance Position	17	\$184,292		\$104,806	\$166,686	\$206,862	
Top Operations Position	8	\$253,567			\$190,251		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	6	\$132,098			\$108,021		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	11	\$188,617		\$91,872	\$142,350	\$202,859	
Top Finance Position	5	\$128,069			\$124,704		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	48	\$1,003,020	\$144,237	\$208,981	\$511,257	\$867,845	\$1,980,462
Top Administrative Position	11	\$268,019		\$133,146	\$255,440	\$287,185	
Top Business Position	5	\$363,676			\$326,126		
Top Development Position	6	\$526,965			\$255,127		
Top Finance Position	32	\$574,243	\$144,098	\$192,172	\$296,903	\$572,319	\$960,756
Top Human Resources Position	11	\$443,810		\$228,291	\$267,145	\$558,648	
Top Legal Position	5	\$625,604			\$658,248		
Top Operations Position	25	\$445,553	\$140,582	\$193,871	\$327,835	\$406,249	\$774,785
Top Technology Position	10	\$281,112		\$234,349	\$273,995	\$298,974	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	17	\$121,189		\$98,963	\$106,907	\$136,747	
Top Administrative Position	11	\$104,048		\$78,214	\$94,634	\$128,407	
Top Finance Position	13	\$98,825		\$69,680	\$94,634	\$104,993	
Top Operations Position	5	\$102,002			\$104,844		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	7	\$116,127			\$78,000		
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	5	\$64,479			\$36,825		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	19	\$199,301		\$91,277	\$116,722	\$181,843	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	25	\$99,133	\$31,730	\$61,529	\$91,944	\$139,285	\$176,286
Housing, Shelter: Housing Support							
CEO/Executive Director	8	\$106,784			\$104,744		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	12	\$106,474		\$83,236	\$108,049	\$110,168	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	103	\$99,248	\$36,024	\$60,252	\$82,061	\$128,328	\$171,556
Top Administrative Position	9	\$49,151			\$36,368		
Top Finance Position	20	\$118,035	\$63,495	\$77,343	\$115,722	\$133,025	\$181,457
Top Operations Position	5	\$146,952			\$150,801		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	58	\$97,776	\$37,966	\$55,184	\$72,904	\$134,174	\$175,150
Top Finance Position	13	\$115,513		\$91,482	\$101,408	\$141,373	
Top Operations Position	10	\$129,098		\$99,731	\$125,538	\$139,513	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	22	\$70,735	\$36,178	\$48,813	\$60,569	\$90,601	\$121,359
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	47	\$87,744	\$32,849	\$44,785	\$62,407	\$92,034	\$169,362
Top Finance Position	9	\$108,274			\$103,146		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	71	\$101,578	\$28,000	\$55,738	\$83,000	\$111,692	\$193,792
Top Development Position	5	\$125,122			\$127,494		
Top Finance Position	18	\$94,662		\$59,689	\$80,310	\$134,411	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	10	\$72,304		\$45,950	\$69,773	\$81,254	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	11	\$66,485		\$40,793	\$57,833	\$78,356	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	32	\$147,987	\$32,490	\$57,600	\$100,839	\$201,860	\$334,376
Top Finance Position	9	\$183,846			\$153,521		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	12	\$98,412		\$68,590	\$78,838	\$119,231	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	10	\$79,543		\$42,000	\$49,969	\$76,250	
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	5	\$77,723			\$105,309		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	5	\$103,118			\$73,774		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	30	\$182,323	\$55,230	\$93,653	\$118,801	\$203,631	\$311,745
Top Finance Position	16	\$162,005		\$101,574	\$125,059	\$142,520	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	15	\$164,191		\$50,913	\$107,357	\$168,744	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	14	\$137,225		\$47,344	\$86,740	\$121,210	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	8	\$136,018			\$92,013		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	\$100,658			\$94,642		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$171,565			\$139,582		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	21	\$105,290	\$34,000	\$50,000	\$70,681	\$110,912	\$194,807
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	5	\$144,606			\$81,651		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	5	\$83,992			\$59,786		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	6	\$99,025			\$67,806		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	90	\$55,870	\$22,228	\$33,609	\$50,352	\$71,697	\$98,137
Top Administrative Position	5	\$40,071			\$42,624		
Top Finance Position	7	\$34,510			\$39,367		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	14	\$103,801		\$52,388	\$66,762	\$85,493	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	7	\$80,080			\$77,665		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	6	\$151,644			\$106,766		
Youth Development: Scouting							
CEO/Executive Director	7	\$284,056			\$262,287		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	8	\$79,665			\$80,674		
Youth Development: Youth Development Programs							
CEO/Executive Director	37	\$89,233	\$31,508	\$54,583	\$84,672	\$99,063	\$134,483

Montana

Animal-Related: Animal Protection & Welfare

CEO/Executive Director	7	\$53,135			\$44,124		
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501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	11	\$81,409		\$51,294	\$64,699	\$87,061	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	21	\$46,080	\$25,509	\$29,902	\$47,360	\$60,888	\$68,672
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	7	\$48,099			\$50,351		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	5	\$53,583			\$53,750		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	8	\$51,281			\$48,863		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	14	\$55,870		\$36,864	\$46,603	\$66,208	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	\$78,566			\$64,683		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	13	\$71,638		\$30,623	\$55,000	\$69,526	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	9	\$66,626			\$65,443		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	8	\$73,068			\$73,375		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$91,569			\$74,057		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	\$73,691			\$46,183		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	36	\$67,272	\$34,762	\$42,630	\$55,020	\$75,942	\$110,503
Top Finance Position	7	\$48,070			\$23,500		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$124,882			\$126,730		
Top Finance Position	5	\$117,138			\$125,377		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$167,964			\$128,348		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	7	\$98,738			\$66,831		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	7	\$73,915			\$72,487		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	40	\$82,538	\$31,249	\$53,262	\$69,092	\$97,874	\$144,751
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	8	\$81,573			\$65,085		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	5	\$66,229			\$65,101		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	8	\$185,160			\$114,597		
Top Finance Position	6	\$98,381			\$99,197		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	24	\$307,263	\$90,459	\$129,765	\$243,880	\$335,057	\$505,216
Top Finance Position	23	\$195,469	\$84,717	\$104,750	\$136,556	\$157,451	\$327,174
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	\$72,398			\$55,173		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	12	\$58,414		\$44,980	\$65,848	\$78,239	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	\$58,247			\$58,073		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	33	\$72,878	\$39,554	\$42,894	\$56,803	\$87,454	\$108,820
Top Finance Position	6	\$76,342			\$81,780		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	20	\$57,630	\$35,286	\$41,345	\$55,259	\$66,970	\$92,949
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	\$77,654			\$78,410		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	17	\$66,992		\$55,813	\$67,148	\$83,580	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	29	\$75,680	\$43,174	\$46,818	\$62,012	\$97,568	\$115,404
Top Finance Position	9	\$74,008			\$73,393		
Top Operations Position	5	\$78,289			\$73,576		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$98,678			\$68,051		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$65,607			\$69,730		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	\$163,104			\$151,000		
Top Finance Position	6	\$107,134			\$102,734		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	\$97,537			\$84,137		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	8	\$68,521			\$66,495		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	8	\$85,450			\$64,005		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	\$87,566			\$79,229		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	\$58,366			\$60,493		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	15	\$77,639		\$43,146	\$47,492	\$88,119	
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	\$66,163			\$55,517		
Youth Development: Youth Development Programs							
CEO/Executive Director	9	\$39,935			\$39,425		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	17	\$72,309		\$55,000	\$65,500	\$75,798	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	7	\$64,624			\$71,856		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	13	\$103,808		\$45,556	\$69,587	\$99,717	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	20	\$87,654	\$30,247	\$43,261	\$65,683	\$83,750	\$100,185
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	10	\$60,662		\$40,662	\$53,613	\$57,635	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	14	\$124,156		\$63,412	\$77,272	\$171,040	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	\$70,591			\$73,570		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	\$86,943			\$78,980		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	\$171,201			\$125,287		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	16	\$86,033		\$51,649	\$66,286	\$99,380	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	10	\$205,766		\$118,977	\$164,428	\$328,034	
Top Administrative Position	6	\$141,942			\$140,542		
Top Education Position	8	\$221,670			\$165,234		
Top Finance Position	9	\$139,427			\$150,563		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	16	\$123,939		\$68,512	\$86,991	\$113,822	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	6	\$186,129			\$168,403		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$164,843			\$114,391		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	7	\$75,192			\$82,999		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	15	\$215,425		\$84,660	\$134,750	\$299,807	
Top Finance Position	5	\$302,590			\$148,838		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	33	\$435,899	\$152,607	\$196,012	\$265,723	\$597,898	\$781,576
Top Finance Position	24	\$251,267	\$111,138	\$138,834	\$166,221	\$271,221	\$606,937
Top Operations Position	7	\$454,239			\$515,934		
Top Technology Position	5	\$351,614			\$344,688		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	5	\$219,686			\$261,975		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	9	\$76,779			\$79,185		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	11	\$140,315		\$50,462	\$80,568	\$106,412	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	\$122,326			\$119,071		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	30	\$84,223	\$31,318	\$44,401	\$54,889	\$85,713	\$120,133
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	28	\$93,106	\$37,580	\$47,670	\$70,511	\$123,173	\$166,408
Top Finance Position	8	\$116,824			\$98,581		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	\$61,817			\$62,641		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	19	\$96,731		\$45,250	\$69,033	\$100,407	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	36	\$99,174	\$39,785	\$51,137	\$82,161	\$121,636	\$209,733
Top Finance Position	8	\$83,022			\$67,089		
Top Operations Position	5	\$96,514			\$103,115		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	12	\$81,945		\$33,365	\$91,156	\$114,593	
Top Finance Position	5	\$66,902			\$66,485		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$131,012			\$102,801		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	15	\$89,589		\$63,373	\$86,064	\$104,563	
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	10	\$82,543		\$35,144	\$84,121	\$106,585	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	13	\$81,872		\$55,237	\$84,151	\$94,000	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	13	\$64,546		\$43,820	\$69,371	\$84,000	

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	20	\$43,905	\$19,672	\$23,104	\$37,585	\$55,600	\$81,038
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$122,886			\$103,951		
Youth Development: Youth Development Programs							
CEO/Executive Director	17	\$87,540		\$54,175	\$73,500	\$94,204	
Nevada							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	11	\$73,554		\$32,257	\$60,000	\$94,665	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	\$158,743			\$99,888		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	7	\$180,519			\$178,451		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	\$102,404			\$103,499		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	\$71,040			\$60,000		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	22	\$140,246	\$38,424	\$41,363	\$118,991	\$168,784	\$270,216
Top Finance Position	5	\$102,258			\$67,410		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	\$211,479			\$216,328		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	6	\$64,392			\$58,993		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	\$203,964			\$160,537		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	13	\$279,244		\$96,561	\$214,495	\$410,850	
Top Finance Position	7	\$197,066			\$214,495		
Top Technology Position	5	\$219,624			\$156,027		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	\$137,057			\$114,543		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	18	\$82,292		\$47,038	\$72,571	\$109,776	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	\$127,540		\$55,995	\$121,041	\$174,059	

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	12	\$84,512		\$61,866	\$90,001	\$99,412	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	22	\$147,915	\$63,674	\$84,242	\$105,193	\$162,044	\$320,518
Top Finance Position	8	\$121,149			\$107,124		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	11	\$106,375		\$65,557	\$76,440	\$85,178	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	11	\$70,018		\$39,084	\$69,500	\$82,852	
Top Finance Position	6	\$38,795			\$28,734		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	\$59,124			\$55,922		
Unknown							
CEO/Executive Director	10	\$72,158		\$43,360	\$69,215	\$97,167	
Youth Development: Youth Development Programs							
CEO/Executive Director	13	\$63,758		\$43,734	\$58,720	\$76,367	

New Hampshire

Animal-Related: Animal Protection & Welfare

CEO/Executive Director	11	\$64,495		\$34,748	\$58,019	\$95,291	
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501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	14	\$58,122		\$36,057	\$61,474	\$75,945	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	5	\$62,286			\$65,000		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	11	\$87,292		\$39,417	\$49,096	\$118,481	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	15	\$82,571		\$54,016	\$74,896	\$105,734	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	19	\$75,042		\$50,246	\$60,806	\$95,636	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	\$69,650			\$55,000		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	8	\$111,544			\$102,986		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	\$85,048			\$63,612		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	\$116,240			\$95,659		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	\$98,922			\$89,152		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	50	\$142,989	\$31,259	\$45,169	\$84,730	\$189,382	\$379,310
Top Development Position	8	\$207,610			\$182,031		
Top Finance Position	12	\$179,373		\$114,684	\$175,804	\$205,469	
Top Operations Position	5	\$205,355			\$158,205		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	9	\$428,097			\$355,987		
Top Education Position	6	\$285,661			\$181,458		
Top Finance Position	8	\$194,647			\$176,127		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	13	\$144,925		\$45,947	\$127,118	\$156,250	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	18	\$94,946		\$75,682	\$98,753	\$103,006	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	5	\$76,749			\$90,688		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	7	\$54,983			\$55,000		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	10	\$186,812		\$128,324	\$193,898	\$215,213	
Top Finance Position	8	\$154,124			\$140,854		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$61,436			\$64,292		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	20	\$479,005	\$151,078	\$242,609	\$377,452	\$617,900	\$1,038,230
Top Finance Position	18	\$280,745		\$113,881	\$216,470	\$378,011	
Top Human Resources Position	5	\$340,061			\$297,422		
Top Operations Position	5	\$479,663			\$494,959		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	16	\$145,607		\$100,339	\$126,383	\$186,581	
Top Finance Position	11	\$110,498		\$87,421	\$121,374	\$138,103	
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	7	\$104,864			\$78,052		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	14	\$120,084		\$57,787	\$120,686	\$138,373	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	\$56,553			\$52,230		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	26	\$94,640	\$37,834	\$54,967	\$72,476	\$136,062	\$175,788
Top Finance Position	7	\$91,304			\$98,206		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	30	\$69,461	\$39,194	\$47,362	\$65,548	\$78,048	\$101,060
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	14	\$73,371		\$51,157	\$63,106	\$80,509	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	29	\$113,843	\$37,699	\$71,333	\$112,679	\$157,936	\$183,765
Top Finance Position	8	\$103,041			\$102,700		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	\$207,389			\$180,687		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	15	\$130,706		\$78,396	\$125,235	\$167,272	
Top Finance Position	6	\$143,420			\$145,260		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	12	\$157,602		\$121,993	\$178,972	\$196,533	
Top Finance Position	8	\$128,968			\$133,943		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$77,374			\$75,000		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	11	\$55,558		\$32,335	\$55,500	\$63,833	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	\$71,082		\$48,425	\$68,239	\$86,875	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	\$120,617			\$112,329		
Youth Development: Youth Development Programs							
CEO/Executive Director	15	\$104,234		\$56,310	\$65,860	\$94,228	
New Jersey							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	22	\$64,586	\$17,982	\$28,680	\$65,000	\$86,172	\$114,299
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	5	\$85,737			\$90,190		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	37	\$79,268	\$26,096	\$40,000	\$64,759	\$114,075	\$131,544
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	7	\$87,462			\$74,554		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	6	\$124,993			\$117,058		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	16	\$119,637		\$53,587	\$78,830	\$117,556	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	50	\$102,572	\$24,800	\$31,244	\$67,410	\$114,388	\$217,119
Top Finance Position	6	\$134,268			\$127,040		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	\$94,856			\$95,630		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	12	\$150,478		\$98,888	\$116,122	\$198,038	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	24	\$123,642	\$64,876	\$78,232	\$94,062	\$167,629	\$190,500
Top Finance Position	5	\$111,450			\$128,113		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	\$159,130			\$71,585		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	7	\$100,499			\$103,287		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	22	\$115,811	\$52,165	\$74,587	\$92,116	\$148,316	\$204,122
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	8	\$116,384			\$93,657		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	11	\$169,509		\$135,686	\$169,743	\$197,064	
Top Finance Position	5	\$127,076			\$105,596		
Top Legal Position	5	\$194,126			\$180,509		
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	9	\$136,803			\$123,102		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	13	\$89,879		\$49,007	\$80,924	\$92,682	
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	7	\$113,516			\$78,638		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	22	\$101,923	\$49,703	\$60,000	\$85,034	\$140,935	\$163,289
Top Finance Position	5	\$120,943			\$77,740		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	9	\$93,517			\$77,083		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	16	\$138,864		\$76,145	\$124,345	\$176,172	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	15	\$203,360		\$37,558	\$124,563	\$180,238	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	208	\$192,864	\$52,478	\$101,872	\$155,551	\$237,329	\$403,734
Top Administrative Position	23	\$149,510	\$71,205	\$100,563	\$141,495	\$184,118	\$231,893
Top Business Position	27	\$132,711	\$70,220	\$96,328	\$114,144	\$162,271	\$210,298
Top Development Position	28	\$206,351	\$132,459	\$160,207	\$186,488	\$244,916	\$305,932
Top Education Position	29	\$152,263	\$105,967	\$131,918	\$145,486	\$185,466	\$211,716
Top Facilities Position	8	\$135,969			\$138,518		
Top Finance Position	54	\$159,776	\$42,686	\$88,386	\$152,828	\$212,948	\$275,430
Top Operations Position	15	\$180,255		\$125,885	\$167,269	\$211,987	
Top Program Position	7	\$105,771			\$90,464		
Top Technology Position	10	\$152,101		\$116,467	\$135,821	\$192,154	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	17	\$794,685		\$356,393	\$471,271	\$603,350	
Top Administrative Position	11	\$260,148		\$182,676	\$217,284	\$341,464	
Top Development Position	10	\$278,650		\$189,667	\$212,863	\$364,090	
Top Education Position	15	\$281,696		\$192,118	\$212,815	\$312,511	
Top Finance Position	17	\$278,879		\$164,579	\$313,403	\$362,649	
Top Legal Position	6	\$370,406			\$344,786		
Top Technology Position	8	\$256,759			\$243,989		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	36	\$154,551	\$45,044	\$79,036	\$128,039	\$172,604	\$262,507
Top Finance Position	6	\$167,272			\$162,118		
Top Operations Position	5	\$157,285			\$143,640		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	10	\$162,630		\$54,414	\$107,262	\$194,456	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	8	\$130,063			\$123,455		
Top Education Position	7	\$216,541			\$227,951		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	13	\$174,844		\$97,120	\$127,660	\$199,868	
Top Finance Position	6	\$132,971			\$119,848		
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	5	\$79,203			\$79,929		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	15	\$96,166		\$60,624	\$81,941	\$135,962	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	25	\$79,769	\$34,974	\$50,133	\$63,292	\$99,729	\$143,741

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	17	\$211,926		\$81,120	\$184,360	\$327,026	
Top Finance Position	11	\$184,822		\$104,686	\$153,235	\$230,154	
Top Operations Position	7	\$229,883			\$170,258		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	7	\$283,009			\$182,022		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	21	\$233,505	\$21,300	\$71,082	\$164,800	\$248,135	\$611,990
Top Finance Position	9	\$197,125			\$65,309		
Top Operations Position	5	\$229,970			\$211,259		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	40	\$1,069,836	\$157,998	\$386,895	\$803,544	\$1,423,555	\$2,034,090
Top Administrative Position	11	\$586,644		\$221,833	\$434,954	\$603,540	
Top Business Position	6	\$354,297			\$315,183		
Top Development Position	8	\$301,608			\$253,228		
Top Finance Position	30	\$614,214	\$212,801	\$326,654	\$527,228	\$757,868	\$975,254
Top Human Resources Position	26	\$480,223	\$232,241	\$255,823	\$370,737	\$493,992	\$719,669
Top Legal Position	10	\$769,297		\$488,699	\$560,339	\$739,436	
Top Operations Position	22	\$573,038	\$313,750	\$443,477	\$544,390	\$781,862	\$820,982
Top Technology Position	15	\$563,827		\$328,379	\$384,724	\$540,703	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	21	\$260,724	\$75,217	\$126,834	\$213,976	\$356,803	\$521,779
Top Administrative Position	7	\$150,728			\$169,694		
Top Finance Position	15	\$177,856		\$126,277	\$162,541	\$187,337	
Top Operations Position	5	\$268,793			\$253,754		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	5	\$412,256			\$94,900		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	8	\$199,209			\$206,017		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	15	\$188,772		\$78,579	\$192,797	\$249,007	
Housing, Shelter: Homeowners & Tenants Associations							
CEO/Executive Director	5	\$112,758			\$99,320		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	41	\$114,788	\$43,745	\$76,667	\$104,500	\$149,027	\$191,163
Top Finance Position	10	\$115,403		\$97,456	\$112,617	\$144,179	
Housing, Shelter: Housing Support							
CEO/Executive Director	5	\$93,785			\$98,746		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	14	\$103,145		\$70,162	\$95,283	\$133,876	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	82	\$127,552	\$34,745	\$66,682	\$98,208	\$153,102	\$215,279
Top Finance Position	20	\$120,355	\$62,177	\$70,056	\$99,385	\$140,263	\$199,259
Top Human Resources Position	9	\$134,824			\$125,493		
Top Operations Position	6	\$110,986			\$115,225		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	81	\$112,706	\$39,833	\$68,454	\$102,756	\$140,706	\$189,032
Top Finance Position	22	\$110,595	\$69,934	\$92,787	\$109,046	\$120,785	\$178,960
Top Operations Position	8	\$98,860			\$108,674		
Top Program Position	7	\$106,975			\$90,142		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	11	\$75,169		\$47,386	\$70,000	\$102,035	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	48	\$130,114	\$62,268	\$91,637	\$112,135	\$153,741	\$197,693
Top Finance Position	11	\$148,803		\$107,562	\$117,807	\$192,587	
Top Operations Position	6	\$171,806			\$154,103		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	126	\$146,072	\$42,227	\$81,072	\$130,072	\$186,648	\$249,314
Top Facilities Position	5	\$103,333			\$91,526		
Top Finance Position	40	\$128,232	\$59,993	\$97,509	\$119,078	\$153,018	\$206,931
Top Human Resources Position	7	\$145,007			\$126,109		
Top Operations Position	26	\$150,746	\$91,902	\$117,648	\$143,973	\$183,675	\$224,002
Top Program Position	7	\$108,401			\$74,256		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	25	\$122,786	\$54,107	\$68,559	\$113,285	\$144,789	\$232,097
Top Finance Position	7	\$107,630			\$102,024		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	10	\$122,276		\$53,238	\$109,455	\$186,308	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	42	\$200,694	\$46,036	\$112,781	\$164,605	\$240,454	\$320,147
Top Administrative Position	7	\$147,858			\$137,805		
Top Finance Position	19	\$162,271		\$114,899	\$173,575	\$190,513	
Top Operations Position	7	\$179,813			\$140,159		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	8	\$188,665			\$104,225		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	9	\$111,715			\$50,600		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	6	\$121,005			\$110,746		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	15	\$103,530		\$54,733	\$85,243	\$118,080	
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	5	\$187,654			\$59,145		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	5	\$126,472			\$100,295		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	39	\$187,799	\$78,630	\$114,375	\$153,941	\$200,325	\$316,376
Top Administrative Position	6	\$138,382			\$135,993		
Top Finance Position	20	\$158,962	\$83,129	\$100,143	\$132,362	\$174,780	\$306,190
Top Operations Position	11	\$187,388		\$123,259	\$165,286	\$188,138	
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	5	\$112,871			\$133,331		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	38	\$140,901	\$62,761	\$93,242	\$116,743	\$146,975	\$237,218
Top Finance Position	13	\$133,985		\$95,006	\$127,573	\$148,256	
Top Operations Position	5	\$125,353			\$107,692		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	14	\$158,121		\$99,177	\$130,878	\$157,696	
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	8	\$153,596			\$102,210		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$160,440			\$144,423		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	\$98,589			\$77,910		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$79,106			\$58,057		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	19	\$111,505		\$31,135	\$65,290	\$136,735	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	\$172,855			\$137,841		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	7	\$184,893			\$187,429		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	59	\$68,495	\$24,091	\$31,450	\$59,948	\$90,681	\$127,858
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	22	\$119,827	\$33,201	\$40,000	\$70,348	\$204,429	\$262,010
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	\$157,568			\$181,237		
Youth Development: Scouting							
CEO/Executive Director	6	\$184,091			\$183,960		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Youth Development: Service and Other							
CEO/Executive Director	6	\$78,687			\$55,785		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	14	\$119,852		\$96,554	\$125,078	\$132,466	
Youth Development: Youth Development Programs							
CEO/Executive Director	27	\$81,188	\$32,431	\$50,122	\$69,700	\$96,762	\$145,056

New Mexico

Animal-Related: Animal Protection & Welfare

CEO/Executive Director	8	\$84,088			\$75,093		
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Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	17	\$74,768		\$42,000	\$72,076	\$97,771	
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Arts, Culture, and Humanities: Historical Organizations

CEO/Executive Director	6	\$77,182			\$74,519		
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Arts, Culture, and Humanities: Media & Communications

CEO/Executive Director	8	\$50,410			\$55,509		
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Arts, Culture, and Humanities: Museums

CEO/Executive Director	10	\$105,643		\$71,625	\$77,621	\$150,550	
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501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	17	\$66,873		\$33,833	\$55,575	\$80,070	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	9	\$62,073			\$67,878		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	15	\$67,553		\$39,063	\$63,000	\$76,469	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	16	\$105,561		\$55,285	\$112,410	\$141,501	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	\$125,572			\$71,259		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	11	\$64,517		\$37,993	\$60,000	\$79,306	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	\$109,201			\$96,434		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	50	\$108,340	\$33,594	\$55,655	\$74,336	\$124,948	\$261,709
Top Administrative Position	6	\$104,145			\$101,665		
Top Business Position	5	\$86,326			\$65,193		
Top Finance Position	12	\$108,939		\$70,619	\$104,848	\$121,907	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	14	\$116,494		\$40,443	\$74,782	\$133,961	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	7	\$103,474			\$84,840		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	12	\$75,856		\$53,133	\$66,748	\$93,521	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	6	\$81,907			\$73,402		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	10	\$66,221		\$45,618	\$54,021	\$95,152	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	14	\$174,536		\$95,586	\$120,188	\$203,767	
Top Finance Position	6	\$108,852			\$88,704		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	9	\$525,272			\$290,668		
Top Finance Position	8	\$292,121			\$169,205		
Top Operations Position	5	\$328,465			\$202,408		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	6	\$79,987			\$65,559		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	7	\$127,616			\$87,041		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	\$119,160			\$73,879		
Housing, Shelter: Housing Support							
CEO/Executive Director	5	\$81,842			\$80,929		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	\$54,537			\$42,446		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	38	\$79,848	\$42,279	\$49,649	\$71,627	\$95,564	\$128,544
Top Finance Position	10	\$67,789		\$34,691	\$68,664	\$90,579	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	21	\$79,659	\$41,949	\$57,221	\$72,291	\$95,001	\$123,260
Top Finance Position	8	\$60,570			\$53,833		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	22	\$60,912	\$24,595	\$38,018	\$55,404	\$89,183	\$98,576
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	21	\$71,892	\$34,367	\$45,000	\$70,857	\$89,047	\$102,374

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	8	\$65,396			\$46,136		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	11	\$101,247		\$53,884	\$80,554	\$103,349	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	9	\$71,538			\$58,962		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	\$89,781			\$87,657		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	7	\$92,123			\$61,263		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$123,852			\$115,000		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$108,110			\$95,464		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$46,246			\$46,540		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	20	\$55,925	\$23,400	\$27,695	\$46,189	\$63,616	\$94,898

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$89,041			\$95,143		
Youth Development: Youth Development Programs							
CEO/Executive Director	8	\$76,615			\$68,402		
New York							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	63	\$93,483	\$21,194	\$41,280	\$63,000	\$110,359	\$170,820
Top Finance Position	9	\$63,743			\$57,127		
Animal-Related: Animal Services N.E.C.							
CEO/Executive Director	5	\$109,180			\$50,775		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	10	\$309,116		\$83,584	\$143,980	\$255,497	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	239	\$113,494	\$30,600	\$45,584	\$74,222	\$142,456	\$227,651
Top Administrative Position	9	\$153,747			\$150,651		
Top Business Position	7	\$140,580			\$119,982		
Top Development Position	14	\$168,989		\$132,955	\$142,971	\$177,450	
Top Education Position	8	\$154,624			\$141,478		
Top Finance Position	40	\$126,217	\$35,841	\$61,863	\$115,887	\$158,043	\$210,308
Top Marketing Position	7	\$149,619			\$149,907		
Top Operations Position	16	\$136,059		\$89,957	\$131,623	\$174,864	
Top PR/Communications Position	6	\$169,998			\$177,848		
Top Program Position	9	\$105,447			\$75,005		
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	31	\$155,856	\$52,000	\$75,708	\$114,469	\$220,346	\$319,275
Top Development Position	5	\$160,479			\$140,723		
Top Finance Position	6	\$175,936			\$144,894		
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	40	\$131,410	\$35,730	\$51,543	\$99,344	\$183,187	\$265,810
Top Development Position	7	\$175,422			\$159,316		
Top Finance Position	8	\$162,754			\$163,468		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	76	\$108,802	\$38,173	\$52,841	\$74,134	\$119,632	\$220,304
Top Development Position	5	\$166,524			\$152,464		
Top Finance Position	9	\$105,559			\$98,062		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Arts, Culture, and Humanities: Humanities							
CEO/Executive Director	20	\$127,258	\$41,550	\$59,037	\$94,481	\$171,652	\$202,117
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	105	\$156,785	\$40,008	\$55,833	\$106,374	\$204,662	\$322,151
Top Administrative Position	9	\$224,382			\$171,968		
Top Business Position	6	\$236,570			\$148,887		
Top Development Position	8	\$197,796			\$190,798		
Top Finance Position	24	\$172,277	\$57,774	\$82,326	\$119,831	\$238,331	\$400,655
Top Human Resources Position	5	\$217,501			\$120,929		
Top Operations Position	11	\$191,767		\$108,791	\$173,057	\$196,827	
Top Program Position	6	\$222,505			\$186,224		
Top Technology Position	7	\$149,588			\$111,481		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	117	\$199,769	\$45,959	\$78,961	\$123,761	\$230,442	\$418,884
Top Administrative Position	9	\$245,638			\$269,397		
Top Development Position	18	\$223,304		\$151,114	\$190,518	\$240,668	
Top Education Position	6	\$248,662			\$224,071		
Top Facilities Position	8	\$240,851			\$213,072		
Top Finance Position	39	\$213,714	\$77,696	\$98,920	\$164,762	\$242,704	\$311,509
Top Human Resources Position	5	\$160,777			\$172,342		
Top Legal Position	7	\$350,251			\$249,427		
Top Marketing Position	7	\$230,270			\$207,228		
Top Operations Position	18	\$291,485		\$147,706	\$215,855	\$345,811	
Top PR/Communications Position	9	\$293,207			\$269,944		
Top Technology Position	9	\$206,830			\$191,048		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	376	\$137,276	\$25,000	\$42,177	\$72,558	\$129,087	\$264,936
Top Administrative Position	27	\$223,948	\$43,456	\$107,082	\$133,366	\$176,031	\$287,418
Top Business Position	6	\$158,941			\$152,574		
Top Development Position	36	\$223,502	\$112,070	\$135,439	\$183,301	\$253,640	\$374,056
Top Facilities Position	6	\$181,468			\$177,965		
Top Finance Position	76	\$158,543	\$28,010	\$69,192	\$132,040	\$184,220	\$350,928
Top Legal Position	6	\$356,010			\$291,717		
Top Marketing Position	16	\$209,754		\$141,413	\$159,805	\$253,484	
Top Operations Position	15	\$266,166		\$124,585	\$162,775	\$271,046	
Top PR/Communications Position	9	\$186,821			\$154,513		
Top Program Position	11	\$151,171		\$97,493	\$154,232	\$200,924	
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	55	\$158,931	\$41,883	\$70,965	\$134,546	\$214,192	\$310,940
Top Administrative Position	5	\$142,031			\$130,660		
Top Development Position	5	\$161,304			\$167,092		
Top Finance Position	13	\$155,285		\$126,804	\$156,409	\$170,307	
Top Program Position	5	\$134,013			\$130,660		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	37	\$103,515	\$30,053	\$45,637	\$83,356	\$130,410	\$197,473

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	12	\$217,707		\$115,930	\$258,389	\$278,482	
Top Finance Position	6	\$169,021			\$155,853		
Top Legal Position	6	\$235,087			\$214,598		
Top Operations Position	5	\$138,389			\$145,115		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	69	\$154,190	\$62,075	\$81,875	\$112,125	\$201,183	\$276,078
Top Administrative Position	8	\$169,610			\$168,310		
Top Development Position	15	\$180,562		\$141,490	\$177,250	\$217,936	
Top Finance Position	16	\$146,775		\$96,665	\$139,109	\$183,818	
Top Human Resources Position	5	\$179,965			\$157,645		
Top Legal Position	12	\$183,324		\$142,130	\$188,138	\$221,732	
Top Operations Position	7	\$141,366			\$120,714		
Top PR/Communications Position	10	\$159,849		\$135,622	\$145,828	\$192,664	
Top Program Position	7	\$178,992			\$166,780		
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	22	\$139,074	\$74,955	\$85,520	\$137,470	\$167,196	\$225,587
Top Finance Position	5	\$165,159			\$137,033		
Civil Rights, Social Action, Advocacy: Intergroup & Race Relations							
CEO/Executive Director	5	\$117,285			\$105,417		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	16	\$180,591		\$80,018	\$129,615	\$300,377	
Top Finance Position	7	\$166,398			\$190,587		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	43	\$169,284	\$44,581	\$61,713	\$123,978	\$207,176	\$344,725
Top Business Position	5	\$196,174			\$187,103		
Top Education Position	5	\$113,707			\$115,008		
Top Finance Position	11	\$211,826		\$131,115	\$145,715	\$231,674	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	137	\$128,288	\$40,000	\$60,000	\$88,307	\$151,474	\$275,108
Top Finance Position	27	\$159,867	\$71,974	\$85,226	\$138,902	\$206,055	\$283,550
Top Operations Position	13	\$170,037		\$130,451	\$177,808	\$213,511	
Top Program Position	6	\$175,631			\$160,524		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	16	\$151,565		\$82,609	\$122,129	\$173,305	
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	21	\$109,721	\$37,000	\$64,701	\$79,034	\$131,548	\$177,851
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	69	\$137,897	\$52,037	\$69,393	\$126,035	\$176,296	\$258,581
Top Finance Position	14	\$133,118		\$82,099	\$120,778	\$157,758	
Top Operations Position	8	\$160,667			\$161,782		
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	14	\$176,108		\$87,321	\$166,945	\$227,415	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	32	\$170,927	\$57,900	\$99,516	\$170,714	\$218,088	\$316,879
Top Finance Position	9	\$152,517			\$130,636		
Top Operations Position	5	\$186,962			\$173,462		
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	11	\$180,190		\$58,392	\$69,601	\$161,234	
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	13	\$106,706		\$38,600	\$84,415	\$113,250	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	58	\$158,632	\$77,854	\$116,935	\$155,225	\$206,236	\$242,120
Top Administrative Position	8	\$137,011			\$138,264		
Top Development Position	5	\$153,802			\$139,915		
Top Finance Position	23	\$126,192	\$56,122	\$90,737	\$139,462	\$163,834	\$181,717
Top Legal Position	31	\$164,361	\$126,213	\$136,836	\$158,678	\$186,103	\$212,757
Top Operations Position	5	\$157,056			\$157,885		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	16	\$90,612		\$64,564	\$85,443	\$98,607	
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	22	\$116,703	\$36,002	\$58,237	\$82,817	\$151,918	\$245,036
Crime, Legal-Related: Service and Other							
CEO/Executive Director	7	\$145,076			\$150,500		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	14	\$231,503		\$144,222	\$201,583	\$266,760	
Top Finance Position	10	\$169,675		\$86,642	\$153,196	\$228,185	
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	28	\$166,591	\$49,073	\$64,329	\$91,001	\$215,781	\$353,784
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	34	\$235,793	\$40,762	\$72,916	\$116,886	\$309,921	\$588,846
Top Finance Position	11	\$267,156		\$174,849	\$209,746	\$304,818	
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	13	\$453,564		\$71,231	\$115,000	\$542,509	
Top Finance Position	8	\$259,325			\$193,811		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle, & Bone Diseases							
CEO/Executive Director	11	\$117,811		\$81,287	\$121,360	\$134,002	
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	7	\$161,575			\$162,429		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	58	\$201,887	\$74,729	\$101,859	\$140,781	\$275,642	\$357,423
Top Development Position	6	\$217,819			\$205,240		
Top Finance Position	13	\$198,494		\$102,000	\$184,919	\$255,543	
Top Operations Position	10	\$211,905		\$180,336	\$204,944	\$240,413	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C.							
CEO/Executive Director	8	\$262,659			\$237,121		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	30	\$136,449	\$29,840	\$60,000	\$79,398	\$160,258	\$308,019
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	60	\$145,069	\$53,402	\$73,480	\$119,370	\$183,972	\$311,328
Top Administrative Position	5	\$132,313			\$104,261		
Top Finance Position	11	\$150,936		\$74,150	\$120,420	\$201,298	
Top Operations Position	6	\$171,472			\$158,291		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	99	\$182,707	\$48,289	\$66,688	\$121,000	\$210,912	\$314,645
Top Administrative Position	7	\$120,943			\$131,661		
Top Development Position	17	\$162,965		\$129,099	\$151,275	\$176,193	
Top Education Position	10	\$201,889		\$129,403	\$183,647	\$237,387	
Top Finance Position	25	\$196,498	\$63,358	\$115,297	\$153,784	\$300,000	\$351,359
Top Human Resources Position	7	\$168,405			\$171,235		
Top Marketing Position	5	\$255,971			\$193,348		
Top Operations Position	21	\$227,085	\$101,200	\$140,893	\$196,315	\$250,842	\$300,000
Top PR/Communications Position	6	\$226,993			\$178,277		
Top Program Position	10	\$203,689		\$138,357	\$167,583	\$275,013	
Top Technology Position	5	\$296,973			\$241,175		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	515	\$211,428	\$60,342	\$107,936	\$165,171	\$230,880	\$376,889
Top Administrative Position	62	\$152,538	\$74,724	\$120,859	\$145,730	\$182,427	\$230,092
Top Business Position	32	\$135,191	\$80,057	\$104,216	\$135,538	\$150,368	\$175,005
Top Development Position	58	\$193,699	\$122,357	\$147,709	\$178,334	\$228,655	\$275,103
Top Education Position	74	\$150,302	\$108,455	\$119,227	\$135,165	\$165,132	\$203,826
Top Facilities Position	20	\$193,159	\$137,625	\$140,219	\$187,216	\$235,589	\$253,307
Top Finance Position	175	\$167,320	\$48,679	\$98,191	\$141,830	\$197,859	\$316,029
Top Human Resources Position	19	\$138,611		\$125,437	\$134,663	\$162,200	
Top Legal Position	5	\$194,679			\$200,849		
Top Operations Position	84	\$157,525	\$85,402	\$116,937	\$141,015	\$172,368	\$232,235
Top PR/Communications Position	9	\$186,933			\$174,851		
Top Program Position	28	\$132,513	\$63,241	\$119,403	\$132,556	\$148,220	\$190,748
Top Technology Position	25	\$193,277	\$129,972	\$144,320	\$188,392	\$232,693	\$276,559
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	12	\$408,584		\$294,351	\$359,522	\$491,057	
Top Administrative Position	7	\$253,551			\$287,396		
Top Development Position	5	\$238,933			\$231,156		
Top Education Position	11	\$303,660		\$201,248	\$235,725	\$368,565	
Top Finance Position	13	\$245,060		\$161,745	\$267,085	\$316,356	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	113	\$684,671	\$134,791	\$242,702	\$393,000	\$712,752	\$1,087,595
Top Administrative Position	57	\$273,823	\$112,472	\$161,003	\$222,143	\$341,580	\$445,702
Top Business Position	12	\$252,757		\$142,591	\$224,637	\$322,022	
Top Development Position	59	\$267,958	\$146,902	\$192,824	\$233,938	\$309,011	\$412,605
Top Education Position	88	\$414,361	\$127,764	\$170,408	\$236,662	\$382,254	\$620,571
Top Facilities Position	15	\$313,217		\$232,721	\$243,021	\$343,049	
Top Finance Position	88	\$290,857	\$121,532	\$178,175	\$247,079	\$363,546	\$473,835
Top Human Resources Position	17	\$230,757		\$148,167	\$219,677	\$248,944	
Top Legal Position	20	\$401,217	\$155,739	\$231,332	\$399,506	\$550,502	\$707,890
Top Operations Position	19	\$288,561		\$188,712	\$232,441	\$292,232	
Top PR/Communications Position	13	\$221,536		\$196,152	\$223,425	\$242,121	
Top Program Position	7	\$295,347			\$226,792		
Top Technology Position	32	\$304,475	\$136,588	\$181,583	\$231,945	\$346,869	\$407,582
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	65	\$99,308	\$30,408	\$48,707	\$67,277	\$110,959	\$180,484
Top Finance Position	10	\$187,632		\$97,492	\$152,501	\$268,719	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	113	\$188,552	\$56,752	\$92,209	\$156,684	\$243,000	\$387,773
Top Administrative Position	7	\$248,388			\$219,487		
Top Development Position	11	\$210,460		\$138,495	\$199,530	\$284,469	
Top Education Position	7	\$243,014			\$174,319		
Top Finance Position	37	\$187,558	\$86,196	\$126,455	\$163,654	\$217,298	\$319,142
Top Human Resources Position	7	\$172,078			\$135,818		
Top Operations Position	19	\$207,684		\$153,700	\$175,504	\$261,695	
Top PR/Communications Position	7	\$200,274			\$182,032		
Top Program Position	6	\$157,868			\$160,921		
Top Technology Position	7	\$203,346			\$141,286		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	62	\$170,410	\$70,230	\$95,104	\$148,657	\$219,706	\$294,097
Top Administrative Position	6	\$148,276			\$138,572		
Top Development Position	5	\$232,920			\$222,484		
Top Finance Position	17	\$138,467		\$65,112	\$110,197	\$198,261	
Top Operations Position	9	\$171,138			\$146,939		
Educational Institutions and Related Activities: Vocational & Technical Schools							
CEO/Executive Director	6	\$152,208			\$161,099		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	47	\$152,454	\$43,343	\$90,111	\$138,326	\$218,994	\$260,119
Top Administrative Position	8	\$146,995			\$131,348		
Top Development Position	6	\$161,909			\$159,354		
Top Education Position	14	\$202,178		\$138,138	\$190,068	\$258,868	
Top Finance Position	16	\$154,863		\$117,504	\$152,262	\$202,121	
Top Operations Position	9	\$148,005			\$147,589		
Employment, Job-Related: Labor Unions							
CEO/Executive Director	8	\$191,247			\$152,366		
Employment, Job-Related: Service and Other							
CEO/Executive Director	5	\$201,369			\$201,400		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	14	\$176,676		\$111,363	\$120,487	\$185,047	
Top Finance Position	6	\$167,022			\$154,405		
Environmental Quality, Protection, and Beautification: Botanical, Horticultural, & Landscape Services							
CEO/Executive Director	13	\$187,641		\$75,888	\$107,563	\$227,574	
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	5	\$107,592			\$107,120		
Environmental Quality, Protection, and Beautification: Environmental Beautification							
CEO/Executive Director	8	\$110,889			\$86,062		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	17	\$101,554		\$44,164	\$60,000	\$144,897	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	74	\$151,477	\$39,736	\$70,249	\$97,405	\$171,936	\$328,758
Top Development Position	9	\$206,724			\$178,931		
Top Finance Position	12	\$183,603		\$131,200	\$166,380	\$268,784	
Top Legal Position	5	\$303,965			\$271,177		
Top Operations Position	5	\$171,139			\$166,452		
Top PR/Communications Position	5	\$234,506			\$164,820		
Top Program Position	6	\$258,477			\$294,885		
Environmental Quality, Protection, and Beautification: Pollution Abatement & Control							
CEO/Executive Director	12	\$80,720		\$46,387	\$66,546	\$98,750	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	25	\$138,475	\$36,058	\$73,253	\$101,102	\$228,531	\$250,382
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	13	\$109,083		\$68,250	\$85,062	\$109,171	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	45	\$104,667	\$26,972	\$46,339	\$71,692	\$112,366	\$205,929
Top Finance Position	9	\$113,224			\$110,923		
Top Operations Position	5	\$194,900			\$223,453		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Food, Agriculture, and Nutrition: Nutrition							
CEO/Executive Director	9	\$118,450			\$88,151		
Food, Agriculture, and Nutrition: Service and Other							
CEO/Executive Director	7	\$90,535			\$94,765		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	62	\$306,081	\$102,743	\$155,564	\$240,968	\$402,532	\$563,457
Top Administrative Position	5	\$158,992			\$198,716		
Top Development Position	6	\$173,435			\$179,997		
Top Finance Position	39	\$245,486	\$100,425	\$117,905	\$151,844	\$281,491	\$435,936
Top Human Resources Position	5	\$200,045			\$196,841		
Top Operations Position	26	\$240,790	\$82,546	\$141,413	\$179,706	\$256,097	\$398,725
Top Technology Position	10	\$224,255		\$186,665	\$215,506	\$253,675	
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	27	\$171,807	\$33,558	\$63,544	\$135,000	\$225,142	\$355,100
Top Finance Position	10	\$270,302		\$125,693	\$169,586	\$276,761	
Top Operations Position	5	\$221,394			\$246,649		
Top Program Position	5	\$180,390			\$131,259		
Top Technology Position	5	\$337,979			\$262,832		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	14	\$195,274		\$113,806	\$151,595	\$227,731	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	48	\$252,770	\$60,875	\$81,645	\$130,023	\$237,412	\$485,165
Top Administrative Position	6	\$145,536			\$56,575		
Top Finance Position	14	\$183,242		\$58,859	\$79,817	\$256,338	
Top Operations Position	15	\$189,003		\$62,708	\$77,520	\$114,113	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	152	\$848,999	\$125,365	\$229,493	\$496,399	\$881,838	\$1,565,607
Top Administrative Position	17	\$245,938		\$115,786	\$183,624	\$249,857	
Top Business Position	13	\$569,908		\$132,364	\$361,417	\$747,034	
Top Development Position	14	\$470,929		\$208,063	\$309,648	\$573,001	
Top Facilities Position	8	\$497,173			\$357,543		
Top Finance Position	94	\$411,556	\$140,404	\$196,384	\$293,582	\$506,848	\$964,425
Top Human Resources Position	33	\$500,503	\$184,088	\$252,559	\$359,823	\$485,179	\$1,050,078
Top Legal Position	22	\$694,499	\$247,554	\$349,657	\$462,845	\$825,112	\$1,078,828
Top Operations Position	70	\$559,356	\$174,845	\$245,054	\$395,183	\$573,050	\$783,342
Top PR/Communications Position	12	\$322,744		\$173,281	\$253,845	\$357,728	
Top Program Position	8	\$471,619			\$158,869		
Top Technology Position	21	\$457,617	\$187,796	\$205,769	\$276,626	\$441,047	\$836,337

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	75	\$306,767	\$113,949	\$163,319	\$223,673	\$358,742	\$637,459
Top Administrative Position	58	\$187,320	\$107,178	\$137,737	\$169,012	\$240,952	\$292,798
Top Business Position	10	\$203,096		\$140,363	\$192,232	\$238,162	
Top Development Position	5	\$146,317			\$131,798		
Top Facilities Position	6	\$159,675			\$148,120		
Top Finance Position	60	\$194,124	\$93,968	\$129,146	\$179,189	\$243,305	\$298,858
Top Human Resources Position	8	\$156,125			\$137,139		
Top Marketing Position	6	\$168,688			\$150,601		
Top Operations Position	25	\$223,525	\$144,746	\$161,463	\$194,997	\$239,279	\$355,158
Top Program Position	6	\$173,632			\$172,962		
Top Technology Position	6	\$243,880			\$207,018		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	27	\$201,709	\$41,498	\$79,802	\$125,000	\$272,086	\$463,061
Top Development Position	5	\$190,247			\$209,861		
Top Finance Position	11	\$204,266		\$137,553	\$164,141	\$252,405	
Top Legal Position	5	\$290,694			\$311,600		
Top Operations Position	9	\$212,552			\$162,278		
Top Program Position	6	\$171,233			\$153,168		
Top Technology Position	5	\$284,614			\$210,513		
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	13	\$146,211		\$122,719	\$136,936	\$180,000	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	21	\$207,739	\$26,526	\$78,840	\$134,628	\$267,288	\$428,321
Top Development Position	6	\$219,177			\$185,392		
Top Finance Position	7	\$195,714			\$205,149		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	69	\$234,051	\$58,004	\$97,993	\$153,717	\$235,151	\$428,051
Top Development Position	13	\$251,618		\$153,691	\$175,721	\$276,966	
Top Finance Position	21	\$227,487	\$69,844	\$123,212	\$183,625	\$337,385	\$467,542
Top Operations Position	13	\$229,511		\$140,105	\$199,480	\$283,839	
Top PR/Communications Position	5	\$223,566			\$202,809		
Top Technology Position	5	\$217,839			\$225,387		
Housing, Shelter: Homeowners & Tenants Associations							
CEO/Executive Director	8	\$163,087			\$83,149		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	15	\$146,018		\$87,574	\$105,568	\$180,614	
Top Finance Position	6	\$137,550			\$122,812		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	137	\$133,853	\$50,253	\$70,158	\$103,350	\$154,399	\$231,344
Top Administrative Position	8	\$147,715			\$137,535		
Top Facilities Position	12	\$125,314		\$115,235	\$125,146	\$128,146	
Top Finance Position	39	\$123,628	\$52,437	\$80,735	\$107,327	\$141,100	\$188,305
Top Legal Position	5	\$194,938			\$163,152		
Top Operations Position	16	\$194,234		\$131,881	\$168,676	\$183,252	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Housing, Shelter: Housing Support							
CEO/Executive Director	28	\$105,692	\$55,672	\$79,028	\$92,386	\$116,502	\$167,467
Top Finance Position	7	\$101,461			\$100,028		
Housing, Shelter: Service and Other							
CEO/Executive Director	15	\$151,156		\$64,514	\$100,000	\$226,191	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	40	\$128,628	\$42,008	\$64,433	\$95,651	\$137,961	\$304,797
Top Finance Position	18	\$142,718		\$92,259	\$124,106	\$210,421	
Top Operations Position	9	\$165,345			\$144,592		
Top Program Position	9	\$148,623			\$122,176		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	277	\$163,186	\$52,533	\$78,000	\$133,758	\$219,950	\$319,782
Top Administrative Position	11	\$141,646		\$120,334	\$148,035	\$163,214	
Top Business Position	6	\$166,958			\$149,192		
Top Development Position	14	\$154,970		\$142,884	\$159,613	\$183,338	
Top Education Position	5	\$160,084			\$143,663		
Top Facilities Position	8	\$141,254			\$138,176		
Top Finance Position	120	\$144,170	\$65,038	\$93,777	\$142,719	\$175,392	\$212,947
Top Human Resources Position	19	\$166,582		\$128,299	\$139,272	\$184,151	
Top Operations Position	49	\$155,505	\$94,762	\$119,191	\$149,669	\$177,642	\$222,265
Top Program Position	27	\$158,395	\$81,041	\$121,463	\$163,878	\$198,415	\$246,675
Top Technology Position	12	\$170,668		\$130,482	\$152,551	\$196,899	

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	231	\$126,774	\$42,202	\$59,516	\$91,528	\$162,170	\$231,683
Top Administrative Position	7	\$116,736			\$98,282		
Top Development Position	9	\$198,737			\$155,630		
Top Education Position	9	\$114,719			\$100,673		
Top Finance Position	47	\$138,984	\$51,659	\$79,495	\$111,594	\$207,292	\$248,791
Top Human Resources Position	8	\$168,804			\$176,261		
Top Operations Position	20	\$186,014	\$91,234	\$124,397	\$212,646	\$247,090	\$265,481
Top Program Position	19	\$164,465		\$119,496	\$155,549	\$235,379	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	22	\$84,375	\$26,850	\$56,913	\$85,165	\$102,285	\$151,717
Top Finance Position	5	\$127,589			\$80,000		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	89	\$122,709	\$37,348	\$64,989	\$99,930	\$143,908	\$226,001
Top Administrative Position	5	\$84,780			\$77,151		
Top Development Position	5	\$147,992			\$128,603		
Top Finance Position	29	\$113,516	\$57,172	\$80,944	\$98,998	\$157,291	\$168,845
Top Operations Position	8	\$145,604			\$138,439		
Top Program Position	6	\$126,068			\$122,944		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	301	\$145,105	\$40,001	\$73,131	\$119,354	\$183,752	\$269,229
Top Administrative Position	7	\$138,017			\$134,708		
Top Development Position	25	\$154,304	\$118,733	\$125,992	\$144,058	\$158,277	\$215,814
Top Facilities Position	6	\$174,552			\$139,871		
Top Finance Position	115	\$130,428	\$68,280	\$82,961	\$114,843	\$154,404	\$208,404
Top Human Resources Position	17	\$143,938		\$122,879	\$136,787	\$156,083	
Top Legal Position	5	\$159,992			\$158,173		
Top Operations Position	41	\$152,467	\$77,174	\$105,362	\$156,811	\$180,022	\$213,471
Top Program Position	24	\$136,578	\$68,829	\$81,715	\$136,992	\$171,899	\$205,270
Top Technology Position	9	\$143,227			\$135,913		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	49	\$187,879	\$52,369	\$76,447	\$119,072	\$228,509	\$361,042
Top Finance Position	20	\$150,844	\$66,013	\$113,018	\$137,981	\$202,609	\$228,272
Top Operations Position	6	\$254,632			\$200,819		
Top Program Position	10	\$147,700		\$91,636	\$155,708	\$208,207	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	19	\$122,489		\$91,874	\$105,624	\$159,003	
Top Finance Position	8	\$83,145			\$76,162		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	101	\$203,854	\$61,744	\$99,282	\$185,414	\$259,588	\$334,253
Top Administrative Position	18	\$160,855		\$110,119	\$150,251	\$179,504	
Top Development Position	6	\$161,560			\$138,080		
Top Facilities Position	5	\$146,416			\$154,922		
Top Finance Position	59	\$146,543	\$68,093	\$103,605	\$142,970	\$182,283	\$230,246
Top Human Resources Position	11	\$137,891		\$113,478	\$150,820	\$181,576	
Top Operations Position	19	\$184,772		\$152,613	\$174,558	\$235,878	
Top Program Position	14	\$159,098		\$125,266	\$139,797	\$174,598	
Top Technology Position	5	\$141,264			\$123,867		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	36	\$130,403	\$33,733	\$54,566	\$86,731	\$166,394	\$248,630
Top Finance Position	8	\$113,830			\$90,283		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	71	\$193,797	\$47,269	\$69,473	\$140,000	\$249,795	\$441,041
Top Administrative Position	5	\$99,071			\$111,172		
Top Business Position	7	\$188,946			\$166,300		
Top Development Position	11	\$217,048		\$155,648	\$160,887	\$254,999	
Top Finance Position	19	\$214,381		\$146,531	\$201,353	\$263,565	
Top Human Resources Position	7	\$235,337			\$159,240		
Top Legal Position	7	\$255,208			\$241,716		
Top Operations Position	19	\$205,806		\$117,586	\$178,201	\$282,372	
Top PR/Communications Position	7	\$218,866			\$194,215		
Top Program Position	9	\$206,278			\$189,030		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
International, Foreign Affairs, and National Security: International Human Rights							
CEO/Executive Director	24	\$188,145	\$65,145	\$93,012	\$155,762	\$208,345	\$319,691
Top Finance Position	6	\$138,175			\$121,526		
Top Program Position	5	\$177,019			\$156,751		
International, Foreign Affairs, and National Security: International Peace & Security							
CEO/Executive Director	11	\$174,478		\$61,579	\$90,649	\$222,080	
International, Foreign Affairs, and National Security: International, Foreign Affairs, & National Security N.E.C.							
CEO/Executive Director	5	\$204,212			\$124,800		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	38	\$182,139	\$39,960	\$84,281	\$128,454	\$271,279	\$364,192
Top Finance Position	10	\$159,344		\$105,266	\$141,659	\$205,669	
Top Operations Position	6	\$147,397			\$147,954		
Top Program Position	5	\$144,611			\$153,266		
International, Foreign Affairs, and National Security: Service and Other							
CEO/Executive Director	29	\$239,611	\$52,000	\$89,694	\$150,791	\$264,875	\$409,990
Top Administrative Position	5	\$255,497			\$309,538		
Top Development Position	8	\$206,332			\$175,936		
Top Finance Position	6	\$209,544			\$140,267		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Medical Research: Cancer Research							
CEO/Executive Director	14	\$322,440		\$149,481	\$229,894	\$507,648	
Top Development Position	5	\$186,594			\$168,405		
Top Finance Position	7	\$274,120			\$290,869		
Top PR/Communications Position	6	\$222,658			\$221,719		
Medical Research: Medical Disciplines Research							
CEO/Executive Director	8	\$870,772			\$417,944		
Top Finance Position	6	\$528,899			\$202,041		
Medical Research: Medical Research N.E.C.							
CEO/Executive Director	9	\$253,914			\$122,737		
Medical Research: Service and Other							
CEO/Executive Director	10	\$357,618		\$184,409	\$280,782	\$441,824	
Medical Research: Specifically Named Diseases Research							
CEO/Executive Director	10	\$430,860		\$170,428	\$393,812	\$686,972	
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	8	\$66,613			\$64,464		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	8	\$90,742			\$92,266		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	18	\$147,623		\$100,086	\$132,968	\$160,445	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	31	\$127,599	\$49,791	\$70,237	\$128,846	\$163,686	\$180,055
Top Finance Position	11	\$108,125		\$81,622	\$96,967	\$128,138	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	107	\$203,654	\$69,840	\$121,991	\$179,769	\$246,922	\$379,860
Top Administrative Position	8	\$213,152			\$210,740		
Top Development Position	6	\$168,363			\$155,355		
Top Finance Position	55	\$163,127	\$83,631	\$106,980	\$156,684	\$202,079	\$239,287
Top Human Resources Position	8	\$161,824			\$164,065		
Top Operations Position	26	\$201,583	\$111,307	\$137,727	\$193,952	\$270,541	\$291,357
Top Program Position	9	\$203,890			\$190,400		
Top Technology Position	6	\$208,914			\$157,888		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	15	\$207,997		\$59,868	\$108,675	\$178,850	
Top Finance Position	5	\$225,867			\$121,096		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	81	\$148,641	\$50,000	\$86,889	\$112,776	\$157,897	\$273,680
Top Administrative Position	7	\$140,222			\$136,442		
Top Finance Position	39	\$128,033	\$64,609	\$79,230	\$103,030	\$158,415	\$232,049
Top Human Resources Position	7	\$150,152			\$142,501		
Top Operations Position	8	\$216,391			\$205,771		
Top Technology Position	7	\$160,718			\$172,879		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Mutual/Membership Benefit Organizations, Other: Service and Other							
CEO/Executive Director	6	\$197,540			\$180,174		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	29	\$152,179	\$45,307	\$60,302	\$77,731	\$206,737	\$281,316
Top Finance Position	9	\$189,719			\$135,091		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	14	\$247,845		\$169,685	\$201,624	\$231,699	
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.							
CEO/Executive Director	15	\$192,518		\$74,576	\$135,124	\$201,835	
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	15	\$223,110		\$92,407	\$135,000	\$184,283	
Top Finance Position	5	\$114,942			\$128,727		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	44	\$223,427	\$65,473	\$94,346	\$144,630	\$276,535	\$373,625
Top Development Position	7	\$211,544			\$161,151		
Top Finance Position	19	\$171,547		\$96,234	\$146,430	\$211,612	
Top Operations Position	7	\$256,464			\$200,054		
Top Program Position	9	\$206,323			\$186,361		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	27	\$172,545	\$48,384	\$89,876	\$155,043	\$203,279	\$274,335
Top Development Position	5	\$222,320			\$196,734		
Top Finance Position	7	\$173,821			\$158,798		
Philanthropy, Voluntarism, and Grantmaking Foundations: Voluntarism Promotion							
CEO/Executive Director	6	\$421,639			\$73,198		
Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	6	\$112,548			\$89,796		
Public Safety, Disaster Preparedness, and Relief: Service and Other							
CEO/Executive Director	5	\$158,765			\$180,469		
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	14	\$231,824		\$130,703	\$144,981	\$254,349	
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	11	\$147,304		\$85,761	\$115,442	\$169,872	
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	10	\$147,454		\$88,511	\$120,096	\$155,365	
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	24	\$269,262	\$69,731	\$111,434	\$156,216	\$247,834	\$269,347
Top Finance Position	9	\$190,046			\$155,603		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Public, Society Benefit—Multipurpose and Other: Public Utilities							
CEO/Executive Director	5	\$338,753			\$257,946		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	22	\$233,301	\$50,362	\$75,748	\$136,526	\$231,541	\$487,114
Top Finance Position	7	\$176,654			\$131,834		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	52	\$90,107	\$28,133	\$45,988	\$70,000	\$98,125	\$179,801
Top Finance Position	7	\$60,848			\$37,310		
Top Program Position	5	\$83,338			\$48,000		
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	8	\$158,474			\$55,020		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	24	\$144,019	\$52,026	\$69,195	\$100,617	\$203,703	\$293,559
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	21	\$157,486	\$38,044	\$68,364	\$98,947	\$169,939	\$260,460
Top Development Position	5	\$204,503			\$204,344		
Top Finance Position	9	\$197,532			\$150,000		
Top Operations Position	5	\$238,355			\$190,703		
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	7	\$140,865			\$147,250		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	6	\$91,625			\$71,386		
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	7	\$127,311			\$106,667		
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	7	\$186,779			\$136,794		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	107	\$62,129	\$20,480	\$29,600	\$47,500	\$69,617	\$129,192
Top Administrative Position	6	\$67,019			\$52,490		
Top Finance Position	10	\$83,277		\$30,582	\$84,489	\$105,929	
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	10	\$81,658		\$49,333	\$69,886	\$94,530	
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	52	\$162,005	\$27,172	\$49,178	\$148,045	\$217,621	\$293,242
Top Finance Position	15	\$140,167		\$79,903	\$114,009	\$181,994	
Top Operations Position	5	\$162,925			\$156,262		
Top Program Position	5	\$187,761			\$205,497		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	15	\$138,445		\$34,900	\$46,691	\$72,060	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	9	\$68,822			\$56,200		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	10	\$118,128		\$31,197	\$86,765	\$214,327	
Science and Technology Research Institutes, Services: Biological & Life Sciences							
CEO/Executive Director	7	\$358,829			\$239,035		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	9	\$422,373			\$300,132		
Top Finance Position	6	\$268,228			\$224,697		
Science and Technology Research Institutes, Services: Science & Technology N.E.C.							
CEO/Executive Director	6	\$238,623			\$209,018		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	5	\$274,499			\$166,674		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	13	\$196,240		\$87,500	\$139,832	\$255,440	
Social Science Research Institutes, Services: Social Science N.E.C.							
CEO/Executive Director	5	\$118,088			\$139,955		
Unknown							
CEO/Executive Director	17	\$160,534		\$60,269	\$78,250	\$189,896	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	9	\$139,786			\$85,076		
Youth Development: Scouting							
CEO/Executive Director	19	\$189,355		\$133,609	\$159,533	\$235,753	
Top Finance Position	7	\$171,674			\$144,735		
Youth Development: Service and Other							
CEO/Executive Director	17	\$135,898		\$68,450	\$95,833	\$157,408	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	41	\$121,935	\$30,000	\$65,606	\$90,090	\$138,000	\$301,179
Top Development Position	5	\$181,616			\$188,044		
Top Finance Position	8	\$121,370			\$89,879		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	18	\$161,994		\$83,853	\$119,372	\$204,935	
Top Finance Position	5	\$172,459			\$186,516		
Youth Development: Youth Development Programs							
CEO/Executive Director	141	\$124,217	\$34,168	\$59,000	\$102,145	\$155,567	\$223,208
Top Development Position	13	\$170,674		\$127,112	\$138,994	\$154,852	
Top Finance Position	21	\$141,403	\$70,941	\$105,699	\$131,421	\$154,483	\$205,698
Top Human Resources Position	5	\$150,583			\$141,056		
Top Operations Position	10	\$172,054		\$76,783	\$181,687	\$230,368	
Top Program Position	9	\$100,695			\$111,981		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	25	\$67,277	\$40,018	\$45,993	\$54,170	\$75,250	\$108,792
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	62	\$69,768	\$28,195	\$39,275	\$52,392	\$93,857	\$136,199
Top Finance Position	6	\$43,899			\$37,050		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	18	\$71,494		\$43,591	\$58,959	\$66,687	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	13	\$115,441		\$52,000	\$92,583	\$129,235	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	37	\$96,847	\$35,063	\$49,071	\$68,428	\$120,000	\$196,643
Top Finance Position	7	\$101,007			\$127,210		
Top Operations Position	6	\$90,097			\$101,684		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	68	\$76,625	\$22,144	\$32,757	\$53,932	\$80,742	\$130,885
Top Administrative Position	5	\$109,944			\$101,156		
Top Finance Position	10	\$84,476		\$45,374	\$67,564	\$111,506	
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	7	\$60,753			\$48,993		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	9	\$61,759			\$53,155		
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	6	\$105,991			\$71,450		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	11	\$74,407		\$43,642	\$72,582	\$81,364	
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	6	\$94,988			\$83,480		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	8	\$69,813			\$66,300		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	15	\$221,062		\$81,368	\$101,391	\$129,745	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	55	\$84,609	\$46,288	\$54,774	\$73,882	\$103,072	\$138,554
Top Finance Position	7	\$66,737			\$74,044		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	7	\$70,534			\$64,460		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	7	\$64,891			\$69,120		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	35	\$106,579	\$33,406	\$57,494	\$85,078	\$136,568	\$208,447
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	12	\$95,335		\$53,779	\$91,662	\$107,000	
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	6	\$53,827			\$58,331		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	7	\$50,162			\$42,676		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	12	\$103,678		\$53,946	\$124,441	\$139,872	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	11	\$66,396		\$47,713	\$53,515	\$73,318	
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	10	\$55,695		\$38,115	\$48,990	\$69,438	
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	9	\$97,482			\$79,911		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	10	\$76,798		\$58,229	\$60,377	\$78,104	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	17	\$100,055		\$60,000	\$111,578	\$128,590	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	15	\$93,124		\$51,580	\$54,678	\$109,216	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	30	\$97,072	\$23,946	\$50,631	\$83,042	\$116,132	\$198,967
Top Finance Position	6	\$74,566			\$43,484		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	47	\$88,958	\$36,900	\$49,532	\$60,100	\$98,694	\$134,404
Top Operations Position	7	\$109,357			\$92,840		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	239	\$117,471	\$35,482	\$62,740	\$85,528	\$130,109	\$216,476
Top Administrative Position	15	\$95,389		\$44,889	\$79,173	\$129,023	
Top Business Position	12	\$119,248		\$52,425	\$66,020	\$183,995	
Top Development Position	11	\$170,706		\$147,639	\$173,313	\$198,758	
Top Education Position	10	\$125,837		\$120,951	\$132,338	\$142,455	
Top Finance Position	51	\$123,039	\$42,080	\$61,522	\$101,591	\$160,551	\$220,884
Top Operations Position	12	\$122,185		\$87,465	\$104,164	\$156,377	
Top Technology Position	5	\$113,690			\$123,502		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	41	\$346,439	\$78,299	\$144,231	\$269,942	\$377,741	\$470,073
Top Administrative Position	20	\$192,870	\$102,098	\$122,869	\$164,591	\$205,564	\$267,445
Top Business Position	9	\$153,444			\$119,681		
Top Development Position	21	\$189,302	\$99,767	\$107,321	\$124,402	\$172,795	\$318,780
Top Education Position	32	\$223,505	\$96,202	\$121,549	\$153,800	\$216,149	\$348,632
Top Finance Position	30	\$205,599	\$79,917	\$120,731	\$170,173	\$210,609	\$302,455
Top Technology Position	5	\$222,131			\$161,603		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	6	\$78,715			\$65,266		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	80	\$97,047	\$50,740	\$65,319	\$82,056	\$112,959	\$153,982
Top Finance Position	11	\$88,426		\$55,115	\$74,283	\$114,997	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	12	\$162,093		\$80,595	\$115,228	\$169,136	
Top Finance Position	6	\$128,864			\$129,478		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	14	\$87,962		\$48,170	\$71,663	\$104,219	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	23	\$121,245	\$57,264	\$65,616	\$101,836	\$121,104	\$224,405
Top Finance Position	7	\$82,411			\$54,961		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	6	\$77,915			\$81,241		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	50	\$89,890	\$39,900	\$60,180	\$87,670	\$112,823	\$133,922
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	12	\$97,044		\$55,911	\$71,813	\$90,866	
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	5	\$55,847			\$45,808		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	37	\$75,499	\$26,919	\$36,601	\$62,050	\$88,698	\$134,175
Top Operations Position	5	\$94,441			\$119,542		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	52	\$158,578	\$56,891	\$79,231	\$123,596	\$186,276	\$293,836
Top Finance Position	19	\$148,402		\$81,952	\$125,889	\$151,023	
Top Operations Position	9	\$116,685			\$101,983		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	6	\$63,596			\$71,896		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	8	\$119,914			\$82,050		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	20	\$132,951	\$25,775	\$72,099	\$103,845	\$155,390	\$303,206
Top Finance Position	9	\$68,680			\$51,880		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	48	\$476,237	\$64,910	\$143,175	\$351,203	\$603,588	\$864,511
Top Finance Position	28	\$385,717	\$104,434	\$173,281	\$303,475	\$450,233	\$691,339
Top Human Resources Position	9	\$362,361			\$351,194		
Top Operations Position	24	\$424,071	\$170,059	\$232,592	\$330,221	\$566,129	\$647,789
Top Technology Position	7	\$365,193			\$434,130		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	16	\$176,794		\$76,347	\$166,347	\$214,218	
Top Finance Position	9	\$183,525			\$145,038		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	12	\$135,243		\$65,917	\$101,064	\$153,372	
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	9	\$82,839			\$50,490		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	19	\$277,255		\$84,544	\$128,400	\$190,258	
Top Finance Position	5	\$547,369			\$148,286		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	6	\$91,906			\$86,017		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	57	\$118,312	\$50,691	\$60,000	\$82,411	\$124,167	\$239,069
Top Administrative Position	5	\$61,772			\$63,842		
Top Finance Position	15	\$130,595		\$90,326	\$116,913	\$163,966	
Top Operations Position	8	\$155,792			\$156,429		
Housing, Shelter: Housing Support							
CEO/Executive Director	10	\$62,151		\$32,699	\$61,310	\$89,638	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	24	\$62,456	\$25,048	\$31,985	\$54,151	\$76,734	\$117,367
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	97	\$85,648	\$37,661	\$51,509	\$70,053	\$93,651	\$126,553
Top Finance Position	12	\$94,857		\$77,130	\$88,833	\$99,822	
Top Operations Position	5	\$181,931			\$105,881		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	82	\$94,051	\$33,361	\$48,679	\$66,742	\$104,553	\$187,030
Top Finance Position	12	\$131,893		\$65,897	\$115,169	\$149,815	
Top Operations Position	9	\$81,800			\$57,560		
Top Program Position	6	\$99,538			\$82,078		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	22	\$64,289	\$20,883	\$27,170	\$63,129	\$85,790	\$108,347

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	84	\$67,373	\$35,264	\$42,251	\$59,844	\$80,909	\$99,959
Top Finance Position	10	\$67,942		\$52,996	\$63,165	\$78,521	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	112	\$98,298	\$32,681	\$48,765	\$74,217	\$133,910	\$174,782
Top Development Position	5	\$176,828			\$177,493		
Top Finance Position	24	\$115,403	\$59,263	\$73,281	\$96,955	\$140,591	\$199,607
Top Operations Position	9	\$160,683			\$161,059		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	22	\$77,548	\$35,477	\$60,212	\$73,548	\$93,592	\$119,916
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	23	\$66,054	\$29,248	\$33,783	\$57,715	\$79,682	\$108,654
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	66	\$158,808	\$45,237	\$79,801	\$130,866	\$191,411	\$303,783
Top Finance Position	32	\$147,958	\$78,673	\$100,011	\$129,263	\$208,281	\$251,884
Top Human Resources Position	6	\$140,625			\$140,704		
Top Marketing Position	7	\$156,402			\$160,574		
Top Operations Position	11	\$180,443		\$134,007	\$171,075	\$239,354	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	18	\$69,019		\$41,028	\$54,152	\$88,713	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	22	\$66,100	\$29,517	\$40,500	\$59,556	\$78,370	\$97,837
Medical Research: Cancer Research							
CEO/Executive Director	6	\$161,020			\$100,419		
Medical Research: Medical Disciplines Research							
CEO/Executive Director	5	\$118,826			\$113,171		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	8	\$93,391			\$76,288		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	8	\$76,785			\$68,741		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	34	\$134,205	\$32,479	\$62,283	\$99,383	\$195,405	\$253,922
Top Finance Position	9	\$140,776			\$140,000		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	5	\$42,675			\$35,048		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	31	\$114,008	\$30,000	\$48,009	\$88,269	\$159,197	\$212,623
Top Finance Position	11	\$104,570		\$78,312	\$112,298	\$130,428	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	25	\$90,883	\$41,250	\$54,478	\$84,337	\$97,625	\$179,373
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	7	\$119,025			\$92,500		
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	9	\$151,158			\$81,584		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	23	\$181,218	\$60,844	\$84,322	\$142,934	\$213,000	\$314,680
Top Finance Position	8	\$115,878			\$122,996		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	\$120,842			\$75,000		
Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	6	\$35,375			\$36,085		
Top Finance Position	7	\$53,770			\$37,086		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	11	\$168,586		\$77,465	\$83,787	\$109,544	
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	7	\$63,271			\$55,694		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	6	\$97,165			\$82,428		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	38	\$79,825	\$26,470	\$36,375	\$65,122	\$97,022	\$136,693
Top Finance Position	6	\$78,185			\$56,667		
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	9	\$98,079			\$87,052		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	10	\$80,644		\$39,470	\$66,558	\$90,257	
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	6	\$141,785			\$94,860		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	135	\$67,243	\$24,937	\$36,934	\$57,609	\$91,725	\$119,568
Top Finance Position	16	\$64,012		\$25,171	\$34,115	\$60,586	
Top Operations Position	5	\$126,856			\$54,541		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	21	\$94,196	\$28,258	\$42,000	\$57,500	\$127,430	\$200,250
Top Finance Position	6	\$58,161			\$34,417		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	7	\$109,324			\$91,350		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	9	\$56,200			\$51,592		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	6	\$134,260			\$94,827		
Unknown							
CEO/Executive Director	8	\$53,612			\$54,640		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	\$85,302			\$88,442		
Youth Development: Scouting							
CEO/Executive Director	13	\$213,247		\$160,847	\$207,451	\$226,114	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	21	\$68,753	\$30,000	\$53,961	\$62,944	\$82,121	\$97,251
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	6	\$64,106			\$62,142		
Youth Development: Youth Development Programs							
CEO/Executive Director	56	\$68,296	\$25,063	\$38,056	\$56,572	\$77,573	\$133,774

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	\$51,780			\$54,000		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	6	\$80,285			\$67,148		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	8	\$39,930			\$36,080		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	\$100,657			\$82,690		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$91,811		\$59,850	\$72,959	\$133,187	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	\$166,703			\$157,361		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	19	\$323,577		\$152,995	\$213,461	\$398,147	
Top Administrative Position	5	\$205,805			\$198,613		
Top Finance Position	20	\$176,704	\$85,662	\$89,113	\$108,509	\$147,604	\$380,770
Top Operations Position	8	\$254,585			\$170,188		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	6	\$169,857			\$167,007		
Top Administrative Position	12	\$115,635		\$95,879	\$106,429	\$118,037	
Top Finance Position	8	\$122,101			\$107,760		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	7	\$97,492			\$52,200		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$101,858			\$72,285		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	10	\$73,571		\$50,677	\$59,320	\$90,951	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	28	\$108,891	\$47,566	\$60,367	\$95,881	\$132,565	\$203,579
Top Finance Position	9	\$89,153			\$102,226		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	\$61,625			\$57,000		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	8	\$75,064			\$62,608		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	\$97,143		\$70,849	\$75,853	\$127,009	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$146,042			\$99,376		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$54,201			\$54,999		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	\$57,484			\$56,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	7	\$59,961			\$63,552		
Ohio							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	37	\$72,144	\$32,189	\$45,556	\$62,400	\$102,678	\$117,700
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	66	\$79,082	\$29,453	\$40,515	\$57,888	\$87,305	\$129,386
Top Finance Position	6	\$99,193			\$94,025		
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	5	\$62,576			\$48,413		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	27	\$79,525	\$28,463	\$41,072	\$62,980	\$98,470	\$134,486

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	15	\$147,877		\$89,456	\$150,694	\$181,114	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	47	\$161,446	\$41,493	\$49,336	\$88,430	\$181,071	\$383,332
Top Development Position	6	\$175,261			\$163,028		
Top Finance Position	14	\$134,874		\$96,019	\$122,203	\$189,455	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	104	\$96,111	\$30,208	\$45,484	\$66,546	\$90,613	\$180,403
Top Administrative Position	5	\$151,236			\$82,500		
Top Development Position	6	\$172,270			\$137,587		
Top Finance Position	13	\$129,249		\$47,964	\$116,211	\$156,631	
Top Operations Position	6	\$141,121			\$124,796		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	14	\$113,985		\$58,895	\$92,111	\$122,666	
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	10	\$59,268		\$43,680	\$55,000	\$63,704	
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	11	\$62,263		\$42,007	\$53,715	\$88,393	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	15	\$70,291		\$47,616	\$62,074	\$88,422	

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	5	\$52,164			\$52,000		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	13	\$220,689		\$81,555	\$111,752	\$234,974	
Top Finance Position	5	\$208,362			\$151,869		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	87	\$101,253	\$37,293	\$59,727	\$83,556	\$107,271	\$213,891
Top Finance Position	17	\$101,805		\$57,813	\$89,481	\$117,003	
Top Operations Position	5	\$149,403			\$120,441		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	6	\$122,140			\$96,590		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	10	\$83,388		\$49,607	\$72,149	\$89,450	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	40	\$94,999	\$41,742	\$56,663	\$77,802	\$128,732	\$162,248
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	9	\$81,966			\$77,453		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	12	\$151,937		\$65,530	\$81,602	\$189,585	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	5	\$71,895			\$70,815		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	13	\$123,208		\$87,000	\$132,074	\$151,043	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	9	\$60,598			\$64,076		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	10	\$155,952		\$84,611	\$94,520	\$133,463	
Crime, Legal-Related: Service and Other							
CEO/Executive Director	6	\$105,411			\$88,575		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	10	\$72,518		\$40,259	\$76,118	\$103,734	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	13	\$90,605		\$51,755	\$64,535	\$116,694	
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	7	\$135,539			\$121,308		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	21	\$118,201	\$37,460	\$59,943	\$90,000	\$138,021	\$191,770

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	14	\$80,283		\$30,661	\$52,767	\$84,877	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	14	\$106,233		\$41,879	\$94,040	\$130,283	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	37	\$158,351	\$32,393	\$50,000	\$84,789	\$103,102	\$214,008
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	169	\$123,546	\$34,917	\$54,978	\$81,144	\$141,499	\$243,766
Top Administrative Position	37	\$74,106	\$29,172	\$46,918	\$65,908	\$87,563	\$130,648
Top Development Position	11	\$165,923		\$124,306	\$147,492	\$201,101	
Top Education Position	7	\$113,236			\$121,488		
Top Finance Position	49	\$100,782	\$24,517	\$52,090	\$90,724	\$124,786	\$189,227
Top Operations Position	9	\$108,942			\$110,000		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	6	\$166,766			\$119,867		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	50	\$342,932	\$77,317	\$211,012	\$325,516	\$430,179	\$544,725
Top Administrative Position	27	\$206,880	\$128,054	\$141,982	\$188,857	\$243,533	\$302,732
Top Business Position	9	\$185,762			\$188,786		
Top Development Position	31	\$192,621	\$123,275	\$134,859	\$177,336	\$237,864	\$295,484
Top Education Position	44	\$193,217	\$95,666	\$143,333	\$164,618	\$239,484	\$280,081
Top Finance Position	38	\$162,148	\$52,977	\$118,991	\$149,765	\$212,354	\$252,311
Top Human Resources Position	5	\$160,201			\$154,275		
Top Legal Position	8	\$222,882			\$208,892		
Top Marketing Position	9	\$146,400			\$126,885		
Top Operations Position	7	\$187,080			\$177,212		
Top PR/Communications Position	5	\$165,701			\$126,885		
Top Program Position	7	\$183,016			\$148,067		
Top Technology Position	8	\$199,555			\$184,277		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	15	\$207,389		\$53,774	\$101,459	\$140,573	
Top Finance Position	9	\$129,869			\$72,829		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	56	\$116,580	\$30,647	\$60,337	\$87,391	\$165,152	\$220,530
Top Finance Position	6	\$127,964			\$134,515		
Top Operations Position	6	\$128,767			\$116,559		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	19	\$109,434		\$64,851	\$102,842	\$139,612	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Educational Institutions and Related Activities: Vocational & Technical Schools							
CEO/Executive Director	5	\$114,525			\$95,000		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	20	\$117,464	\$34,138	\$60,601	\$89,432	\$141,410	\$159,902
Top Education Position	8	\$116,336			\$127,009		
Top Finance Position	6	\$110,284			\$124,091		
Employment, Job-Related: Labor Unions							
CEO/Executive Director	5	\$85,829			\$41,200		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	28	\$96,583	\$57,907	\$70,262	\$80,770	\$103,947	\$125,117
Top Finance Position	7	\$100,425			\$65,138		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	7	\$89,689			\$82,300		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	20	\$86,073	\$42,800	\$59,282	\$68,536	\$106,623	\$125,533
Environmental Quality, Protection, and Beautification: Pollution Abatement & Control							
CEO/Executive Director	5	\$51,332			\$53,000		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	6	\$91,252			\$71,071		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	5	\$64,381			\$72,346		
Top Finance Position	6	\$29,865			\$24,427		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	31	\$124,321	\$31,280	\$39,729	\$63,000	\$194,256	\$237,745
Top Finance Position	7	\$201,536			\$147,112		
Top Operations Position	6	\$100,735			\$96,483		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	36	\$166,603	\$66,197	\$85,024	\$125,679	\$192,792	\$243,723
Top Finance Position	17	\$113,993		\$92,424	\$109,934	\$127,858	
Top Operations Position	9	\$166,175			\$127,856		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	7	\$118,255			\$96,262		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	13	\$308,470		\$53,575	\$102,431	\$134,000	
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	24	\$220,207	\$71,240	\$110,508	\$168,289	\$300,195	\$426,603
Top Finance Position	6	\$186,462			\$193,693		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	69	\$809,181	\$142,201	\$210,437	\$396,000	\$871,865	\$2,418,997
Top Administrative Position	11	\$362,896		\$179,351	\$232,841	\$284,304	
Top Development Position	7	\$491,392			\$294,460		
Top Education Position	6	\$692,216			\$696,752		
Top Finance Position	54	\$491,888	\$103,879	\$148,632	\$276,649	\$529,279	\$1,370,438
Top Human Resources Position	31	\$337,408	\$139,325	\$187,809	\$226,265	\$380,401	\$646,632
Top Legal Position	15	\$714,598		\$412,515	\$545,407	\$822,851	
Top Marketing Position	5	\$474,292			\$464,496		
Top Operations Position	37	\$507,762	\$130,553	\$185,588	\$302,218	\$470,122	\$1,267,715
Top Technology Position	19	\$424,483		\$180,411	\$248,161	\$432,508	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	29	\$174,294	\$82,245	\$110,358	\$125,000	\$234,626	\$342,164
Top Administrative Position	6	\$103,643			\$112,155		
Top Finance Position	11	\$142,862		\$100,616	\$143,007	\$187,630	
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	13	\$107,191		\$44,075	\$95,995	\$140,834	
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	7	\$111,925			\$99,971		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	16	\$81,542		\$51,807	\$61,468	\$98,245	
Top Finance Position	6	\$97,552			\$90,178		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	25	\$292,087	\$39,693	\$62,575	\$145,768	\$292,102	\$618,633
Top Finance Position	10	\$370,369		\$150,780	\$208,000	\$329,531	
Top Operations Position	7	\$342,770			\$175,793		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	12	\$120,684		\$79,755	\$89,826	\$118,276	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	70	\$116,908	\$41,343	\$60,159	\$91,666	\$154,152	\$222,196
Top Administrative Position	9	\$126,108			\$141,795		
Top Development Position	5	\$168,769			\$156,662		
Top Finance Position	18	\$170,523		\$130,624	\$155,770	\$193,407	
Top Operations Position	6	\$138,385			\$137,047		
Housing, Shelter: Housing Support							
CEO/Executive Director	15	\$97,204		\$56,796	\$84,472	\$127,903	
Housing, Shelter: Service and Other							
CEO/Executive Director	7	\$220,448			\$89,933		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	35	\$81,785	\$31,546	\$39,781	\$61,475	\$108,685	\$133,866

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	149	\$100,523	\$41,389	\$56,066	\$82,709	\$122,507	\$176,850
Top Administrative Position	7	\$100,543			\$138,120		
Top Finance Position	38	\$104,945	\$39,418	\$72,514	\$93,481	\$124,415	\$170,471
Top Operations Position	16	\$117,985		\$77,704	\$84,394	\$155,633	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	95	\$107,192	\$38,513	\$53,612	\$84,387	\$133,240	\$171,464
Top Administrative Position	6	\$95,014			\$84,060		
Top Finance Position	20	\$121,967	\$52,156	\$73,284	\$134,841	\$141,749	\$190,435
Top Operations Position	10	\$124,093		\$77,853	\$120,263	\$155,350	
Top Program Position	5	\$74,255			\$62,149		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	28	\$62,234	\$36,116	\$49,327	\$64,238	\$75,251	\$88,651
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	68	\$74,691	\$28,922	\$41,605	\$58,991	\$76,574	\$134,760
Top Finance Position	10	\$110,721		\$83,043	\$103,573	\$136,407	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	180	\$103,751	\$34,994	\$50,984	\$83,957	\$126,929	\$198,710
Top Administrative Position	6	\$86,903			\$68,980		
Top Development Position	5	\$168,304			\$157,103		
Top Finance Position	56	\$99,823	\$47,782	\$61,597	\$87,076	\$136,019	\$162,481
Top Human Resources Position	9	\$135,204			\$134,338		
Top Operations Position	17	\$121,166		\$79,917	\$124,997	\$158,310	
Top Program Position	6	\$133,355			\$146,165		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	24	\$96,989	\$37,203	\$57,226	\$82,352	\$109,156	\$146,660
Top Finance Position	5	\$91,446			\$63,151		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	12	\$103,799		\$43,368	\$80,261	\$103,349	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	80	\$161,867	\$74,160	\$85,606	\$141,637	\$201,823	\$280,129
Top Administrative Position	11	\$122,670		\$91,500	\$105,726	\$133,332	
Top Finance Position	30	\$145,051	\$82,298	\$96,588	\$132,465	\$160,160	\$243,632
Top Human Resources Position	6	\$158,822			\$140,364		
Top Operations Position	13	\$179,414		\$134,279	\$156,628	\$166,197	
Top Program Position	5	\$94,509			\$95,199		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	22	\$148,039	\$26,426	\$49,616	\$90,043	\$126,539	\$178,616

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	13	\$69,250		\$30,417	\$66,006	\$88,500	
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	6	\$81,688			\$83,087		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	12	\$58,540		\$34,949	\$50,597	\$53,285	
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	7	\$76,549			\$86,169		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	6	\$82,744			\$81,785		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	11	\$93,109		\$60,291	\$80,992	\$115,430	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	76	\$135,497	\$59,149	\$81,905	\$113,108	\$144,439	\$236,883
Top Administrative Position	6	\$95,763			\$92,515		
Top Finance Position	43	\$107,450	\$58,596	\$72,237	\$94,402	\$124,109	\$175,601
Top Operations Position	15	\$142,383		\$102,829	\$126,991	\$158,723	
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	11	\$59,450		\$42,400	\$52,485	\$67,854	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	56	\$109,088	\$26,657	\$71,347	\$106,440	\$139,792	\$170,561
Top Finance Position	16	\$97,733		\$62,144	\$81,138	\$111,710	
Top Operations Position	5	\$103,717			\$116,607		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	47	\$120,555	\$28,001	\$46,022	\$83,249	\$155,097	\$231,864
Top Development Position	5	\$156,077			\$182,864		
Top Finance Position	12	\$130,390		\$88,517	\$95,151	\$152,650	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	52	\$151,337	\$53,758	\$77,281	\$105,681	\$170,425	\$321,708
Top Development Position	6	\$212,381			\$162,100		
Top Finance Position	20	\$146,309	\$70,418	\$94,555	\$123,990	\$181,915	\$261,714
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	12	\$131,762		\$73,854	\$122,362	\$184,763	
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	15	\$80,478		\$55,911	\$69,665	\$97,518	
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	6	\$49,972			\$49,922		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	7	\$56,648			\$50,227		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$119,121			\$117,504		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	32	\$82,098	\$23,021	\$29,000	\$54,499	\$81,772	\$123,342
Top Finance Position	5	\$55,877			\$39,190		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	11	\$110,353		\$64,717	\$75,000	\$119,918	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	8	\$123,574			\$68,485		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	5	\$77,868			\$70,000		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	116	\$61,433	\$21,242	\$34,741	\$53,404	\$79,170	\$113,881
Top Administrative Position	7	\$33,835			\$29,646		
Top Finance Position	15	\$51,760		\$21,489	\$26,509	\$72,872	
Top Operations Position	9	\$78,342			\$68,595		
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	7	\$73,928			\$55,385		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	10	\$140,450		\$81,109	\$116,458	\$160,402	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	9	\$264,254			\$53,000		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	9	\$114,544			\$73,878		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	7	\$80,732			\$39,690		
Social Science Research Institutes, Services: Interdisciplinary Research							
CEO/Executive Director	8	\$81,129			\$76,183		
Unknown							
CEO/Executive Director	8	\$121,461			\$60,300		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	15	\$67,676		\$51,393	\$64,233	\$83,812	
Youth Development: Scouting							
CEO/Executive Director	10	\$186,392		\$165,272	\$190,671	\$216,848	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	21	\$76,756	\$35,500	\$50,000	\$70,173	\$82,962	\$132,227
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	7	\$54,692			\$44,374		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Youth Development: Youth Development Programs							
CEO/Executive Director	57	\$77,122	\$30,602	\$48,000	\$67,556	\$105,000	\$134,974
Top Program Position	5	\$36,622			\$39,829		
Oklahoma							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	9	\$53,113			\$45,000		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	10	\$80,175		\$54,864	\$78,956	\$93,166	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	5	\$41,886			\$47,476		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	7	\$97,467			\$75,568		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	16	\$113,548		\$67,092	\$86,833	\$154,284	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	17	\$92,182		\$47,968	\$70,797	\$103,040	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	18	\$72,587		\$36,064	\$50,795	\$83,800	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	\$153,061			\$92,700		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	\$56,865			\$40,000		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	\$77,187			\$82,955		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	38	\$103,135	\$34,448	\$61,724	\$82,750	\$128,068	\$182,157
Top Administrative Position	7	\$63,742			\$50,000		
Top Finance Position	6	\$86,577			\$88,664		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	13	\$288,658		\$197,553	\$243,644	\$435,324	
Top Administrative Position	7	\$127,754			\$109,844		
Top Development Position	5	\$172,335			\$148,545		
Top Education Position	8	\$136,257			\$120,228		
Top Finance Position	10	\$165,894		\$89,760	\$157,349	\$238,413	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	18	\$111,674		\$37,600	\$64,702	\$134,744	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	6	\$67,161			\$50,304		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	9	\$109,534			\$94,792		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	9	\$98,638			\$86,718		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	14	\$95,875		\$45,774	\$66,338	\$123,039	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	14	\$166,137		\$115,017	\$161,576	\$187,308	
Top Finance Position	5	\$163,696			\$180,998		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	8	\$220,732			\$126,977		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	30	\$579,902	\$104,451	\$145,087	\$302,890	\$493,107	\$887,166
Top Administrative Position	10	\$297,190		\$142,810	\$231,100	\$433,035	
Top Finance Position	20	\$233,093	\$68,903	\$102,481	\$172,540	\$250,960	\$404,987
Top Operations Position	12	\$349,099		\$165,553	\$193,491	\$305,222	
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	\$223,488			\$225,466		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	6	\$56,308			\$57,824		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	10	\$148,234		\$78,142	\$125,344	\$203,119	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	\$61,144			\$52,090		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	43	\$77,829	\$33,383	\$44,156	\$68,816	\$101,105	\$137,743
Top Finance Position	5	\$82,244			\$77,000		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	35	\$78,522	\$46,515	\$50,863	\$68,938	\$109,280	\$133,044
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	7	\$71,514			\$69,649		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	33	\$72,657	\$26,051	\$53,591	\$65,463	\$87,943	\$119,818
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	48	\$79,862	\$42,311	\$52,143	\$70,300	\$94,542	\$135,769
Top Finance Position	9	\$76,946			\$87,224		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	\$102,766			\$63,860		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	\$66,086			\$67,721		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	23	\$109,566	\$59,315	\$69,586	\$80,744	\$128,429	\$172,236
Top Operations Position	5	\$85,998			\$72,010		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$98,346			\$60,979		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	10	\$65,502		\$31,754	\$48,645	\$79,959	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	17	\$157,578		\$85,000	\$110,701	\$163,839	
Top Finance Position	7	\$138,574			\$81,896		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	19	\$81,308		\$56,853	\$79,948	\$93,825	
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	10	\$74,629		\$48,714	\$67,377	\$91,238	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$141,946			\$78,799		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	5	\$65,034			\$79,310		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$87,686			\$75,967		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	10	\$65,637		\$48,560	\$60,700	\$87,318	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	89	\$63,730	\$23,790	\$33,000	\$50,000	\$88,092	\$117,744
Top Finance Position	12	\$40,767		\$26,642	\$38,549	\$56,396	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	17	\$65,615		\$39,343	\$63,500	\$84,719	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	8	\$121,500			\$70,870		
Youth Development: Scouting							
CEO/Executive Director	8	\$125,299			\$97,581		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	\$70,274			\$68,024		
Youth Development: Youth Development Programs							
CEO/Executive Director	14	\$71,103		\$40,635	\$72,825	\$94,761	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	19	\$75,097		\$39,970	\$57,966	\$91,016	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	14	\$65,143		\$41,481	\$60,262	\$68,538	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	42	\$75,644	\$25,375	\$38,754	\$52,659	\$78,852	\$160,428
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	10	\$77,483		\$46,750	\$54,302	\$65,324	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	21	\$94,925	\$35,250	\$44,023	\$74,242	\$106,265	\$172,608
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	20	\$101,925	\$32,085	\$45,479	\$73,310	\$111,720	\$160,890
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	66	\$75,697	\$32,500	\$45,716	\$58,826	\$86,458	\$118,403
Top Finance Position	5	\$99,310			\$83,083		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	7	\$81,051			\$82,436		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	16	\$69,303		\$36,703	\$65,759	\$81,255	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	8	\$92,405			\$68,650		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	\$101,199			\$95,000		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	23	\$94,887	\$39,334	\$62,340	\$84,698	\$99,781	\$125,746
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	6	\$71,008			\$50,761		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	15	\$98,231		\$70,943	\$96,599	\$115,571	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	10	\$76,975		\$36,182	\$55,261	\$87,295	
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	5	\$57,870			\$58,260		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	11	\$128,979		\$100,254	\$124,101	\$140,803	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	9	\$71,556			\$66,872		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	6	\$72,081			\$50,135		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	5	\$64,306			\$64,000		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	8	\$77,420			\$75,716		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	6	\$53,971			\$53,208		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	19	\$88,746		\$51,624	\$79,169	\$114,024	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	25	\$99,124	\$34,546	\$50,000	\$66,192	\$112,448	\$174,633
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	113	\$90,585	\$33,007	\$51,614	\$82,770	\$110,808	\$147,217
Top Administrative Position	18	\$70,364		\$46,169	\$54,775	\$101,304	
Top Finance Position	19	\$80,216		\$39,906	\$72,846	\$88,706	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	6	\$175,504			\$85,757		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	19	\$274,413		\$93,029	\$242,889	\$416,049	
Top Administrative Position	6	\$200,140			\$200,417		
Top Development Position	7	\$243,856			\$230,133		
Top Education Position	10	\$208,235		\$131,508	\$221,991	\$296,698	
Top Finance Position	9	\$206,278			\$203,324		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	23	\$117,932	\$31,220	\$59,752	\$85,127	\$134,536	\$212,990
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	\$113,341			\$105,429		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	23	\$104,698	\$50,317	\$73,179	\$104,719	\$132,762	\$150,142
Top Finance Position	12	\$107,750		\$98,239	\$104,284	\$115,668	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	15	\$166,367		\$72,595	\$90,494	\$145,966	
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	11	\$86,118		\$52,933	\$76,162	\$112,349	
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	9	\$62,946			\$60,640		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	75	\$92,207	\$32,204	\$58,946	\$72,984	\$120,920	\$193,479
Top Finance Position	11	\$135,784		\$101,556	\$139,320	\$169,746	
Top Operations Position	7	\$157,880			\$133,308		
Top Program Position	6	\$149,777			\$147,147		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	14	\$88,940		\$62,767	\$73,338	\$102,800	
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	8	\$74,461			\$48,271		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	17	\$70,015		\$29,400	\$56,400	\$91,574	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	23	\$143,010	\$35,205	\$79,111	\$118,474	\$184,525	\$221,704
Top Finance Position	14	\$117,608		\$61,921	\$102,398	\$141,476	
Top Operations Position	7	\$183,725			\$152,659		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	5	\$123,909			\$116,724		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	8	\$136,202			\$76,301		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	6	\$102,653			\$102,596		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	29	\$499,678	\$103,898	\$200,911	\$359,400	\$570,802	\$976,450
Top Finance Position	14	\$367,827		\$173,798	\$266,765	\$545,179	
Top Human Resources Position	9	\$233,269			\$182,894		
Top Operations Position	9	\$286,830			\$259,248		
Top Technology Position	5	\$397,456			\$440,238		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	8	\$98,533			\$82,541		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	12	\$92,991		\$52,624	\$91,854	\$116,724	
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	7	\$44,065			\$33,000		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	12	\$99,691		\$84,239	\$91,948	\$113,397	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	46	\$108,759	\$43,836	\$65,287	\$86,335	\$129,508	\$212,810
Top Finance Position	10	\$117,634		\$80,254	\$108,799	\$150,068	

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Housing, Shelter: Housing Support							
CEO/Executive Director	12	\$94,551		\$47,567	\$76,891	\$141,437	
Housing, Shelter: Service and Other							
CEO/Executive Director	6	\$92,907			\$88,153		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	12	\$55,698		\$42,495	\$50,344	\$69,046	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	68	\$91,481	\$48,265	\$67,138	\$86,851	\$109,605	\$139,666
Top Finance Position	9	\$90,219			\$72,737		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	52	\$84,197	\$33,913	\$45,996	\$72,242	\$122,442	\$148,885
Top Finance Position	9	\$75,871			\$63,582		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	18	\$74,936		\$46,500	\$60,944	\$89,018	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	30	\$71,888	\$45,393	\$49,991	\$65,515	\$83,100	\$115,828
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	49	\$104,518	\$26,682	\$54,013	\$77,253	\$107,587	\$145,738
Top Finance Position	9	\$112,883			\$104,655		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	21	\$83,371	\$47,144	\$53,132	\$68,187	\$112,664	\$130,985
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	15	\$81,786		\$55,919	\$71,501	\$98,541	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	35	\$139,485	\$75,586	\$91,127	\$112,053	\$160,840	\$254,776
Top Finance Position	10	\$120,129		\$87,573	\$103,977	\$154,860	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	13	\$132,938		\$50,624	\$85,960	\$103,615	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	20	\$85,148	\$24,180	\$34,048	\$50,862	\$61,391	\$217,087
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	12	\$68,069		\$43,923	\$65,104	\$76,839	
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	9	\$52,031			\$54,228		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	7	\$80,961			\$95,000		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	29	\$132,744	\$50,158	\$80,563	\$125,700	\$169,306	\$210,498
Top Finance Position	12	\$94,409		\$70,261	\$92,959	\$138,157	
Top Operations Position	8	\$113,443			\$124,843		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	20	\$130,865	\$48,854	\$56,790	\$108,239	\$190,403	\$225,995
Top Finance Position	7	\$117,042			\$110,264		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	7	\$130,005			\$127,663		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$188,683			\$167,020		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	7	\$94,717			\$94,725		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$122,710			\$66,953		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	23	\$82,439	\$29,604	\$48,277	\$75,778	\$99,068	\$127,068
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	5	\$79,871			\$59,396		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	7	\$99,884			\$79,008		
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	6	\$91,005			\$84,195		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	49	\$60,077	\$21,268	\$30,895	\$56,271	\$77,875	\$92,916
Top Finance Position	5	\$60,884			\$35,800		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	13	\$62,164		\$31,000	\$62,132	\$88,037	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	6	\$102,934			\$102,832		
Unknown							
CEO/Executive Director	22	\$75,390	\$28,389	\$40,032	\$66,931	\$82,310	\$164,976
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	6	\$71,008			\$48,733		
Youth Development: Scouting							
CEO/Executive Director	5	\$139,544			\$153,133		
Youth Development: Service and Other							
CEO/Executive Director	6	\$97,783			\$75,562		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	13	\$84,376		\$58,840	\$76,422	\$89,250	
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	8	\$131,197			\$93,847		
Youth Development: Youth Development Programs							
CEO/Executive Director	32	\$78,533	\$34,050	\$48,893	\$70,308	\$87,254	\$148,687
Pennsylvania							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	37	\$79,920	\$20,931	\$34,630	\$56,753	\$110,000	\$170,427
Animal-Related: Wildlife Preservation & Protection							
Top Finance Position	5	\$30,655			\$24,000		
Animal-Related: Zoos & Aquariums							
CEO/Executive Director	5	\$251,195			\$162,707		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	96	\$86,555	\$24,928	\$40,037	\$55,853	\$95,768	\$125,726
Top Development Position	5	\$193,835			\$215,215		
Top Finance Position	6	\$132,175			\$111,695		
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	7	\$64,786			\$61,979		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	17	\$79,530		\$46,500	\$70,207	\$105,000	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	43	\$76,799	\$30,845	\$41,816	\$57,500	\$96,310	\$157,464
Arts, Culture, and Humanities: Humanities							
CEO/Executive Director	5	\$110,231			\$125,382		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	31	\$154,217	\$26,875	\$51,719	\$86,780	\$229,614	\$310,488
Top Finance Position	11	\$133,539		\$92,820	\$131,825	\$166,985	
Top Operations Position	6	\$225,613			\$234,602		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	52	\$163,636	\$45,050	\$73,158	\$95,367	\$183,529	\$346,963
Top Development Position	10	\$182,738		\$132,357	\$155,447	\$226,363	
Top Finance Position	14	\$144,928		\$94,876	\$132,355	\$176,310	
Top Operations Position	7	\$243,080			\$262,084		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	136	\$98,449	\$25,500	\$40,313	\$61,405	\$96,375	\$180,764
Top Administrative Position	10	\$78,010		\$33,872	\$58,827	\$94,872	
Top Development Position	8	\$182,813			\$171,745		
Top Finance Position	18	\$131,243		\$84,495	\$108,726	\$152,759	
Top Operations Position	11	\$140,775		\$91,611	\$124,472	\$177,668	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	12	\$118,735		\$42,350	\$94,871	\$132,029	
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	15	\$73,608		\$36,046	\$50,492	\$72,455	
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	6	\$140,243			\$85,890		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	24	\$116,150	\$56,293	\$81,346	\$98,975	\$126,113	\$196,792
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	8	\$79,471			\$73,741		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	20	\$219,949	\$58,656	\$126,721	\$183,440	\$291,707	\$486,438
Top Finance Position	6	\$153,465			\$144,748		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	91	\$102,626	\$34,837	\$51,004	\$70,480	\$100,561	\$139,933
Top Finance Position	7	\$99,128			\$80,928		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	9	\$120,820			\$105,130		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	6	\$58,664			\$47,893		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	57	\$126,786	\$44,000	\$69,551	\$94,992	\$161,671	\$253,835
Top Finance Position	8	\$99,666			\$101,810		
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	8	\$135,062			\$100,148		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	11	\$170,691		\$98,287	\$130,415	\$169,839	
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	5	\$84,146			\$82,033		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	12	\$134,933		\$68,349	\$104,556	\$198,720	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	24	\$103,775	\$43,410	\$60,895	\$102,645	\$129,214	\$170,674
Top Finance Position	10	\$100,861		\$81,559	\$97,748	\$119,727	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	12	\$81,607		\$52,799	\$76,182	\$106,248	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	9	\$111,970			\$99,699		
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	8	\$155,711			\$78,610		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	20	\$154,336	\$41,066	\$68,897	\$108,500	\$162,246	\$240,757
Top Finance Position	5	\$171,715			\$141,518		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	16	\$151,793		\$59,149	\$99,183	\$143,796	
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	12	\$260,820		\$47,285	\$85,187	\$416,368	
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	13	\$184,270		\$91,230	\$126,000	\$190,995	
Top Finance Position	7	\$139,660			\$103,765		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	15	\$98,023		\$43,391	\$70,000	\$111,863	
Top Finance Position	5	\$137,570			\$95,551		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	14	\$79,011		\$63,606	\$73,651	\$91,628	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	34	\$97,278	\$31,566	\$48,840	\$80,852	\$120,372	\$181,786
Top Administrative Position	6	\$67,991			\$64,705		
Top Finance Position	6	\$75,729			\$63,174		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	52	\$118,173	\$32,850	\$52,719	\$91,367	\$129,957	\$183,622
Top Finance Position	8	\$138,016			\$112,535		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	335	\$156,884	\$44,931	\$76,593	\$131,915	\$190,599	\$263,539
Top Administrative Position	37	\$109,870	\$28,774	\$37,936	\$81,879	\$143,897	\$186,308
Top Business Position	16	\$117,903		\$80,885	\$103,690	\$133,471	
Top Development Position	28	\$154,361	\$103,702	\$124,781	\$154,482	\$178,755	\$208,362
Top Education Position	28	\$130,755	\$55,449	\$107,770	\$137,397	\$164,955	\$180,612
Top Facilities Position	5	\$162,376			\$138,274		
Top Finance Position	67	\$138,620	\$53,747	\$86,430	\$135,348	\$178,001	\$223,572
Top Human Resources Position	11	\$138,151		\$120,413	\$135,517	\$148,399	
Top Operations Position	29	\$155,727	\$102,993	\$111,394	\$131,482	\$183,929	\$225,703
Top Program Position	7	\$119,387			\$115,886		
Top Technology Position	5	\$141,591			\$130,874		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	13	\$647,523		\$153,806	\$168,873	\$828,967	
Top Finance Position	6	\$578,235			\$371,663		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	89	\$424,482	\$125,139	\$198,164	\$358,081	\$511,935	\$701,204
Top Administrative Position	58	\$237,607	\$137,842	\$162,110	\$203,351	\$299,511	\$395,694
Top Business Position	14	\$270,695		\$157,842	\$235,982	\$363,263	
Top Development Position	59	\$265,755	\$145,682	\$178,851	\$215,329	\$291,600	\$391,104
Top Education Position	67	\$307,082	\$139,048	\$174,325	\$228,660	\$310,144	\$403,515
Top Facilities Position	10	\$245,867		\$154,408	\$222,972	\$268,158	
Top Finance Position	76	\$265,893	\$134,383	\$164,268	\$235,579	\$310,600	\$406,819
Top Human Resources Position	16	\$249,464		\$166,342	\$211,270	\$285,786	
Top Legal Position	23	\$324,493	\$135,835	\$217,722	\$283,173	\$358,842	\$503,737
Top Marketing Position	11	\$184,814		\$134,683	\$163,050	\$222,432	
Top Operations Position	19	\$409,536		\$163,488	\$254,801	\$392,922	
Top PR/Communications Position	19	\$240,198		\$150,294	\$207,344	\$298,856	
Top Technology Position	33	\$221,391	\$137,948	\$148,210	\$188,489	\$248,193	\$302,054
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	64	\$71,098	\$28,839	\$45,384	\$61,560	\$88,791	\$121,117
Top Finance Position	7	\$114,958			\$124,864		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	67	\$139,862	\$25,138	\$64,072	\$112,282	\$176,081	\$235,436
Top Development Position	8	\$147,950			\$135,747		
Top Finance Position	11	\$164,534		\$108,936	\$166,510	\$227,209	
Top Program Position	5	\$120,755			\$116,345		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	37	\$126,684	\$42,791	\$88,614	\$121,154	\$162,279	\$211,261
Top Finance Position	9	\$154,262			\$163,879		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	27	\$99,727	\$53,005	\$66,010	\$96,300	\$115,963	\$167,655
Top Finance Position	7	\$91,649			\$85,442		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	26	\$145,285	\$66,945	\$87,303	\$108,508	\$167,355	\$224,970
Top Finance Position	12	\$112,512		\$74,277	\$115,213	\$134,945	
Environmental Quality, Protection, and Beautification: Botanical, Horticultural, & Landscape Services							
CEO/Executive Director	5	\$207,526			\$127,773		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	8	\$101,121			\$108,413		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	50	\$101,247	\$43,088	\$57,982	\$82,346	\$129,673	\$154,716
Top Finance Position	8	\$119,845			\$110,115		
Environmental Quality, Protection, and Beautification: Pollution Abatement & Control							
CEO/Executive Director	5	\$117,421			\$121,230		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	12	\$122,930		\$89,530	\$123,482	\$169,750	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	8	\$80,091			\$59,943		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	29	\$69,156	\$16,398	\$40,314	\$61,794	\$91,964	\$132,198
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	53	\$357,805	\$55,492	\$110,700	\$155,000	\$309,663	\$924,663
Top Finance Position	20	\$176,642	\$80,828	\$97,214	\$120,106	\$153,466	\$279,099
Top Operations Position	9	\$242,208			\$248,944		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	8	\$112,598			\$120,044		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	9	\$81,004			\$65,505		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	52	\$117,344	\$46,994	\$64,968	\$103,614	\$131,094	\$192,485
Top Administrative Position	6	\$68,307			\$63,408		
Top Finance Position	16	\$107,899		\$70,407	\$95,073	\$139,878	
Top Operations Position	11	\$115,207		\$56,830	\$95,056	\$139,777	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	105	\$665,764	\$117,812	\$181,561	\$398,144	\$797,411	\$1,219,647
Top Administrative Position	18	\$409,152		\$195,298	\$261,905	\$366,452	
Top Business Position	8	\$459,024			\$468,804		
Top Development Position	15	\$360,941		\$201,360	\$285,003	\$474,242	
Top Facilities Position	7	\$326,303			\$309,452		
Top Finance Position	74	\$417,635	\$101,316	\$172,881	\$272,851	\$485,749	\$862,472
Top Human Resources Position	35	\$358,192	\$172,621	\$236,402	\$280,848	\$395,092	\$632,927
Top Legal Position	17	\$490,100		\$299,448	\$344,252	\$474,596	
Top Marketing Position	6	\$271,191			\$253,597		
Top Operations Position	45	\$433,968	\$163,608	\$270,387	\$356,993	\$467,700	\$576,955
Top Technology Position	25	\$413,111	\$211,778	\$266,350	\$362,346	\$472,957	\$689,243
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	48	\$211,743	\$99,988	\$125,766	\$190,083	\$240,528	\$377,458
Top Administrative Position	24	\$139,996	\$91,808	\$116,804	\$134,667	\$159,316	\$192,257
Top Business Position	6	\$196,075			\$180,122		
Top Finance Position	31	\$144,280	\$88,920	\$101,829	\$124,682	\$148,627	\$258,949
Top Human Resources Position	8	\$177,505			\$163,239		
Top Marketing Position	7	\$194,658			\$162,920		
Top Operations Position	12	\$169,237		\$123,733	\$150,330	\$176,418	
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	18	\$111,545		\$57,150	\$91,831	\$138,622	
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	11	\$122,800		\$53,174	\$122,807	\$172,074	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	13	\$142,705		\$56,940	\$163,679	\$211,260	
Top Finance Position	8	\$123,147			\$130,956		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	41	\$198,520	\$84,199	\$105,000	\$163,734	\$223,974	\$287,862
Top Development Position	5	\$183,890			\$161,875		
Top Finance Position	10	\$158,630		\$85,910	\$120,758	\$192,532	
Top Operations Position	5	\$278,206			\$161,831		
Top Program Position	5	\$181,734			\$144,666		
Top Technology Position	5	\$219,070			\$185,995		
Housing, Shelter: Homeowners & Tenants Associations							
CEO/Executive Director	5	\$77,772			\$81,247		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	8	\$112,532			\$105,927		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	61	\$147,746	\$51,067	\$63,720	\$92,915	\$124,766	\$262,947
Top Administrative Position	5	\$96,174			\$110,942		
Top Finance Position	14	\$135,736		\$91,469	\$126,923	\$164,948	
Top Human Resources Position	5	\$95,321			\$112,323		
Housing, Shelter: Housing Support							
CEO/Executive Director	18	\$85,478		\$47,300	\$68,654	\$107,738	

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Housing, Shelter: Service and Other							
CEO/Executive Director	5	\$143,027			\$144,400		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	27	\$74,805	\$45,540	\$55,197	\$63,000	\$95,364	\$123,480
Top Finance Position	5	\$108,466			\$103,816		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	232	\$118,693	\$36,455	\$58,684	\$91,457	\$123,326	\$216,854
Top Business Position	6	\$148,288			\$153,306		
Top Development Position	8	\$150,251			\$136,783		
Top Finance Position	59	\$147,534	\$57,322	\$78,831	\$105,204	\$171,398	\$286,183
Top Human Resources Position	12	\$166,281		\$130,621	\$144,965	\$191,850	
Top Operations Position	20	\$171,388	\$60,561	\$110,582	\$159,935	\$204,171	\$303,145
Top Program Position	6	\$105,313			\$107,596		
Top Technology Position	9	\$215,247			\$208,184		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	133	\$113,813	\$42,001	\$59,224	\$91,622	\$139,008	\$208,926
Top Development Position	5	\$129,587			\$114,024		
Top Finance Position	28	\$109,750	\$61,614	\$84,066	\$109,205	\$124,214	\$155,094
Top Operations Position	13	\$163,812		\$109,529	\$134,898	\$149,539	
Top Program Position	9	\$97,492			\$110,252		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	29	\$87,675	\$48,206	\$63,625	\$80,604	\$102,556	\$139,744
Top Finance Position	6	\$72,443			\$72,487		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	95	\$93,790	\$43,329	\$56,651	\$79,500	\$115,412	\$157,832
Top Finance Position	12	\$90,467		\$75,935	\$83,711	\$117,892	
Top Operations Position	5	\$123,784			\$78,466		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	208	\$106,858	\$36,351	\$55,069	\$83,694	\$126,672	\$199,398
Top Administrative Position	6	\$84,414			\$54,243		
Top Business Position	5	\$97,022			\$123,638		
Top Development Position	8	\$120,432			\$125,216		
Top Finance Position	51	\$122,984	\$56,569	\$83,001	\$118,260	\$149,676	\$208,954
Top Human Resources Position	7	\$138,973			\$129,688		
Top Operations Position	21	\$121,730	\$72,464	\$85,198	\$114,935	\$149,992	\$166,523
Top Program Position	8	\$85,418			\$86,500		
Top Technology Position	5	\$151,000			\$150,646		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	39	\$97,519	\$36,245	\$60,406	\$87,200	\$113,396	\$158,343
Top Finance Position	9	\$121,078			\$109,407		
Top Operations Position	5	\$120,440			\$124,075		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	23	\$116,938	\$45,548	\$65,928	\$113,132	\$163,397	\$197,255
Top Finance Position	7	\$96,739			\$110,666		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	115	\$184,721	\$60,181	\$97,036	\$153,310	\$225,071	\$364,227
Top Administrative Position	14	\$127,015		\$115,130	\$131,189	\$141,834	
Top Development Position	5	\$150,107			\$169,892		
Top Facilities Position	7	\$144,261			\$150,614		
Top Finance Position	60	\$153,716	\$67,000	\$104,548	\$142,103	\$189,505	\$235,402
Top Human Resources Position	16	\$157,935		\$134,604	\$151,054	\$164,317	
Top Marketing Position	13	\$155,200		\$135,753	\$151,041	\$165,646	
Top Operations Position	21	\$176,099	\$106,211	\$129,041	\$159,031	\$179,811	\$239,669
Top Program Position	6	\$93,564			\$98,417		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	36	\$118,099	\$42,661	\$62,945	\$88,127	\$139,501	\$202,502
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	24	\$124,507	\$28,630	\$43,913	\$85,100	\$144,562	\$191,230
Top Finance Position	5	\$79,080			\$41,423		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	10	\$143,659		\$62,125	\$106,105	\$206,536	
Medical Research: Cancer Research							
CEO/Executive Director	5	\$248,964			\$147,457		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	8	\$66,894			\$69,129		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	9	\$88,527			\$88,262		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	8	\$138,311			\$142,288		
Top Finance Position	5	\$95,966			\$98,104		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	12	\$79,556		\$58,321	\$74,782	\$93,665	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	68	\$150,672	\$62,304	\$79,376	\$135,113	\$182,320	\$247,089
Top Finance Position	30	\$126,191	\$72,644	\$95,962	\$121,501	\$140,934	\$180,520
Top Operations Position	18	\$129,595		\$98,153	\$132,969	\$156,686	
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	16	\$95,468		\$45,101	\$74,085	\$101,622	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	59	\$130,729	\$47,416	\$69,748	\$93,504	\$126,380	\$251,057
Top Finance Position	14	\$137,700		\$56,751	\$84,148	\$128,501	
Top Operations Position	7	\$168,914			\$106,418		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	30	\$142,260	\$30,725	\$46,087	\$74,887	\$155,453	\$194,051
Top Finance Position	6	\$105,162			\$98,330		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.							
CEO/Executive Director	8	\$228,161			\$101,708		
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	19	\$187,837		\$48,500	\$62,950	\$98,891	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	39	\$157,441	\$61,599	\$77,925	\$136,697	\$191,552	\$268,006
Top Finance Position	12	\$130,463		\$103,429	\$119,062	\$145,701	
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	12	\$137,172		\$52,710	\$96,759	\$130,261	
Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	7	\$96,471			\$76,015		
Public Safety, Disaster Preparedness, and Relief: Safety Education							
CEO/Executive Director	5	\$77,583			\$84,859		
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	8	\$130,341			\$96,040		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	13	\$121,900		\$75,147	\$92,292	\$183,906	
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	5	\$81,278			\$77,750		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	13	\$92,512		\$56,000	\$72,187	\$100,477	
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	15	\$199,441		\$85,838	\$147,376	\$213,869	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	34	\$85,131	\$26,340	\$37,025	\$69,168	\$101,375	\$139,913
Top Finance Position	7	\$88,538			\$60,000		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	23	\$81,933	\$39,734	\$52,434	\$65,700	\$97,011	\$144,394
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	17	\$90,127		\$52,150	\$79,727	\$97,314	
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	6	\$76,429			\$61,582		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	5	\$100,753			\$83,900		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	144	\$67,170	\$22,948	\$32,008	\$60,925	\$83,516	\$127,286
Top Administrative Position	6	\$35,581			\$25,944		
Top Finance Position	29	\$65,571	\$18,248	\$24,298	\$54,692	\$100,321	\$126,387
Top Operations Position	7	\$86,717			\$78,469		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	11	\$108,983		\$62,740	\$83,024	\$167,412	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	19	\$52,690		\$34,718	\$50,898	\$64,294	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	11	\$66,060		\$46,948	\$68,909	\$82,352	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	7	\$100,483			\$75,500		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	7	\$501,253			\$444,083		
Unknown							
CEO/Executive Director	13	\$96,734		\$45,596	\$64,312	\$94,891	
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	11	\$89,894		\$70,686	\$77,456	\$101,591	
Youth Development: Scouting							
CEO/Executive Director	15	\$233,670		\$169,640	\$212,139	\$279,709	
Top Finance Position	6	\$119,916			\$124,532		
Youth Development: Service and Other							
CEO/Executive Director	6	\$88,967			\$72,065		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	23	\$104,702	\$36,290	\$62,637	\$88,225	\$145,077	\$167,986
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	\$122,052			\$60,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	70	\$79,642	\$35,270	\$43,446	\$65,471	\$101,295	\$139,503
Top Finance Position	8	\$69,117			\$60,521		
Puerto Rico							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	\$91,729		\$31,260	\$61,356	\$132,633	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$132,407			\$133,000		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$147,165			\$155,343		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$224,892			\$150,600		
Top Administrative Position	5	\$173,878			\$114,938		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	\$44,100			\$48,051		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Puerto Rico							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	\$55,852			\$59,304		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$32,698			\$26,875		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$58,915			\$63,300		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	\$49,504		\$39,288	\$44,189	\$62,691	
Top Administrative Position	5	\$32,601			\$31,445		

Rhode Island

Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$55,139			\$67,111		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	7	\$107,486			\$100,000		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	14	\$104,802		\$68,738	\$95,104	\$122,980	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	7	\$156,270			\$107,904		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	15	\$141,258		\$40,688	\$70,824	\$104,428	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	\$85,312			\$68,860		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	10	\$82,211		\$37,970	\$58,654	\$104,146	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	45	\$150,029	\$58,136	\$94,500	\$132,776	\$175,848	\$281,630
Top Finance Position	17	\$137,285		\$84,786	\$116,498	\$187,714	
Top Operations Position	5	\$198,867			\$175,386		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	\$1,327,710			\$626,821		
Top Administrative Position	5	\$404,816			\$347,342		
Top Development Position	5	\$283,704			\$238,289		
Top Education Position	5	\$400,256			\$315,369		
Top Finance Position	7	\$425,475			\$383,289		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	8	\$101,707			\$112,266		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	\$179,549		\$95,639	\$145,650	\$247,911	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	\$63,814			\$74,273		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	8	\$90,210			\$92,450		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	7	\$98,804			\$81,454		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	8	\$275,895			\$248,775		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	7	\$548,443			\$440,728		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	7	\$175,563			\$172,477		
Top Administrative Position	7	\$156,108			\$152,391		
Top Finance Position	6	\$131,000			\$129,488		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	\$69,427			\$63,429		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	16	\$128,342		\$74,205	\$99,818	\$142,388	
Top Finance Position	5	\$104,171			\$104,599		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	\$98,493		\$54,589	\$84,144	\$121,876	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	\$81,272			\$92,000		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$120,535			\$112,220		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	26	\$122,415	\$34,938	\$64,915	\$129,594	\$183,688	\$203,821
Top Finance Position	10	\$106,096		\$83,338	\$97,394	\$135,595	
Top Operations Position	6	\$144,729			\$150,417		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$71,437			\$31,000		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	9	\$166,051			\$165,053		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	7	\$98,658			\$73,284		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$200,893			\$84,820		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$106,801			\$113,912		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	\$111,435			\$109,877		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$84,653			\$62,181		
South Carolina							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	17	\$67,438		\$42,500	\$61,635	\$80,000	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	5	\$121,353			\$51,923		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	15	\$72,621		\$38,082	\$51,500	\$109,669	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	10	\$71,111		\$42,000	\$65,902	\$87,525	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	18	\$109,330		\$37,251	\$84,808	\$155,981	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	32	\$74,332	\$27,362	\$34,592	\$51,388	\$83,968	\$104,931
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	18	\$104,093		\$60,250	\$69,438	\$140,512	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	11	\$88,518		\$31,933	\$83,315	\$114,537	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	\$93,255			\$71,050		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	8	\$99,760			\$78,332		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	10	\$97,405		\$57,307	\$62,855	\$116,382	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	7	\$55,294			\$50,000		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	8	\$77,108			\$77,436		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	11	\$62,725		\$45,860	\$59,077	\$69,667	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	91	\$112,557	\$43,032	\$63,539	\$91,512	\$134,074	\$184,767
Top Administrative Position	5	\$71,745			\$46,883		
Top Business Position	7	\$66,323			\$58,471		
Top Finance Position	12	\$88,531		\$29,979	\$89,436	\$131,372	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	23	\$257,511	\$126,071	\$146,130	\$204,606	\$317,921	\$495,111
Top Administrative Position	11	\$131,634		\$88,402	\$131,520	\$179,848	
Top Business Position	5	\$124,374			\$129,118		
Top Development Position	12	\$148,797		\$90,324	\$154,100	\$193,110	
Top Education Position	16	\$184,364		\$130,798	\$158,621	\$212,362	
Top Finance Position	13	\$131,375		\$86,803	\$116,309	\$180,782	
Top Technology Position	5	\$158,550			\$139,499		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	52	\$77,344	\$33,533	\$44,020	\$58,917	\$81,474	\$113,017
Top Finance Position	5	\$202,150			\$237,129		
Top Operations Position	5	\$221,000			\$220,902		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	10	\$115,010		\$36,050	\$58,501	\$91,302	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	16	\$127,707		\$75,432	\$101,264	\$142,378	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	13	\$67,402		\$39,583	\$60,956	\$87,279	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	26	\$190,612	\$49,800	\$73,591	\$130,233	\$267,633	\$373,892
Top Finance Position	11	\$147,595		\$113,806	\$148,041	\$163,321	
Top Operations Position	6	\$167,072			\$137,661		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	6	\$254,817			\$175,183		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	20	\$393,427	\$92,937	\$129,693	\$224,662	\$489,131	\$1,094,402
Top Finance Position	14	\$296,889		\$113,544	\$172,156	\$505,148	
Top Operations Position	7	\$244,258			\$210,918		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	6	\$89,781			\$67,812		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	10	\$151,136		\$66,662	\$96,648	\$199,992	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	27	\$69,616	\$25,400	\$47,382	\$67,596	\$84,635	\$123,061
Housing, Shelter: Temporary Housing							
CEO/Executive Director	11	\$57,321		\$45,663	\$50,000	\$79,166	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	53	\$73,892	\$34,153	\$50,000	\$65,097	\$86,278	\$120,583
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	33	\$98,203	\$42,539	\$56,238	\$82,619	\$114,444	\$135,174
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	10	\$62,855		\$50,607	\$59,200	\$64,173	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	27	\$58,796	\$21,425	\$32,410	\$54,763	\$85,630	\$91,749
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	69	\$101,360	\$30,676	\$48,925	\$83,208	\$124,906	\$196,469
Top Finance Position	12	\$96,507		\$74,148	\$84,635	\$108,557	
Top Operations Position	6	\$134,256			\$151,316		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	\$81,206			\$90,827		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	25	\$167,469	\$48,402	\$79,060	\$136,571	\$198,796	\$369,418
Top Finance Position	10	\$177,251		\$130,738	\$162,970	\$241,860	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$87,408			\$80,966		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	7	\$56,850			\$47,589		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	6	\$70,337			\$69,618		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	15	\$70,070		\$46,824	\$68,154	\$87,033	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	20	\$97,084	\$46,049	\$69,983	\$89,964	\$125,035	\$155,560
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	8	\$93,382			\$84,653		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.							
CEO/Executive Director	8	\$61,411			\$56,423		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	11	\$143,422		\$99,937	\$116,715	\$197,436	
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	5	\$135,615			\$57,660		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	10	\$87,598		\$54,594	\$65,160	\$100,609	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	80	\$63,024	\$24,154	\$32,828	\$50,208	\$76,001	\$111,125
Top Finance Position	6	\$75,382			\$66,268		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	\$55,310			\$48,500		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	7	\$52,643			\$49,000		
Youth Development: Scouting							
CEO/Executive Director	6	\$204,109			\$206,005		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	10	\$62,167		\$21,999	\$39,961	\$91,767	
Youth Development: Youth Development Programs							
CEO/Executive Director	20	\$62,618	\$21,330	\$32,990	\$62,282	\$86,654	\$110,316
South Dakota							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	\$106,226			\$100,244		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	6	\$67,485			\$55,100		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	\$57,854			\$39,129		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	\$46,586			\$49,831		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	\$92,772			\$87,223		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	\$88,991		\$43,671	\$77,675	\$141,974	
Top Administrative Position	5	\$110,566			\$137,543		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	11	\$176,096		\$141,300	\$187,923	\$223,123	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$152,266			\$137,419		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	5	\$97,808			\$88,551		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	\$172,729			\$136,819		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	13	\$254,024		\$198,428	\$218,681	\$298,452	
Top Administrative Position	5	\$121,363			\$138,607		
Top Finance Position	13	\$139,849		\$76,403	\$100,801	\$119,182	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	7	\$55,925			\$53,115		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	17	\$80,520		\$51,974	\$80,814	\$102,625	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	\$72,080		\$33,060	\$52,462	\$89,759	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	\$65,686			\$52,870		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	13	\$57,836		\$49,695	\$53,921	\$75,262	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	15	\$87,126		\$57,857	\$80,492	\$113,637	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	\$83,042			\$74,140		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	10	\$127,107		\$117,359	\$128,230	\$140,032	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$70,338			\$60,000		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$86,103			\$41,788		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	19	\$56,757		\$44,209	\$55,500	\$74,375	
Top Finance Position	5	\$46,162			\$53,870		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$81,754			\$71,602		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$75,142			\$73,466		
Tennessee							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	17	\$65,225		\$40,573	\$50,000	\$68,768	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	29	\$86,891	\$23,258	\$31,500	\$54,995	\$125,613	\$175,855

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	5	\$71,528			\$43,500		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	16	\$84,820		\$47,839	\$72,754	\$111,962	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	15	\$127,036		\$80,279	\$119,712	\$168,400	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	24	\$120,277	\$26,224	\$59,654	\$79,898	\$153,948	\$268,175
Top Finance Position	5	\$88,288			\$94,107		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	54	\$79,243	\$21,900	\$30,240	\$51,721	\$100,017	\$154,744
Top Finance Position	7	\$123,993			\$132,804		
Top Operations Position	5	\$121,919			\$145,657		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	11	\$97,284		\$55,900	\$81,120	\$107,548	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	8	\$91,895			\$84,193		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	9	\$155,751			\$110,000		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	41	\$83,985	\$30,000	\$42,754	\$64,441	\$98,140	\$176,292
Top Finance Position	5	\$73,161			\$66,097		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	\$126,666			\$134,277		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	10	\$160,890		\$95,455	\$157,487	\$200,653	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	9	\$119,452			\$112,188		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	\$123,028			\$138,147		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	8	\$50,203			\$48,549		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	8	\$88,132			\$89,894		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	14	\$277,139		\$35,751	\$57,729	\$103,608	
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	\$85,938			\$92,683		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	7	\$66,162			\$70,339		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	18	\$133,520		\$43,933	\$90,597	\$236,407	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	26	\$106,409	\$30,796	\$61,784	\$100,626	\$143,277	\$183,309
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	124	\$154,136	\$46,558	\$74,720	\$119,635	\$183,058	\$316,900
Top Administrative Position	7	\$81,140			\$73,500		
Top Business Position	5	\$122,358			\$160,687		
Top Development Position	15	\$150,376		\$131,296	\$145,546	\$152,589	
Top Education Position	8	\$103,922			\$112,414		
Top Finance Position	33	\$117,248	\$66,060	\$87,265	\$109,918	\$139,792	\$161,078
Top Operations Position	13	\$125,662		\$95,738	\$121,942	\$147,638	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	5	\$318,038			\$320,691		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	36	\$266,811	\$66,096	\$108,644	\$228,298	\$307,146	\$527,294
Top Administrative Position	13	\$155,974		\$95,995	\$115,101	\$225,642	
Top Development Position	14	\$151,284		\$108,497	\$127,448	\$203,689	
Top Education Position	21	\$168,051	\$104,885	\$109,220	\$145,356	\$216,018	\$271,908
Top Finance Position	25	\$156,747	\$56,080	\$109,899	\$155,810	\$205,128	\$237,777
Top Operations Position	6	\$161,308			\$119,613		
Top Technology Position	6	\$173,819			\$157,671		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	28	\$163,819	\$40,533	\$64,238	\$131,516	\$189,615	\$347,413
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	8	\$109,984			\$91,949		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	12	\$86,742		\$48,922	\$69,978	\$106,417	
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	5	\$71,974			\$70,000		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	16	\$118,626		\$59,717	\$86,571	\$141,671	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	17	\$90,947		\$42,287	\$68,035	\$104,767	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	34	\$186,802	\$42,489	\$94,833	\$135,076	\$206,133	\$336,208
Top Finance Position	19	\$173,763		\$87,634	\$107,132	\$142,141	
Top Operations Position	13	\$148,747		\$85,979	\$104,521	\$146,972	
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	10	\$82,385		\$39,700	\$98,281	\$114,879	
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	18	\$173,032		\$91,295	\$163,766	\$259,052	
Top Finance Position	7	\$128,125			\$128,153		
Top Operations Position	5	\$145,077			\$174,262		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	35	\$650,270	\$116,346	\$174,757	\$327,675	\$994,858	\$1,654,704
Top Administrative Position	7	\$524,741			\$247,824		
Top Finance Position	34	\$329,817	\$121,370	\$146,618	\$235,732	\$390,625	\$721,801
Top Human Resources Position	6	\$463,973			\$458,858		
Top Legal Position	6	\$552,020			\$612,930		
Top Operations Position	10	\$567,970		\$194,755	\$581,080	\$851,521	
Top Technology Position	6	\$439,837			\$420,024		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	19	\$212,335		\$94,881	\$126,590	\$227,585	
Top Administrative Position	5	\$164,256			\$150,250		
Top Finance Position	5	\$163,077			\$85,133		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	5	\$117,239			\$83,477		
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	7	\$178,689			\$81,915		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	11	\$70,900		\$35,003	\$46,215	\$83,944	
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	14	\$200,637		\$82,780	\$112,428	\$160,639	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	34	\$93,964	\$33,191	\$57,958	\$80,828	\$119,677	\$159,799
Top Finance Position	7	\$88,697			\$103,261		
Housing, Shelter: Housing Support							
CEO/Executive Director	14	\$73,623		\$58,475	\$72,506	\$79,118	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	24	\$67,856	\$26,050	\$32,239	\$48,808	\$75,528	\$152,035
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	93	\$71,528	\$27,502	\$39,718	\$70,974	\$90,847	\$115,166
Top Finance Position	16	\$66,450		\$60,040	\$73,471	\$79,903	
Top Operations Position	5	\$76,385			\$70,041		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	55	\$76,979	\$35,944	\$48,950	\$67,500	\$86,253	\$133,977
Top Finance Position	9	\$86,361			\$85,704		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	26	\$58,073	\$21,960	\$31,250	\$44,449	\$72,312	\$104,196
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	55	\$75,779	\$25,556	\$45,309	\$57,865	\$108,704	\$139,721
Top Finance Position	7	\$71,205			\$73,200		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	55	\$98,300	\$31,644	\$48,166	\$74,974	\$122,815	\$216,930
Top Finance Position	14	\$95,654		\$61,449	\$85,994	\$125,412	
Top Operations Position	6	\$158,245			\$150,132		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	11	\$67,127		\$35,000	\$48,000	\$101,253	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	14	\$72,807		\$51,911	\$66,010	\$76,971	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	20	\$136,754	\$28,678	\$77,449	\$107,521	\$175,695	\$237,521
Top Administrative Position	6	\$108,202			\$116,464		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$115,975			\$101,915		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	19	\$90,971		\$52,813	\$78,000	\$116,632	
Mental Health, Crisis Intervention: Addictive Disorders N.E.C.							
CEO/Executive Director	6	\$71,248			\$51,750		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	7	\$79,758			\$65,000		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	5	\$82,721			\$56,730		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	27	\$197,848	\$37,646	\$62,483	\$125,998	\$243,218	\$384,372
Top Finance Position	9	\$180,702			\$178,049		
Top Operations Position	8	\$161,624			\$158,825		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	7	\$98,430			\$75,000		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	33	\$82,794	\$35,032	\$45,000	\$72,787	\$102,263	\$148,746
Top Finance Position	6	\$48,557			\$39,490		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	13	\$93,858		\$41,000	\$54,657	\$102,167	
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.							
CEO/Executive Director	6	\$120,017			\$116,482		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	9	\$121,466			\$93,405		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	7	\$89,492			\$95,000		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	7	\$105,334			\$83,940		
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	6	\$93,602			\$93,094		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	11	\$121,301		\$89,667	\$100,000	\$141,600	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	14	\$70,208		\$53,165	\$60,000	\$87,900	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	192	\$73,193	\$24,658	\$39,590	\$63,842	\$92,838	\$133,766
Top Development Position	6	\$132,755			\$144,250		
Top Finance Position	24	\$63,405	\$20,616	\$28,689	\$48,650	\$89,896	\$119,230
Top Operations Position	6	\$90,566			\$77,584		
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	5	\$77,636			\$85,445		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	20	\$53,587	\$19,626	\$29,361	\$49,436	\$67,229	\$79,899
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	8	\$79,681			\$50,678		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	6	\$161,595			\$110,272		
Unknown							
CEO/Executive Director	8	\$44,892			\$34,915		
Youth Development: Scouting							
CEO/Executive Director	8	\$216,344			\$201,324		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	21	\$95,721	\$35,967	\$55,541	\$80,193	\$153,992	\$172,951

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Youth Development: Youth Development Programs							
CEO/Executive Director	47	\$84,575	\$37,038	\$48,000	\$77,114	\$103,885	\$128,807
Texas							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	49	\$74,018	\$26,198	\$34,775	\$60,000	\$98,000	\$148,873
Top Finance Position	6	\$87,037			\$94,099		
Top Operations Position	5	\$67,316			\$65,000		
Animal-Related: Service and Other							
CEO/Executive Director	5	\$132,750			\$63,008		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	15	\$86,499		\$37,505	\$66,057	\$119,953	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	87	\$71,305	\$28,984	\$42,000	\$57,360	\$89,101	\$123,519
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	9	\$61,853			\$54,826		
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	7	\$152,907			\$94,264		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	30	\$61,386	\$36,492	\$43,192	\$52,500	\$81,280	\$88,694

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	31	\$116,423	\$35,000	\$54,702	\$101,649	\$149,964	\$174,340
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	67	\$143,483	\$42,295	\$60,295	\$90,220	\$166,904	\$336,688
Top Development Position	9	\$187,177			\$158,023		
Top Finance Position	21	\$158,857	\$48,000	\$54,400	\$134,790	\$227,268	\$267,104
Top Operations Position	13	\$186,561		\$131,500	\$137,934	\$267,104	
Top PR/Communications Position	8	\$155,115			\$166,902		
Top Technology Position	6	\$184,016			\$168,745		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	151	\$91,700	\$22,247	\$38,675	\$62,500	\$95,288	\$188,699
Top Administrative Position	8	\$89,549			\$80,559		
Top Business Position	6	\$112,266			\$101,124		
Top Development Position	9	\$170,514			\$150,710		
Top Finance Position	21	\$112,518	\$43,600	\$71,498	\$114,129	\$140,000	\$177,688
Top Marketing Position	6	\$126,238			\$122,506		
Top Operations Position	8	\$165,314			\$170,758		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	13	\$101,071		\$61,346	\$123,864	\$138,114	
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	15	\$75,604		\$43,750	\$70,740	\$101,165	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	7	\$176,287			\$157,916		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	26	\$83,928	\$32,588	\$52,019	\$73,827	\$110,685	\$145,148
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	7	\$121,470			\$131,182		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	7	\$74,706			\$72,893		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	14	\$183,643		\$106,930	\$169,939	\$193,979	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	61	\$96,766	\$36,536	\$63,841	\$86,213	\$117,083	\$162,599
Top Finance Position	12	\$97,402		\$68,190	\$86,766	\$118,659	
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	15	\$89,566		\$43,633	\$63,333	\$104,896	
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	5	\$86,007			\$61,731		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	32	\$132,300	\$41,075	\$53,421	\$98,687	\$181,345	\$215,805

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	6	\$110,377			\$85,081		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	9	\$141,165			\$75,000		
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	5	\$59,996			\$64,979		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	8	\$108,343			\$79,865		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	24	\$98,070	\$31,279	\$49,800	\$101,512	\$133,331	\$171,020
Top Legal Position	7	\$124,243			\$130,034		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	27	\$81,581	\$25,885	\$45,750	\$72,332	\$94,970	\$135,133
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	16	\$81,077		\$55,150	\$73,207	\$106,217	
Crime, Legal-Related: Service and Other							
CEO/Executive Director	6	\$82,284			\$72,318		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	12	\$132,294		\$68,130	\$91,956	\$133,185	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	22	\$190,605	\$31,896	\$58,738	\$85,044	\$175,850	\$325,655
Top Finance Position	5	\$224,831			\$196,689		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle, & Bone Diseases							
CEO/Executive Director	5	\$74,700			\$75,000		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	10	\$94,911		\$59,830	\$65,500	\$139,367	
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	24	\$85,655	\$29,567	\$65,260	\$79,956	\$100,626	\$129,202
Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C.							
CEO/Executive Director	5	\$94,953			\$81,571		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	32	\$142,701	\$30,326	\$38,215	\$62,604	\$86,827	\$206,674
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	48	\$102,806	\$38,964	\$51,465	\$84,674	\$121,344	\$213,776
Top Administrative Position	5	\$120,432			\$145,488		
Top Finance Position	7	\$101,924			\$85,988		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	77	\$116,766	\$42,804	\$65,794	\$83,767	\$157,500	\$222,709
Top Administrative Position	7	\$131,481			\$120,580		
Top Finance Position	16	\$118,546		\$77,320	\$115,376	\$157,638	
Top Operations Position	11	\$105,274		\$65,235	\$94,639	\$144,103	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	341	\$139,913	\$39,000	\$63,270	\$108,966	\$160,443	\$261,000
Top Administrative Position	72	\$132,650	\$52,173	\$85,585	\$118,948	\$157,352	\$236,035
Top Business Position	21	\$96,618	\$48,323	\$63,086	\$83,704	\$113,393	\$161,874
Top Development Position	23	\$152,769	\$96,787	\$121,172	\$133,872	\$189,702	\$239,327
Top Education Position	22	\$125,544	\$74,519	\$102,887	\$120,266	\$157,533	\$172,691
Top Facilities Position	8	\$144,292			\$150,587		
Top Finance Position	95	\$121,695	\$40,629	\$75,727	\$105,253	\$159,801	\$217,822
Top Human Resources Position	7	\$157,705			\$149,240		
Top Operations Position	37	\$119,066	\$57,043	\$93,771	\$113,162	\$140,121	\$174,011
Top Program Position	6	\$135,718			\$103,332		
Top Technology Position	8	\$149,483			\$140,154		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	15	\$144,246		\$80,231	\$130,933	\$178,264	
Top Development Position	5	\$131,577			\$134,240		
Top Education Position	5	\$137,193			\$110,000		
Top Finance Position	7	\$148,184			\$142,630		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	53	\$383,923	\$96,873	\$135,377	\$294,680	\$433,539	\$665,159
Top Administrative Position	25	\$227,376	\$121,375	\$141,943	\$172,563	\$287,176	\$355,487
Top Business Position	9	\$224,581			\$197,314		
Top Development Position	23	\$255,226	\$101,830	\$154,345	\$199,351	\$301,174	\$579,527
Top Education Position	33	\$239,744	\$114,195	\$132,952	\$188,575	\$261,391	\$366,626
Top Finance Position	37	\$241,503	\$91,566	\$118,959	\$152,878	\$255,784	\$413,807
Top Human Resources Position	6	\$206,937			\$178,423		
Top Legal Position	8	\$375,776			\$352,419		
Top Marketing Position	6	\$283,069			\$318,482		
Top Operations Position	7	\$244,370			\$183,056		
Top PR/Communications Position	7	\$266,291			\$187,752		
Top Technology Position	12	\$298,618		\$172,909	\$227,356	\$322,320	
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	8	\$108,353			\$97,813		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	76	\$194,003	\$33,344	\$66,175	\$93,618	\$183,434	\$300,847
Top Administrative Position	6	\$127,857			\$107,127		
Top Education Position	5	\$149,871			\$131,123		
Top Finance Position	13	\$140,885		\$90,974	\$131,831	\$172,824	
Top Operations Position	10	\$195,903		\$156,152	\$184,659	\$200,536	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	38	\$158,896	\$34,550	\$60,602	\$92,207	\$166,834	\$249,896
Top Finance Position	8	\$185,710			\$149,252		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Educational Institutions and Related Activities: Vocational & Technical Schools							
CEO/Executive Director	5	\$134,541			\$105,518		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	41	\$102,397	\$25,400	\$50,961	\$108,343	\$139,800	\$167,468
Top Education Position	7	\$92,169			\$96,109		
Top Finance Position	11	\$78,110		\$45,932	\$81,544	\$110,385	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	21	\$141,675	\$55,000	\$60,501	\$100,000	\$174,721	\$310,960
Top Finance Position	5	\$106,952			\$78,093		
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	7	\$79,978			\$74,500		
Environmental Quality, Protection, and Beautification: Environmental Beautification							
CEO/Executive Director	10	\$96,221		\$33,879	\$82,896	\$154,038	
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	9	\$76,134			\$80,943		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	32	\$103,996	\$55,326	\$66,491	\$89,684	\$121,061	\$193,174
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	11	\$119,506		\$66,023	\$77,954	\$160,818	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	65	\$102,680	\$24,400	\$46,865	\$77,336	\$113,658	\$178,748
Top Development Position	7	\$148,206			\$132,957		
Top Finance Position	13	\$114,687		\$85,383	\$122,133	\$147,220	
Top Operations Position	11	\$108,585		\$34,749	\$99,700	\$157,216	
Food, Agriculture, and Nutrition: Nutrition							
CEO/Executive Director	11	\$99,289		\$46,526	\$82,900	\$126,647	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	65	\$239,265	\$72,000	\$108,150	\$169,501	\$223,994	\$449,859
Top Development Position	6	\$164,785			\$144,327		
Top Finance Position	43	\$226,602	\$67,140	\$102,849	\$122,958	\$241,550	\$457,064
Top Operations Position	26	\$243,136	\$76,699	\$102,205	\$144,893	\$205,922	\$516,669
Top Technology Position	5	\$275,453			\$97,889		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	16	\$132,662		\$65,768	\$108,877	\$175,290	
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	15	\$84,710		\$35,193	\$75,000	\$111,755	
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	46	\$200,335	\$48,200	\$70,101	\$113,224	\$213,385	\$413,493
Top Finance Position	18	\$145,526		\$85,018	\$142,805	\$202,076	
Top Human Resources Position	5	\$204,296			\$159,126		
Top Operations Position	13	\$201,003		\$145,799	\$208,060	\$241,010	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	96	\$546,566	\$51,724	\$114,533	\$234,737	\$702,171	\$1,170,376
Top Administrative Position	11	\$247,784		\$135,477	\$177,718	\$317,628	
Top Business Position	6	\$342,881			\$315,102		
Top Development Position	10	\$201,888		\$143,451	\$176,275	\$271,324	
Top Education Position	6	\$428,684			\$204,188		
Top Finance Position	60	\$357,407	\$71,380	\$133,045	\$250,606	\$382,500	\$503,705
Top Human Resources Position	17	\$411,657		\$186,765	\$213,451	\$303,050	
Top Legal Position	7	\$478,156			\$456,697		
Top Operations Position	39	\$474,220	\$125,913	\$146,773	\$253,101	\$389,488	\$1,037,114
Top PR/Communications Position	5	\$346,545			\$355,031		
Top Technology Position	14	\$573,805		\$156,529	\$383,413	\$775,493	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	15	\$189,463		\$79,440	\$135,940	\$208,071	
Top Administrative Position	7	\$107,740			\$117,300		
Top Finance Position	6	\$134,864			\$141,607		
Top Operations Position	5	\$161,429			\$151,049		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	16	\$97,827		\$37,990	\$67,123	\$135,772	
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	24	\$97,959	\$44,954	\$67,241	\$92,952	\$122,975	\$162,386

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	21	\$127,939	\$41,470	\$60,000	\$81,442	\$169,984	\$238,230
Top Finance Position	6	\$134,413			\$135,445		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	44	\$279,371	\$37,314	\$65,750	\$120,285	\$266,398	\$668,698
Top Development Position	5	\$241,921			\$247,731		
Top Finance Position	12	\$270,348		\$189,259	\$237,350	\$345,642	
Top Operations Position	9	\$243,517			\$225,287		
Top Program Position	5	\$235,864			\$153,765		
Top Technology Position	5	\$239,516			\$232,367		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	13	\$105,584		\$64,255	\$78,390	\$149,736	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	92	\$126,526	\$39,307	\$60,545	\$91,227	\$147,256	\$224,739
Top Administrative Position	11	\$104,548		\$61,581	\$106,615	\$123,182	
Top Business Position	7	\$140,281			\$138,482		
Top Finance Position	14	\$99,875		\$71,934	\$89,932	\$124,461	
Top Operations Position	8	\$112,906			\$92,567		
Housing, Shelter: Housing Support							
CEO/Executive Director	19	\$85,373		\$61,580	\$77,353	\$101,078	
Housing, Shelter: Service and Other							
CEO/Executive Director	10	\$78,772		\$45,005	\$69,509	\$94,607	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Housing, Shelter: Temporary Housing							
CEO/Executive Director	33	\$100,405	\$41,642	\$55,686	\$61,800	\$134,990	\$185,892
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	188	\$91,902	\$30,868	\$44,415	\$67,256	\$118,685	\$173,012
Top Administrative Position	7	\$68,351			\$69,009		
Top Development Position	5	\$98,338			\$113,998		
Top Finance Position	43	\$107,649	\$38,141	\$54,136	\$85,361	\$132,959	\$220,074
Top Operations Position	10	\$153,458		\$117,323	\$149,135	\$169,798	
Top Program Position	10	\$60,733		\$34,429	\$40,975	\$100,122	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	201	\$124,654	\$32,042	\$52,500	\$84,000	\$138,750	\$218,751
Top Administrative Position	7	\$93,473			\$75,377		
Top Development Position	12	\$145,837		\$127,874	\$149,526	\$172,071	
Top Finance Position	35	\$170,994	\$36,534	\$63,513	\$95,481	\$143,245	\$187,016
Top Human Resources Position	8	\$114,357			\$117,559		
Top Operations Position	19	\$187,940		\$71,678	\$129,329	\$167,686	
Top Program Position	22	\$110,931	\$33,450	\$56,369	\$90,593	\$168,643	\$199,193
Top Technology Position	5	\$139,179			\$136,652		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	67	\$78,527	\$39,494	\$49,459	\$65,655	\$91,243	\$141,448
Top Finance Position	13	\$87,218		\$41,998	\$73,003	\$93,737	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	116	\$82,582	\$32,148	\$50,812	\$74,266	\$95,279	\$133,042
Top Finance Position	14	\$88,579		\$50,255	\$76,282	\$100,241	
Top Program Position	5	\$131,692			\$114,961		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	199	\$102,232	\$35,577	\$52,620	\$81,192	\$123,119	\$189,919
Top Administrative Position	8	\$81,110			\$71,571		
Top Development Position	12	\$138,180		\$119,019	\$135,999	\$164,973	
Top Finance Position	50	\$103,586	\$50,483	\$67,811	\$82,312	\$116,795	\$191,945
Top Human Resources Position	7	\$177,852			\$153,558		
Top Operations Position	25	\$127,573	\$53,980	\$82,782	\$110,001	\$169,091	\$209,958
Top Program Position	7	\$89,950			\$110,000		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	32	\$102,874	\$21,338	\$39,590	\$69,002	\$128,457	\$209,619
Top Finance Position	5	\$129,401			\$140,529		
Top Operations Position	5	\$248,685			\$318,834		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	31	\$86,099	\$34,420	\$41,979	\$76,629	\$108,717	\$165,000
Top Finance Position	5	\$80,898			\$60,000		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	60	\$129,316	\$31,088	\$77,415	\$103,518	\$161,312	\$241,361
Top Administrative Position	10	\$85,442		\$52,160	\$83,858	\$110,092	
Top Finance Position	18	\$135,678		\$87,263	\$130,646	\$170,894	
Top Marketing Position	5	\$84,602			\$106,672		
Top Operations Position	12	\$134,147		\$110,375	\$117,457	\$159,779	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	26	\$96,951	\$38,428	\$58,074	\$86,801	\$123,977	\$166,835
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	48	\$72,791	\$28,322	\$34,191	\$59,583	\$99,362	\$129,937
Top Finance Position	5	\$48,217			\$40,292		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	8	\$120,619			\$78,219		
Medical Research: Service and Other							
CEO/Executive Director	5	\$158,607			\$137,438		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	17	\$72,778		\$56,500	\$67,956	\$87,945	
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	12	\$93,911		\$60,420	\$82,739	\$124,084	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	11	\$81,654		\$71,238	\$80,491	\$88,390	
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	5	\$78,602			\$58,479		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	46	\$126,707	\$53,599	\$68,611	\$99,663	\$144,876	\$250,945
Top Finance Position	8	\$116,095			\$93,162		
Top Operations Position	8	\$133,154			\$126,679		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	11	\$103,855		\$38,207	\$70,000	\$75,240	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	59	\$97,197	\$45,469	\$69,715	\$83,472	\$118,137	\$147,334
Top Finance Position	15	\$71,569		\$55,275	\$73,008	\$94,875	
Top Operations Position	8	\$80,843			\$78,080		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	29	\$118,471	\$38,821	\$55,385	\$78,336	\$146,542	\$220,435
Top Development Position	6	\$163,045			\$172,667		
Top Finance Position	8	\$92,556			\$77,983		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	17	\$105,546		\$53,756	\$98,791	\$116,239	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	16	\$108,469		\$73,464	\$104,630	\$139,720	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	40	\$149,861	\$49,875	\$81,134	\$112,547	\$177,893	\$264,274
Top Finance Position	9	\$176,128			\$158,571		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	7	\$93,530			\$78,522		
Philanthropy, Voluntarism, and Grantmaking Foundations: Voluntarism Promotion							
CEO/Executive Director	6	\$80,629			\$47,600		
Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	16	\$68,742		\$45,775	\$66,528	\$83,029	
Top Finance Position	6	\$52,900			\$59,661		
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	5	\$91,554			\$102,065		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	14	\$88,900		\$52,383	\$93,150	\$116,281	
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	13	\$110,091		\$48,500	\$88,838	\$117,126	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	11	\$262,688		\$48,668	\$98,806	\$155,756	
Public, Society Benefit—Multipurpose and Other: Public Utilities							
CEO/Executive Director	5	\$179,764			\$110,000		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	17	\$144,152		\$59,401	\$94,669	\$187,584	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	66	\$117,165	\$29,250	\$39,313	\$62,034	\$95,638	\$200,852
Top Administrative Position	6	\$51,048			\$39,618		
Top Finance Position	16	\$93,258		\$30,863	\$49,415	\$106,540	
Top Operations Position	6	\$164,850			\$109,186		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	12	\$84,665		\$53,295	\$70,133	\$80,540	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	15	\$143,279		\$69,815	\$105,726	\$242,579	
Top Finance Position	6	\$107,288			\$86,996		
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	7	\$91,511			\$84,000		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	13	\$198,994		\$65,000	\$104,972	\$261,846	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	5	\$152,092			\$77,438		
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	5	\$161,205			\$75,442		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	459	\$72,870	\$24,424	\$35,000	\$59,461	\$90,400	\$136,996
Top Administrative Position	13	\$47,905		\$20,000	\$49,950	\$63,618	
Top Development Position	13	\$92,927		\$46,259	\$89,713	\$112,985	
Top Finance Position	42	\$59,663	\$17,845	\$26,495	\$51,142	\$66,028	\$91,259
Top Operations Position	16	\$95,085		\$59,303	\$80,967	\$131,506	
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	10	\$68,248		\$30,584	\$41,908	\$85,941	
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	6	\$78,039			\$77,387		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	48	\$75,587	\$27,817	\$36,568	\$55,797	\$80,841	\$104,819
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	28	\$84,697	\$25,632	\$44,396	\$73,852	\$120,018	\$162,295
Top Finance Position	5	\$153,480			\$127,009		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	29	\$82,002	\$30,961	\$39,105	\$63,584	\$97,522	\$142,854
Top Finance Position	6	\$67,355			\$52,984		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	5	\$115,049			\$96,836		
Unknown							
CEO/Executive Director	20	\$94,742	\$39,449	\$53,400	\$68,061	\$110,687	\$210,642
Top Finance Position	5	\$99,543			\$78,750		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	14	\$105,668		\$67,057	\$74,803	\$134,448	
Youth Development: Scouting							
CEO/Executive Director	30	\$185,954	\$58,284	\$106,704	\$140,261	\$235,966	\$316,711
Top Finance Position	9	\$164,013			\$159,502		
Top Operations Position	5	\$151,887			\$167,080		
Youth Development: Service and Other							
CEO/Executive Director	9	\$99,845			\$79,613		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	32	\$89,655	\$31,448	\$59,980	\$70,942	\$109,202	\$142,860
Top Finance Position	5	\$84,443			\$76,847		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	\$98,212			\$94,459		
Youth Development: Youth Development Programs							
CEO/Executive Director	98	\$84,769	\$30,364	\$48,979	\$77,625	\$105,608	\$137,029
Top Finance Position	9	\$79,917			\$27,000		
Top Operations Position	6	\$161,930			\$104,488		
Utah							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	11	\$88,119		\$63,716	\$79,317	\$97,683	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	6	\$71,414			\$78,562		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	6	\$155,322			\$90,339		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	10	\$103,315		\$60,125	\$91,311	\$116,377	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	17	\$101,570		\$43,333	\$70,800	\$113,703	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	\$101,246			\$102,496		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	\$100,101			\$94,334		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	\$78,660			\$61,083		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	\$98,847			\$94,396		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	38	\$133,512	\$46,068	\$73,083	\$99,814	\$139,904	\$228,608
Top Finance Position	6	\$133,551			\$150,514		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$483,451			\$563,531		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	\$174,296			\$135,668		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	5	\$84,456			\$75,311		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	6	\$93,665			\$75,895		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	10	\$94,995		\$61,564	\$69,615	\$83,438	

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	7	\$119,075			\$122,326		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	9	\$118,257			\$103,896		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	8	\$197,027			\$133,627		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	5	\$71,647			\$71,132		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	\$288,261			\$107,085		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	5	\$95,674			\$88,994		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	11	\$102,231		\$55,201	\$68,365	\$123,593	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	\$75,302			\$75,224		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	17	\$86,724		\$59,904	\$76,842	\$119,360	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	\$95,835		\$67,105	\$81,268	\$120,430	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	\$98,543			\$72,347		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	8	\$85,952			\$76,236		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	14	\$65,986		\$32,257	\$62,950	\$89,878	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	8	\$100,765			\$64,902		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	\$165,518			\$109,359		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	\$140,698			\$125,229		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	11	\$98,552		\$43,627	\$64,522	\$139,838	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$74,794			\$60,000		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Unknown							
CEO/Executive Director	5	\$64,625			\$38,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	7	\$94,956			\$66,754		
Vermont							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	9	\$49,948			\$56,034		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	15	\$61,306		\$46,385	\$63,703	\$68,319	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	6	\$82,516			\$70,750		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	16	\$86,967		\$51,313	\$58,764	\$84,761	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	10	\$110,373		\$67,291	\$86,433	\$145,316	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	23	\$62,443	\$26,540	\$40,047	\$50,000	\$77,672	\$93,302

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	\$81,511			\$78,531		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	\$101,178			\$74,413		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	\$58,860			\$57,176		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	9	\$109,672			\$119,449		
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	6	\$57,586			\$59,119		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	\$64,246			\$61,532		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	6	\$74,572			\$73,166		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	10	\$62,170		\$38,490	\$59,690	\$81,586	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	\$89,298			\$83,677		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	28	\$106,836	\$29,620	\$41,470	\$92,311	\$137,113	\$209,096
Top Finance Position	7	\$75,623			\$74,993		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	15	\$338,958		\$176,021	\$255,704	\$545,857	
Top Administrative Position	6	\$222,968			\$215,266		
Top Development Position	5	\$196,154			\$195,420		
Top Education Position	7	\$190,627			\$196,217		
Top Finance Position	11	\$198,154		\$120,727	\$195,700	\$241,372	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$164,967			\$108,940		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	6	\$70,253			\$68,468		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	16	\$90,980		\$49,429	\$71,861	\$102,926	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	11	\$76,388		\$51,037	\$81,600	\$92,093	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	11	\$130,052		\$100,835	\$116,941	\$153,091	
Top Finance Position	6	\$135,237			\$135,946		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	10	\$60,646		\$50,359	\$53,304	\$76,727	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	15	\$353,638		\$124,799	\$329,032	\$452,336	
Top Finance Position	12	\$278,866		\$214,046	\$245,718	\$296,764	
Top Human Resources Position	5	\$304,045			\$265,165		
Top Operations Position	5	\$447,248			\$255,821		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	9	\$177,596			\$150,873		
Top Finance Position	6	\$112,106			\$113,742		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	16	\$116,652		\$98,350	\$107,372	\$135,562	
Top Finance Position	5	\$74,223			\$70,933		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	24	\$86,549	\$29,675	\$49,943	\$85,181	\$118,931	\$141,350
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	25	\$68,620	\$38,618	\$48,928	\$61,671	\$81,251	\$99,057
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	8	\$42,255			\$45,904		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	22	\$66,226	\$31,313	\$41,712	\$62,488	\$82,510	\$109,237
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	\$88,628			\$91,247		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	\$97,689			\$69,350		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	14	\$147,900		\$70,470	\$127,655	\$180,303	
Top Finance Position	8	\$131,685			\$115,075		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	\$81,266			\$45,847		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	\$70,982			\$71,345		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	8	\$77,185			\$59,800		
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	5	\$77,566			\$75,528		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	6	\$59,393			\$59,868		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$60,873			\$63,819		
Youth Development: Youth Development Programs							
CEO/Executive Director	11	\$96,829		\$43,569	\$83,963	\$135,492	
Virginia							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	33	\$68,124	\$22,560	\$35,700	\$53,609	\$76,074	\$144,636
Top Finance Position	5	\$45,356			\$48,868		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	10	\$140,289		\$96,830	\$125,673	\$146,173	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	57	\$87,770	\$26,088	\$34,786	\$58,208	\$97,691	\$171,047
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	5	\$27,413			\$28,020		
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	9	\$101,941			\$92,700		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	28	\$83,799	\$42,062	\$50,176	\$67,676	\$105,294	\$162,079

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	17	\$243,310		\$95,314	\$116,265	\$230,174	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	45	\$150,692	\$36,023	\$62,308	\$93,016	\$169,671	\$289,711
Top Development Position	6	\$183,152			\$189,501		
Top Finance Position	7	\$132,471			\$110,688		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	64	\$77,069	\$27,610	\$37,292	\$60,500	\$94,352	\$118,368
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	15	\$248,816		\$141,883	\$199,678	\$331,129	
Top Finance Position	5	\$198,447			\$111,711		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	9	\$115,653			\$62,607		
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	9	\$170,702			\$134,624		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	10	\$92,613		\$51,464	\$81,379	\$110,987	
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	5	\$110,184			\$104,000		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	10	\$192,770		\$99,047	\$148,554	\$274,840	
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	15	\$207,625		\$71,597	\$158,143	\$271,916	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	23	\$96,471	\$46,948	\$60,711	\$82,500	\$101,234	\$199,632
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	13	\$150,234		\$54,602	\$84,932	\$157,691	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	28	\$127,770	\$33,294	\$54,273	\$85,895	\$162,844	\$295,660
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	8	\$173,603			\$141,276		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	6	\$109,770			\$102,093		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	12	\$52,420		\$44,681	\$54,613	\$61,456	
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	8	\$72,082			\$82,090		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Crime, Legal-Related: Service and Other							
CEO/Executive Director	7	\$181,734			\$167,980		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	8	\$171,993			\$140,223		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	10	\$234,430		\$130,741	\$249,559	\$306,566	
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	10	\$272,746		\$112,672	\$172,785	\$301,749	
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	14	\$87,729		\$65,841	\$75,307	\$119,533	
Top Finance Position	5	\$101,908			\$69,335		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	13	\$66,170		\$42,968	\$50,833	\$75,849	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	20	\$155,063	\$24,875	\$76,322	\$135,799	\$246,832	\$294,222
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	39	\$152,988	\$30,452	\$47,901	\$113,297	\$189,280	\$290,977
Top Education Position	5	\$111,325			\$126,215		
Top Finance Position	7	\$237,036			\$213,689		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	182	\$150,201	\$41,456	\$63,664	\$105,962	\$191,602	\$296,298
Top Administrative Position	20	\$82,101	\$29,206	\$38,375	\$52,734	\$102,553	\$150,641
Top Business Position	16	\$131,311		\$103,943	\$130,812	\$142,417	
Top Development Position	17	\$163,966		\$128,357	\$158,817	\$191,714	
Top Education Position	6	\$163,397			\$169,040		
Top Finance Position	42	\$142,922	\$57,881	\$97,795	\$123,267	\$156,718	\$275,686
Top Operations Position	17	\$159,173		\$97,929	\$140,582	\$182,507	
Top Program Position	6	\$131,964			\$131,136		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	38	\$374,721	\$81,700	\$167,379	\$293,496	\$422,159	\$714,902
Top Administrative Position	18	\$172,229		\$133,299	\$173,871	\$217,721	
Top Business Position	6	\$191,780			\$203,902		
Top Development Position	19	\$224,648		\$159,460	\$201,315	\$243,156	
Top Education Position	26	\$237,763	\$115,542	\$160,612	\$190,939	\$241,641	\$380,801
Top Finance Position	24	\$247,677	\$140,002	\$171,676	\$215,982	\$238,320	\$306,346
Top Legal Position	5	\$307,275			\$235,240		
Top Operations Position	5	\$376,392			\$111,077		
Top Technology Position	6	\$194,539			\$181,597		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	66	\$205,732	\$39,800	\$77,467	\$146,369	\$256,805	\$438,600
Top Administrative Position	5	\$215,593			\$205,432		
Top Development Position	6	\$250,366			\$268,087		
Top Finance Position	17	\$192,908		\$127,498	\$183,058	\$254,988	
Top Operations Position	10	\$317,896		\$189,189	\$244,288	\$325,079	
Top PR/Communications Position	5	\$194,231			\$216,692		
Top Technology Position	5	\$162,986			\$168,491		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	33	\$152,457	\$24,797	\$48,825	\$131,150	\$188,482	\$328,037
Top Finance Position	5	\$300,821			\$252,705		
Top Operations Position	5	\$164,799			\$201,304		
Educational Institutions and Related Activities: Vocational & Technical Schools							
CEO/Executive Director	6	\$192,406			\$200,259		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	14	\$102,977		\$64,079	\$85,461	\$106,651	
Employment, Job-Related: Service and Other							
CEO/Executive Director	7	\$268,015			\$172,727		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	15	\$172,654		\$100,631	\$123,098	\$200,353	
Top Finance Position	7	\$137,245			\$125,708		
Top Operations Position	5	\$219,511			\$238,804		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	6	\$241,021			\$123,830		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	41	\$150,774	\$48,376	\$60,550	\$92,477	\$181,544	\$406,617
Top Development Position	7	\$220,296			\$215,872		
Top Finance Position	11	\$169,937		\$109,962	\$190,329	\$233,331	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	12	\$126,054		\$51,660	\$93,132	\$193,420	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	21	\$92,826	\$34,210	\$47,700	\$68,765	\$114,718	\$161,246
Food, Agriculture, and Nutrition: Service and Other							
CEO/Executive Director	5	\$116,609			\$87,202		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	37	\$185,328	\$43,819	\$68,937	\$107,200	\$194,803	\$436,359
Top Finance Position	12	\$193,435		\$81,538	\$187,513	\$237,058	
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	10	\$135,637		\$66,573	\$89,907	\$130,354	
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	12	\$134,721		\$56,939	\$73,253	\$164,650	

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	24	\$238,501	\$32,500	\$107,808	\$176,269	\$344,433	\$470,557
Top Finance Position	10	\$138,554		\$31,531	\$137,358	\$178,071	
Top Operations Position	6	\$184,163			\$143,717		
Top Technology Position	5	\$206,905			\$165,661		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	43	\$705,946	\$86,794	\$131,470	\$236,051	\$546,409	\$1,203,687
Top Administrative Position	5	\$275,014			\$236,051		
Top Finance Position	24	\$294,621	\$79,435	\$108,864	\$190,072	\$434,039	\$646,282
Top Human Resources Position	10	\$338,345		\$247,991	\$372,126	\$426,830	
Top Operations Position	11	\$351,925		\$204,037	\$295,749	\$488,415	
Top Technology Position	9	\$404,911			\$367,885		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	9	\$226,082			\$254,400		
Top Administrative Position	6	\$154,963			\$153,452		
Top Finance Position	5	\$162,665			\$184,556		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	12	\$131,122		\$65,150	\$142,210	\$172,077	
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	7	\$102,452			\$72,193		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	8	\$100,159			\$68,205		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	36	\$269,576	\$48,417	\$106,235	\$194,385	\$313,104	\$488,698
Top Finance Position	11	\$252,848		\$145,377	\$165,676	\$190,247	
Top Operations Position	11	\$242,221		\$145,462	\$193,664	\$236,261	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	42	\$115,442	\$41,457	\$69,070	\$87,190	\$136,785	\$228,823
Top Administrative Position	6	\$142,090			\$139,962		
Top Finance Position	7	\$169,578			\$175,243		
Housing, Shelter: Housing Support							
CEO/Executive Director	16	\$139,542		\$57,867	\$105,021	\$179,266	
Top Finance Position	7	\$130,776			\$122,600		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	24	\$76,637	\$26,715	\$47,093	\$66,984	\$88,851	\$154,817
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	93	\$104,733	\$41,060	\$53,375	\$81,992	\$125,558	\$218,910
Top Finance Position	17	\$111,172		\$65,648	\$96,367	\$119,831	
Top Operations Position	5	\$154,841			\$139,703		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	62	\$114,760	\$36,107	\$61,428	\$89,770	\$126,318	\$208,555
Top Development Position	5	\$127,009			\$141,660		
Top Finance Position	14	\$133,828		\$85,654	\$127,174	\$174,539	
Top Operations Position	9	\$126,772			\$112,933		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	33	\$91,574	\$40,387	\$60,000	\$80,676	\$104,603	\$118,790
Top Finance Position	6	\$102,358			\$86,320		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	53	\$80,834	\$27,359	\$50,193	\$64,461	\$102,003	\$148,829
Top Finance Position	9	\$96,907			\$104,577		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	86	\$102,237	\$31,820	\$48,005	\$74,332	\$129,272	\$219,712
Top Finance Position	22	\$114,310	\$48,759	\$77,426	\$109,288	\$139,862	\$165,607
Top Operations Position	16	\$115,751		\$72,982	\$113,426	\$146,063	
Top Program Position	6	\$114,724			\$102,067		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	24	\$114,900	\$33,009	\$49,241	\$76,234	\$160,250	\$206,069
Top Finance Position	6	\$109,074			\$106,939		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	16	\$110,969		\$42,409	\$86,992	\$124,688	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	38	\$207,827	\$72,529	\$98,899	\$163,729	\$288,378	\$421,055
Top Administrative Position	12	\$122,928		\$114,388	\$133,276	\$136,380	
Top Finance Position	15	\$189,055		\$132,421	\$174,943	\$220,034	
Top Human Resources Position	7	\$189,335			\$180,035		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	15	\$170,692		\$58,668	\$103,794	\$240,709	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	36	\$137,706	\$24,147	\$42,308	\$87,050	\$196,418	\$361,620
Top Finance Position	7	\$157,072			\$147,859		
Top Operations Position	6	\$240,211			\$249,721		
International, Foreign Affairs, and National Security: International Peace & Security							
CEO/Executive Director	5	\$282,088			\$186,036		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	9	\$123,467			\$120,000		
International, Foreign Affairs, and National Security: Service and Other							
CEO/Executive Director	10	\$202,924		\$91,667	\$185,827	\$285,368	
Medical Research: Service and Other							
CEO/Executive Director	6	\$257,248			\$331,591		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	6	\$55,685			\$57,694		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	7	\$105,758			\$69,010		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	17	\$116,082		\$67,854	\$109,804	\$143,767	
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	10	\$206,557		\$61,128	\$92,372	\$193,880	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	8	\$104,508			\$64,591		
Mutual/Membership Benefit Organizations, Other: Service and Other							
CEO/Executive Director	9	\$258,070			\$227,163		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	14	\$104,639		\$40,609	\$64,852	\$130,073	
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	5	\$88,495			\$79,750		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	29	\$137,514	\$58,210	\$81,364	\$98,062	\$171,297	\$250,763
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	8	\$148,726			\$88,880		
Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	9	\$103,866			\$103,400		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Public Safety, Disaster Preparedness, and Relief: Safety Education							
CEO/Executive Director	7	\$287,663			\$199,102		
Public Safety, Disaster Preparedness, and Relief: Service and Other							
CEO/Executive Director	5	\$267,891			\$294,876		
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	9	\$168,585			\$126,893		
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	27	\$122,496	\$38,728	\$59,112	\$95,000	\$137,409	\$239,184
Top Finance Position	7	\$152,299			\$125,352		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	6	\$265,572			\$71,583		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	18	\$191,752		\$119,846	\$170,723	\$239,583	
Top Finance Position	5	\$184,739			\$184,663		
Top Operations Position	5	\$160,106			\$175,963		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	34	\$95,259	\$30,099	\$60,000	\$80,242	\$123,084	\$160,465
Top Technology Position	5	\$118,461			\$123,327		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	5	\$55,854			\$56,300		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	7	\$137,278			\$111,321		
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	7	\$120,091			\$60,008		
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	6	\$265,321			\$76,738		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	105	\$76,106	\$20,250	\$32,400	\$64,167	\$107,441	\$138,340
Top Finance Position	11	\$69,773		\$26,107	\$44,800	\$108,300	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	12	\$76,125		\$32,651	\$40,975	\$123,074	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	9	\$129,434			\$90,000		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	10	\$86,555		\$46,108	\$82,992	\$116,684	
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	7	\$871,027			\$427,390		
Top Finance Position	5	\$428,198			\$286,404		
Top Technology Position	5	\$357,281			\$251,998		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
CEO/Executive Director	8	\$195,438			\$165,223		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	8	\$266,059			\$282,590		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	8	\$222,584			\$155,577		
Social Science Research Institutes, Services: Social Science N.E.C.							
CEO/Executive Director	5	\$271,617			\$192,308		
Unknown							
CEO/Executive Director	10	\$176,743		\$55,479	\$125,808	\$220,938	
Top Finance Position	5	\$146,711			\$85,443		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	\$73,862			\$69,694		
Youth Development: Scouting							
CEO/Executive Director	6	\$154,827			\$148,839		
Youth Development: Service and Other							
CEO/Executive Director	6	\$69,143			\$56,913		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	14	\$83,818		\$60,625	\$72,966	\$83,640	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Youth Development: Youth Development Programs							
CEO/Executive Director	43	\$96,110	\$27,694	\$46,600	\$70,000	\$132,334	\$175,777
Top Finance Position	5	\$102,896			\$76,832		
Washington							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	28	\$66,840	\$26,051	\$36,811	\$64,007	\$84,839	\$115,888
Top Finance Position	7	\$71,536			\$60,704		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	15	\$76,068		\$55,396	\$80,634	\$90,297	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	54	\$76,692	\$39,101	\$50,406	\$66,955	\$95,050	\$114,938
Top Finance Position	5	\$99,554			\$86,195		
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	7	\$110,424			\$109,240		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	9	\$70,582			\$62,475		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	22	\$106,037	\$26,335	\$41,132	\$74,323	\$132,272	\$195,567
Top Administrative Position	6	\$132,095			\$120,305		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	29	\$106,738	\$31,354	\$61,250	\$83,377	\$144,450	\$179,163
Top Finance Position	7	\$138,682			\$136,947		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	83	\$81,856	\$30,904	\$45,380	\$65,626	\$99,871	\$157,814
Top Administrative Position	7	\$95,259			\$110,425		
Top Business Position	5	\$165,669			\$154,998		
Top Development Position	6	\$131,798			\$142,952		
Top Finance Position	12	\$102,822		\$60,884	\$111,939	\$129,607	
Top Marketing Position	6	\$143,372			\$141,267		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	10	\$82,632		\$47,593	\$69,116	\$98,533	
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	5	\$119,924			\$123,252		
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	5	\$84,757			\$75,856		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	10	\$85,823		\$61,066	\$73,421	\$89,851	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	7	\$99,085			\$99,883		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	30	\$74,138	\$22,928	\$49,935	\$69,356	\$85,293	\$127,295
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	7	\$63,683			\$63,063		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	10	\$91,479		\$55,048	\$80,237	\$115,278	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	10	\$91,865		\$69,688	\$84,128	\$93,081	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	18	\$95,521		\$51,496	\$80,645	\$132,866	
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	10	\$61,576		\$46,875	\$57,738	\$72,529	
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	7	\$100,078			\$45,024		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	\$181,880			\$72,000		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	6	\$136,911			\$86,605		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	8	\$73,561			\$70,062		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	7	\$65,953			\$60,000		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	23	\$121,602	\$45,934	\$63,261	\$99,039	\$138,096	\$202,590
Top Finance Position	5	\$169,734			\$157,203		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	36	\$73,266	\$21,500	\$44,328	\$63,778	\$93,500	\$117,921
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	139	\$135,553	\$37,797	\$67,623	\$105,552	\$168,550	\$272,930
Top Administrative Position	14	\$74,889		\$54,310	\$68,827	\$94,734	
Top Business Position	9	\$117,063			\$111,963		
Top Development Position	12	\$143,190		\$117,096	\$137,958	\$166,157	
Top Education Position	7	\$126,065			\$134,644		
Top Finance Position	51	\$115,102	\$45,602	\$70,540	\$104,231	\$144,349	\$232,483
Top Operations Position	15	\$117,408		\$74,368	\$92,360	\$145,203	
Top Technology Position	6	\$138,054			\$135,222		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	5	\$125,987			\$30,850		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	17	\$283,038		\$79,400	\$273,251	\$481,414	
Top Development Position	6	\$207,224			\$175,760		
Top Education Position	9	\$230,525			\$253,774		
Top Finance Position	11	\$220,556		\$152,225	\$208,744	\$274,500	
Top Technology Position	5	\$177,520			\$161,959		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	26	\$125,427	\$42,019	\$67,331	\$102,257	\$193,818	\$213,105
Top Finance Position	7	\$123,485			\$139,464		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	14	\$98,041		\$52,984	\$71,536	\$113,077	
Educational Institutions and Related Activities: Vocational & Technical Schools							
CEO/Executive Director	6	\$115,375			\$118,989		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	26	\$141,949	\$41,798	\$76,473	\$105,133	\$156,386	\$210,144
Top Finance Position	8	\$115,637			\$105,979		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	14	\$124,076		\$93,547	\$120,780	\$138,337	
Top Finance Position	5	\$111,698			\$82,161		
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	6	\$103,430			\$103,699		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	9	\$97,313			\$75,000		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	57	\$81,583	\$38,203	\$59,621	\$82,500	\$99,974	\$128,451
Environmental Quality, Protection, and Beautification: Pollution Abatement & Control							
CEO/Executive Director	7	\$81,363			\$74,000		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	12	\$97,114		\$75,011	\$87,446	\$115,916	
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	6	\$101,552			\$88,298		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	33	\$83,923	\$23,564	\$52,962	\$82,526	\$108,865	\$134,793
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	33	\$273,652	\$58,123	\$108,360	\$220,793	\$298,998	\$601,035
Top Finance Position	17	\$152,470		\$101,357	\$146,909	\$193,013	
Top Operations Position	10	\$211,577		\$137,767	\$176,905	\$241,890	
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	7	\$70,944			\$55,200		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	6	\$54,981			\$46,058		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	14	\$181,283		\$57,223	\$108,287	\$153,808	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	37	\$649,594	\$164,730	\$256,183	\$387,879	\$943,775	\$1,453,484
Top Administrative Position	7	\$464,284			\$408,421		
Top Finance Position	26	\$420,050	\$136,817	\$204,463	\$351,020	\$454,074	\$601,879
Top Human Resources Position	9	\$441,052			\$340,737		
Top Operations Position	20	\$431,119	\$228,113	\$274,049	\$350,979	\$558,528	\$707,903
Top Technology Position	6	\$650,643			\$506,294		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	15	\$184,455		\$137,309	\$174,634	\$217,099	
Top Administrative Position	5	\$171,061			\$163,030		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	15	\$107,326		\$70,375	\$86,902	\$137,361	
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	13	\$93,930		\$36,364	\$46,971	\$57,154	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	22	\$181,375	\$40,914	\$86,900	\$113,618	\$194,972	\$268,373
Top Development Position	5	\$177,852			\$120,202		
Top Finance Position	5	\$270,935			\$159,713		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	8	\$113,124			\$88,958		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	48	\$90,468	\$47,326	\$61,963	\$82,469	\$107,309	\$150,659
Top Finance Position	10	\$74,761		\$43,142	\$67,852	\$102,126	
Housing, Shelter: Housing Support							
CEO/Executive Director	8	\$69,241			\$71,613		
Housing, Shelter: Service and Other							
CEO/Executive Director	5	\$97,164			\$90,703		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	21	\$79,642	\$44,532	\$54,445	\$71,400	\$97,241	\$134,862
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	110	\$93,162	\$42,796	\$57,341	\$82,381	\$121,668	\$153,455
Top Finance Position	20	\$89,386	\$37,721	\$56,712	\$95,371	\$110,464	\$132,996
Top Operations Position	7	\$94,149			\$119,636		
Top Program Position	6	\$84,116			\$80,014		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	68	\$85,789	\$29,175	\$51,926	\$76,661	\$106,943	\$143,271
Top Finance Position	12	\$65,623		\$43,745	\$62,671	\$82,159	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	19	\$70,178		\$51,269	\$67,555	\$83,051	
Top Finance Position	5	\$68,686			\$61,477		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	32	\$82,996	\$35,233	\$52,674	\$73,031	\$94,970	\$138,298
Top Finance Position	7	\$58,023			\$46,879		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	101	\$109,786	\$42,018	\$61,386	\$96,513	\$127,415	\$204,998
Top Finance Position	31	\$108,204	\$75,119	\$78,991	\$106,228	\$125,325	\$151,479
Top Operations Position	14	\$126,623		\$91,389	\$117,379	\$154,029	
Top Program Position	6	\$68,801			\$39,950		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	22	\$121,677	\$43,261	\$62,716	\$106,955	\$148,999	\$230,045
Top Finance Position	9	\$119,198			\$116,610		
Top Operations Position	7	\$122,782			\$99,317		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	14	\$117,763		\$73,531	\$98,250	\$141,210	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	23	\$144,762	\$31,663	\$79,794	\$98,181	\$195,660	\$266,051
Top Administrative Position	6	\$75,928			\$83,841		
Top Finance Position	8	\$176,617			\$157,201		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	22	\$95,061	\$44,975	\$61,359	\$80,753	\$109,375	\$135,695
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	29	\$121,437	\$24,203	\$42,668	\$63,943	\$124,571	\$217,992
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	8	\$154,828			\$99,660		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	5	\$81,971			\$73,400		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	5	\$89,147			\$66,721		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	28	\$167,555	\$65,141	\$111,458	\$149,370	\$203,754	\$289,417
Top Finance Position	17	\$115,733		\$86,426	\$109,599	\$129,987	
Top Operations Position	7	\$157,494			\$147,562		
Top Technology Position	5	\$130,346			\$123,907		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	20	\$117,080	\$52,788	\$87,268	\$119,296	\$149,700	\$177,081
Top Finance Position	6	\$86,520			\$91,878		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	12	\$107,163		\$61,432	\$74,564	\$149,234	
Top Finance Position	5	\$72,402			\$64,793		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.							
CEO/Executive Director	5	\$90,126			\$77,025		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	23	\$145,583	\$72,702	\$93,659	\$126,154	\$172,527	\$230,945
Top Finance Position	9	\$112,441			\$103,277		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	8	\$97,705			\$72,828		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	6	\$160,314			\$173,998		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	10	\$110,037		\$95,027	\$113,078	\$131,960	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	25	\$70,967	\$23,460	\$33,125	\$66,490	\$95,734	\$125,016

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	6	\$144,268			\$132,676		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	\$100,021			\$85,932		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	12	\$72,547		\$45,853	\$49,841	\$97,561	
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	7	\$79,112			\$69,044		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	6	\$103,468			\$64,123		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	68	\$55,220	\$24,313	\$33,936	\$53,486	\$71,836	\$93,235
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	12	\$50,320		\$39,375	\$51,625	\$58,987	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	6	\$56,796			\$49,363		
Science and Technology Research Institutes, Services: General Science							
CEO/Executive Director	5	\$93,521			\$91,955		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Unknown							
CEO/Executive Director	37	\$87,902	\$37,737	\$51,288	\$67,530	\$110,790	\$139,318
Youth Development: Scouting							
CEO/Executive Director	14	\$131,138		\$88,660	\$124,701	\$144,643	
Youth Development: Service and Other							
CEO/Executive Director	10	\$63,672		\$38,250	\$58,205	\$92,982	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	19	\$100,491		\$56,973	\$93,014	\$118,819	
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	\$59,975			\$55,649		
Youth Development: Youth Development Programs							
CEO/Executive Director	61	\$80,222	\$43,000	\$49,999	\$73,940	\$96,324	\$121,748
Top Operations Position	5	\$88,949			\$83,959		

West Virginia

Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	5	\$91,385			\$48,000		
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Arts, Culture, and Humanities: Performing Arts

CEO/Executive Director	9	\$59,930			\$52,468		
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501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	25	\$67,399	\$33,925	\$50,870	\$68,016	\$81,430	\$89,025
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	\$99,519			\$81,629		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	\$86,130			\$107,328		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	7	\$49,905			\$47,498		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	14	\$74,777		\$35,259	\$67,437	\$90,213	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	10	\$201,521		\$115,499	\$135,641	\$234,653	
Top Education Position	6	\$137,924			\$135,130		
Top Finance Position	6	\$131,819			\$94,386		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	\$165,561			\$100,034		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	8	\$89,630			\$90,511		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	10	\$73,133		\$46,477	\$63,164	\$94,890	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$78,178			\$86,317		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	\$57,552			\$53,199		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	24	\$189,073	\$79,231	\$99,370	\$158,646	\$207,540	\$379,565
Top Finance Position	13	\$135,088		\$68,076	\$104,436	\$162,261	
Top Operations Position	6	\$134,736			\$146,252		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	8	\$97,822			\$91,387		
Top Finance Position	5	\$61,548			\$57,977		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	19	\$499,303		\$275,763	\$374,898	\$642,305	
Top Finance Position	20	\$276,353	\$94,669	\$124,077	\$175,859	\$377,318	\$513,792
Top Human Resources Position	5	\$389,017			\$355,775		
Top Legal Position	7	\$442,024			\$403,579		
Top Operations Position	10	\$367,192		\$277,266	\$287,175	\$439,128	
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	5	\$78,551			\$83,712		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$63,498			\$65,813		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	42	\$63,950	\$27,584	\$44,014	\$55,554	\$78,063	\$103,482
Top Finance Position	6	\$62,195			\$52,586		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	16	\$65,729		\$42,357	\$53,621	\$77,454	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	23	\$53,587	\$30,117	\$39,162	\$49,615	\$59,016	\$78,522
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	33	\$74,628	\$37,292	\$48,871	\$69,000	\$90,429	\$111,759
Top Finance Position	12	\$81,988		\$68,164	\$83,581	\$93,161	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	11	\$136,891		\$74,513	\$111,119	\$191,224	
Top Finance Position	6	\$107,916			\$103,505		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$66,487			\$70,672		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	10	\$118,343		\$85,219	\$110,881	\$130,983	
Top Finance Position	6	\$101,733			\$94,921		

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	6	\$69,414			\$76,089		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	\$107,518			\$77,816		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	16	\$71,431		\$33,425	\$47,442	\$71,366	

Wisconsin

Animal-Related: Animal Protection & Welfare

CEO/Executive Director	23	\$55,898	\$30,909	\$32,500	\$44,775	\$55,312	\$96,486
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Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	43	\$71,687	\$26,796	\$39,846	\$60,500	\$89,777	\$145,574
Top Finance Position	5	\$76,926			\$77,370		

Arts, Culture, and Humanities: Historical Organizations

CEO/Executive Director	18	\$53,763		\$33,150	\$57,461	\$66,119	
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Arts, Culture, and Humanities: Media & Communications

CEO/Executive Director	12	\$99,029		\$47,505	\$71,857	\$138,615	
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Arts, Culture, and Humanities: Museums

CEO/Executive Director	22	\$92,324	\$43,924	\$58,300	\$67,319	\$97,450	\$175,345
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501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	55	\$96,567	\$28,479	\$39,651	\$60,192	\$87,057	\$232,331
Top Finance Position	12	\$99,089		\$67,635	\$86,610	\$126,949	
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	6	\$121,144			\$114,341		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	10	\$75,324		\$43,415	\$78,752	\$91,455	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	5	\$114,311			\$105,314		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	\$179,898			\$135,499		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	31	\$103,515	\$27,461	\$37,500	\$80,673	\$109,970	\$139,264
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	9	\$74,953			\$72,533		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	5	\$74,528			\$68,565		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	25	\$109,123	\$50,303	\$65,542	\$95,000	\$119,734	\$205,300

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	6	\$149,644			\$54,165		
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	5	\$98,870			\$65,587		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	8	\$93,087			\$78,459		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	10	\$78,832		\$65,400	\$71,495	\$94,623	
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	6	\$70,023			\$69,434		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	8	\$119,833			\$87,016		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	\$127,437			\$67,480		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	13	\$108,545		\$47,486	\$61,873	\$133,671	
Top Finance Position	5	\$137,909			\$89,858		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	19	\$148,343		\$42,600	\$55,709	\$117,360	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	20	\$101,295	\$38,411	\$57,802	\$86,463	\$122,926	\$197,955
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	80	\$117,881	\$54,317	\$68,293	\$92,671	\$132,067	\$228,829
Top Administrative Position	16	\$70,433		\$42,985	\$53,415	\$99,670	
Top Finance Position	18	\$99,718		\$54,959	\$91,000	\$132,384	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	7	\$280,008			\$186,227		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	23	\$258,038	\$55,806	\$126,589	\$244,733	\$322,107	\$437,235
Top Administrative Position	7	\$174,376			\$199,877		
Top Business Position	6	\$142,474			\$142,280		
Top Development Position	8	\$256,895			\$188,820		
Top Education Position	17	\$171,717		\$132,246	\$151,144	\$176,442	
Top Finance Position	15	\$174,701		\$99,294	\$168,562	\$214,934	
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	\$78,937			\$87,863		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	28	\$125,047	\$27,365	\$61,662	\$109,088	\$169,484	\$220,580
Top Finance Position	5	\$150,334			\$124,110		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	10	\$162,105		\$54,457	\$113,200	\$145,377	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	12	\$116,297		\$99,836	\$106,979	\$123,363	
Top Finance Position	7	\$105,846			\$76,618		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	18	\$128,935		\$89,338	\$113,159	\$131,103	
Top Finance Position	6	\$117,739			\$90,512		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	6	\$67,693			\$60,012		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	42	\$84,453	\$48,075	\$61,689	\$81,763	\$96,528	\$117,355
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	6	\$69,520			\$73,954		
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	8	\$65,612			\$63,615		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	26	\$74,882	\$31,888	\$50,488	\$75,235	\$97,968	\$127,599

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	23	\$148,157	\$32,928	\$59,225	\$104,044	\$206,363	\$294,307
Top Finance Position	11	\$191,466		\$97,320	\$150,133	\$171,728	
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	17	\$135,268		\$73,290	\$86,136	\$190,293	
Top Finance Position	5	\$132,872			\$127,392		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	60	\$645,702	\$91,055	\$192,400	\$321,014	\$663,225	\$1,080,010
Top Administrative Position	8	\$255,159			\$202,820		
Top Finance Position	40	\$345,062	\$141,105	\$184,427	\$238,138	\$333,280	\$789,942
Top Human Resources Position	10	\$335,677		\$215,218	\$305,978	\$487,059	
Top Operations Position	17	\$455,896		\$244,634	\$262,361	\$531,133	
Top Technology Position	5	\$323,296			\$244,651		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	24	\$161,966	\$69,100	\$113,859	\$151,606	\$202,437	\$259,359
Top Administrative Position	8	\$119,071			\$111,437		
Top Finance Position	9	\$123,173			\$134,387		
Top Operations Position	8	\$148,172			\$142,980		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	14	\$134,299		\$74,167	\$105,609	\$187,545	
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	5	\$70,170			\$68,665		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	\$105,787			\$53,778		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	11	\$420,189		\$73,360	\$162,071	\$321,355	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	30	\$82,542	\$38,229	\$57,293	\$67,982	\$106,815	\$122,203
Top Finance Position	8	\$70,269			\$78,064		
Housing, Shelter: Housing Support							
CEO/Executive Director	18	\$108,126		\$68,376	\$105,451	\$128,629	
Top Finance Position	5	\$69,270			\$75,508		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	16	\$72,704		\$43,506	\$67,542	\$95,544	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	87	\$106,667	\$46,857	\$60,377	\$75,637	\$130,082	\$183,847
Top Finance Position	21	\$127,014	\$64,623	\$76,956	\$106,187	\$156,992	\$233,289
Top Operations Position	10	\$154,036		\$106,207	\$140,402	\$184,445	
Top Program Position	5	\$108,222			\$122,012		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	49	\$83,802	\$39,133	\$51,428	\$69,692	\$94,910	\$140,757
Top Administrative Position	9	\$63,669			\$60,476		
Top Finance Position	12	\$90,620		\$45,068	\$76,220	\$129,923	

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	14	\$79,336		\$51,678	\$57,146	\$83,125	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	54	\$69,088	\$30,562	\$45,432	\$66,880	\$87,486	\$110,100
Top Finance Position	5	\$74,332			\$74,791		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	105	\$112,628	\$24,320	\$53,819	\$94,794	\$153,299	\$207,892
Top Finance Position	31	\$100,991	\$42,322	\$65,983	\$83,838	\$117,925	\$181,195
Top Operations Position	12	\$130,573		\$102,212	\$128,590	\$148,889	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	28	\$116,672	\$40,615	\$55,522	\$93,690	\$133,150	\$251,264
Top Finance Position	5	\$140,752			\$131,897		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	10	\$112,339		\$72,532	\$85,507	\$111,395	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	37	\$154,964	\$50,080	\$75,029	\$137,641	\$183,453	\$265,594
Top Administrative Position	13	\$156,627		\$109,304	\$141,821	\$194,247	
Top Finance Position	17	\$123,087		\$89,529	\$122,537	\$143,774	
Top Operations Position	8	\$149,885			\$154,746		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	12	\$84,018		\$57,914	\$74,394	\$113,988	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	9	\$59,509			\$57,500		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	6	\$61,476			\$53,387		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	21	\$152,234	\$60,890	\$75,552	\$90,208	\$152,379	\$221,019
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	11	\$89,900		\$58,615	\$77,696	\$119,477	
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	20	\$106,543	\$50,925	\$66,314	\$77,966	\$127,262	\$165,372
Top Finance Position	6	\$80,285			\$68,314		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	25	\$119,291	\$47,679	\$65,765	\$88,496	\$147,359	\$207,775
Top Finance Position	6	\$131,719			\$128,913		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	9	\$196,045			\$88,452		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	6	\$90,696			\$113,267		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	9	\$85,293			\$52,832		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	24	\$85,985	\$45,026	\$58,527	\$86,051	\$100,020	\$111,447
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	12	\$76,582		\$48,899	\$79,136	\$98,792	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	8	\$63,885			\$66,042		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	7	\$49,525			\$51,944		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	52	\$79,801	\$28,182	\$53,025	\$72,861	\$110,200	\$124,563
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	9	\$105,613			\$62,500		
Top Finance Position	5	\$131,207			\$78,369		
Unknown							
CEO/Executive Director	6	\$108,589			\$100,420		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	12	\$63,207		\$54,215	\$61,237	\$70,868	

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Youth Development: Scouting							
CEO/Executive Director	11	\$192,962		\$152,986	\$199,847	\$225,669	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	23	\$107,893	\$51,856	\$63,063	\$94,520	\$113,385	\$139,033
Youth Development: Youth Development Programs							
CEO/Executive Director	29	\$83,696	\$34,200	\$45,000	\$73,052	\$107,522	\$150,611
Top Finance Position	5	\$61,063			\$44,998		
Wyoming							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$67,655			\$75,555		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	\$84,659		\$54,490	\$85,871	\$119,436	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	6	\$124,749			\$79,499		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	11	\$71,049		\$48,344	\$59,620	\$80,233	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	23	\$64,166	\$37,414	\$48,864	\$60,847	\$75,901	\$95,998
Top Finance Position	5	\$43,287			\$32,340		

501(c)(3) Organizations Compensation State by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	14	\$53,531		\$42,970	\$52,691	\$63,710	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	11	\$64,322		\$47,318	\$56,696	\$67,484	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	14	\$86,461		\$60,895	\$69,829	\$81,017	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$84,034			\$77,913		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	13	\$138,477		\$105,733	\$130,397	\$170,714	
Top Finance Position	5	\$66,282			\$50,875		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$57,276			\$55,384		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	\$41,262			\$36,000		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$56,881			\$50,000		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$96,443			\$95,533		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$131,421			\$118,084		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
Top Finance Position	5	\$93,186			\$91,806		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$78,070			\$97,016		
Top Business Position	10	\$128,124		\$106,517	\$130,339	\$147,099	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$158,177		\$92,217	\$149,982	\$211,729	
Top Business Position	5	\$135,408			\$104,161		
Top Finance Position	6	\$129,115			\$115,905		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	62	\$73,506	\$35,123	\$46,850	\$61,295	\$88,650	\$126,530
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$133,981	\$72,830	\$87,453	\$122,540	\$173,849	\$209,805
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$217,544	\$94,882	\$147,688	\$199,633	\$260,000	\$389,019

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	5	\$286,946			\$298,664		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	5	\$223,787			\$212,931		
Top Administrative Position	5	\$223,787			\$212,931		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	20	\$366,074	\$167,859	\$243,380	\$267,648	\$349,479	\$574,339
Top Administrative Position	15	\$273,459		\$169,441	\$247,249	\$304,521	
Top Finance Position	17	\$236,426		\$151,978	\$161,823	\$239,807	
Top Operations Position	8	\$302,842			\$223,603		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$149,798		\$126,568	\$138,226	\$162,247	
Greater than \$5 million							
CEO/Executive Director	15	\$317,433		\$210,164	\$267,450	\$425,173	
Top Finance Position	12	\$192,487		\$129,461	\$208,107	\$239,855	
Top Operations Position	10	\$190,061		\$134,219	\$169,191	\$216,078	
Top Technology Position	10	\$170,658		\$124,908	\$174,636	\$209,803	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Greater than \$5 million							
CEO/Executive Director	6	\$383,697			\$287,124		
Top Finance Position	6	\$208,768			\$207,092		
Top Operations Position	5	\$211,634			\$193,169		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$79,315			\$98,259		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$159,221			\$138,575		
Top Business Position	5	\$209,705			\$175,133		
Top Finance Position	6	\$165,885			\$164,225		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	22	\$68,410	\$25,351	\$40,876	\$60,220	\$88,867	\$116,652
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$122,049		\$87,840	\$115,021	\$145,100	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$182,897		\$107,812	\$190,749	\$216,547	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	8	\$369,809			\$370,823		
Top Administrative Position	5	\$294,087			\$278,929		
Top Facilities Position	5	\$209,770			\$175,449		
Top Finance Position	5	\$283,317			\$289,261		
Top Operations Position	5	\$263,212			\$207,131		
Arizona							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	7	\$61,163			\$47,865		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$164,310		\$114,393	\$164,105	\$224,080	
Greater than \$5 million							
CEO/Executive Director	10	\$264,643		\$143,969	\$193,928	\$209,123	
Top Finance Position	8	\$180,281			\$136,074		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	11	\$55,919		\$26,860	\$56,667	\$83,189	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$91,684			\$81,780		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$109,043			\$101,102		
Top Business Position	8	\$153,764			\$150,662		
Top Finance Position	12	\$132,886		\$86,221	\$152,025	\$185,624	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	73	\$70,789	\$30,000	\$44,372	\$70,614	\$95,000	\$113,543
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	\$139,820	\$77,387	\$99,698	\$138,564	\$180,522	\$214,138
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$201,859	\$105,320	\$124,227	\$180,427	\$241,751	\$331,353
Top Operations Position	5	\$172,818			\$189,143		
Greater than \$5 million							
CEO/Executive Director	12	\$388,142		\$275,376	\$347,988	\$477,184	
Top Business Position	5	\$171,816			\$163,456		
Top Finance Position	7	\$185,405			\$184,863		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$125,521			\$140,000		
Top Administrative Position	5	\$125,521			\$140,000		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	6	\$392,461			\$341,100		
Top Administrative Position	5	\$302,573			\$245,746		
Top Finance Position	7	\$158,923			\$143,869		
Top Operations Position	5	\$334,274			\$314,827		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	9	\$542,867			\$434,176		
Top Finance Position	8	\$264,599			\$243,323		
Top Operations Position	5	\$310,769			\$194,075		
Top Technology Position	5	\$282,693			\$266,753		
Arkansas							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
Top Finance Position	7	\$62,452			\$59,460		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$93,940			\$103,659		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	35	\$70,725	\$33,587	\$42,601	\$60,000	\$91,151	\$128,055

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$118,640		\$101,289	\$112,501	\$124,319	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$205,702		\$150,229	\$180,457	\$248,870	
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	15	\$377,140		\$238,687	\$315,644	\$437,703	
Top Administrative Position	8	\$213,232			\$190,290		
Top Finance Position	7	\$191,251			\$176,426		
Top Operations Position	9	\$222,702			\$220,170		
California							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	43	\$81,183	\$18,603	\$40,079	\$61,000	\$114,091	\$158,880
Top Finance Position	5	\$58,265			\$63,212		
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$112,384	\$28,675	\$73,447	\$104,075	\$165,361	\$186,284
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$211,057	\$108,223	\$122,479	\$165,762	\$223,400	\$378,754
Top Administrative Position	6	\$120,246			\$116,993		
Top Operations Position	5	\$196,054			\$183,331		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Greater than \$5 million							
CEO/Executive Director	35	\$484,898	\$140,948	\$181,351	\$287,174	\$465,884	\$850,468
Top Administrative Position	12	\$186,930		\$133,171	\$142,471	\$201,321	
Top Business Position	10	\$284,637		\$166,398	\$260,587	\$366,022	
Top Development Position	5	\$228,132			\$225,881		
Top Finance Position	25	\$212,088	\$110,955	\$120,888	\$195,853	\$280,559	\$331,784
Top Human Resources Position	6	\$198,458			\$196,921		
Top Legal Position	6	\$298,238			\$238,256		
Top Marketing Position	5	\$187,160			\$182,905		
Top Operations Position	14	\$529,704		\$175,149	\$228,881	\$299,998	
Top PR/Communications Position	5	\$215,813			\$176,726		
Top Technology Position	7	\$360,805			\$265,762		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	75	\$66,420	\$26,262	\$35,282	\$60,000	\$83,730	\$116,483
Top Administrative Position	7	\$73,751			\$50,359		
Top Finance Position	28	\$57,628	\$22,518	\$28,204	\$50,905	\$71,476	\$118,276
Between \$500 thousand and \$1 million							
CEO/Executive Director	53	\$95,493	\$32,258	\$61,719	\$92,906	\$121,851	\$169,224
Top Business Position	10	\$139,412		\$93,137	\$143,548	\$190,625	
Top Finance Position	34	\$109,288	\$37,874	\$65,404	\$93,849	\$153,212	\$196,110

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	127	\$158,035	\$72,634	\$105,671	\$153,657	\$207,261	\$251,951
Top Administrative Position	16	\$180,902		\$167,711	\$188,490	\$195,367	
Top Business Position	64	\$190,095	\$120,966	\$145,716	\$183,695	\$219,331	\$262,455
Top Education Position	5	\$189,513			\$193,168		
Top Finance Position	98	\$161,780	\$88,798	\$120,425	\$157,403	\$205,085	\$246,976
Greater than \$5 million							
CEO/Executive Director	74	\$247,916	\$101,553	\$145,687	\$211,657	\$280,866	\$379,122
Top Administrative Position	13	\$237,473		\$141,358	\$220,196	\$289,472	
Top Business Position	28	\$306,341	\$150,025	\$217,416	\$288,273	\$330,073	\$404,613
Top Finance Position	62	\$262,847	\$110,022	\$158,404	\$239,166	\$302,282	\$395,670
Top Human Resources Position	7	\$209,221			\$184,691		
Top Legal Position	16	\$261,232		\$206,729	\$214,602	\$317,369	
Top Operations Position	8	\$272,462			\$258,470		
Top PR/Communications Position	10	\$224,741		\$185,870	\$202,939	\$271,890	
Top Technology Position	6	\$229,610			\$225,574		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	325	\$76,227	\$37,396	\$49,000	\$69,333	\$92,700	\$125,963
Top Administrative Position	7	\$39,858			\$35,770		
Top Finance Position	6	\$111,006			\$94,742		
Top Operations Position	5	\$100,682			\$71,928		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	158	\$142,637	\$79,404	\$98,101	\$128,816	\$164,225	\$227,975
Top Operations Position	6	\$71,950			\$66,269		
Between \$1 million and \$5 million							
CEO/Executive Director	240	\$225,660	\$119,675	\$146,146	\$202,500	\$270,167	\$376,545
Top Administrative Position	9	\$152,215			\$154,227		
Top Business Position	9	\$194,491			\$191,235		
Top Education Position	7	\$137,378			\$132,833		
Top Finance Position	27	\$142,854	\$91,283	\$123,840	\$135,724	\$161,966	\$180,101
Top Legal Position	11	\$216,553		\$150,495	\$184,260	\$258,809	
Top Marketing Position	9	\$147,445			\$134,967		
Top Operations Position	17	\$176,908		\$112,630	\$141,345	\$209,781	
Top PR/Communications Position	13	\$165,356		\$135,467	\$172,163	\$193,491	
Top Technology Position	8	\$217,182			\$160,041		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	79	\$546,207	\$191,090	\$269,720	\$379,702	\$721,849	\$991,518
Top Administrative Position	10	\$214,467		\$145,075	\$169,476	\$211,323	
Top Business Position	26	\$221,051	\$114,720	\$146,108	\$205,384	\$264,425	\$348,016
Top Education Position	6	\$247,714			\$212,415		
Top Finance Position	41	\$247,891	\$113,630	\$159,401	\$223,027	\$316,417	\$416,453
Top Human Resources Position	17	\$203,505		\$156,771	\$192,551	\$232,444	
Top Legal Position	16	\$263,407		\$207,407	\$258,038	\$292,895	
Top Marketing Position	25	\$238,976	\$114,296	\$144,295	\$225,210	\$305,874	\$394,836
Top Operations Position	28	\$281,585	\$123,342	\$150,727	\$238,752	\$357,808	\$448,736
Top PR/Communications Position	21	\$229,366	\$152,253	\$185,347	\$229,796	\$266,824	\$305,874
Top Program Position	5	\$223,785			\$190,375		
Top Technology Position	32	\$243,496	\$135,241	\$185,848	\$219,117	\$294,297	\$345,852
501(c)(07)—Social and Recreational Clubs							
\$500 thousand or less							
CEO/Executive Director	7	\$47,861			\$47,524		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$121,873			\$121,329		
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$145,201	\$97,161	\$113,145	\$134,390	\$175,944	\$214,155
Top Administrative Position	39	\$144,280	\$90,145	\$111,034	\$134,390	\$176,798	\$215,266
Top Finance Position	11	\$115,915		\$103,489	\$119,438	\$139,527	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	56	\$260,950	\$143,277	\$162,459	\$248,717	\$320,652	\$371,705
Top Administrative Position	57	\$259,325	\$143,377	\$162,830	\$246,363	\$320,267	\$371,190
Top Facilities Position	31	\$230,707	\$132,763	\$168,914	\$223,795	\$276,973	\$338,581
Top Finance Position	42	\$167,508	\$126,506	\$133,679	\$159,868	\$186,341	\$227,066
Top Operations Position	11	\$280,926		\$196,122	\$281,491	\$305,914	
501(c)(08)—Fraternal Beneficiary Societies and Associations							
\$500 thousand or less							
Top Administrative Position	7	\$25,760			\$23,400		
501(c)(09)—Voluntary Employees Beneficiary Associations							
Greater than \$5 million							
Top Administrative Position	6	\$225,810			\$205,345		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$150,831		\$84,163	\$136,312	\$205,973	
Top Administrative Position	16	\$129,845		\$78,056	\$123,826	\$195,073	
Top Finance Position	5	\$86,992			\$89,733		
Greater than \$5 million							
CEO/Executive Director	5	\$385,655			\$469,721		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
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California

501(c)(13)—Cemetery Companies

Between \$1 million and \$5 million

CEO/Executive Director	7	\$155,218			\$161,731		
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501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds

Between \$1 million and \$5 million

CEO/Executive Director	25	\$152,621	\$95,819	\$104,859	\$150,000	\$170,000	\$212,954
Top Finance Position	11	\$98,553		\$66,751	\$96,598	\$129,664	

Greater than \$5 million

CEO/Executive Director	54	\$678,744	\$233,271	\$323,059	\$541,458	\$858,348	\$1,155,541
Top Administrative Position	13	\$287,535		\$160,846	\$238,826	\$411,974	
Top Business Position	17	\$238,828		\$186,171	\$221,930	\$288,035	
Top Finance Position	50	\$367,325	\$147,010	\$193,295	\$304,176	\$427,279	\$692,391
Top Human Resources Position	27	\$266,951	\$148,801	\$180,503	\$225,923	\$287,700	\$414,215
Top Marketing Position	26	\$211,335	\$141,419	\$164,792	\$195,621	\$239,461	\$300,892
Top Operations Position	35	\$324,235	\$128,960	\$228,092	\$288,987	\$380,490	\$521,595
Top PR/Communications Position	6	\$449,134			\$230,263		
Top Technology Position	43	\$262,581	\$159,011	\$186,884	\$235,226	\$330,596	\$415,233

Colorado

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less

CEO/Executive Director	6	\$49,862			\$44,625		
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Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$125,455			\$131,216		
Greater than \$5 million							
CEO/Executive Director	7	\$288,909			\$193,851		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	16	\$63,063		\$41,355	\$65,140	\$82,807	
Top Business Position	5	\$94,805			\$100,133		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$80,696			\$85,677		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$136,442		\$69,042	\$142,704	\$173,929	
Top Business Position	10	\$163,559		\$147,622	\$166,570	\$183,832	
Top Finance Position	13	\$130,745		\$72,802	\$139,916	\$176,556	
Greater than \$5 million							
CEO/Executive Director	5	\$205,055			\$204,872		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	90	\$74,691	\$37,193	\$51,544	\$66,522	\$88,896	\$114,292
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	\$132,599	\$74,537	\$96,839	\$116,800	\$163,286	\$199,604

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	65	\$212,396	\$91,473	\$156,002	\$205,544	\$269,577	\$329,583
Top Finance Position	9	\$121,781			\$132,767		
Top Operations Position	8	\$169,132			\$181,864		
Top Technology Position	5	\$138,526			\$134,620		
Greater than \$5 million							
CEO/Executive Director	18	\$529,474		\$282,834	\$420,833	\$563,572	
Top Business Position	5	\$201,107			\$197,712		
Top Finance Position	13	\$209,629		\$153,457	\$182,434	\$230,333	
Top Operations Position	10	\$322,510		\$205,525	\$234,986	\$332,724	
Top PR/Communications Position	5	\$187,766			\$209,933		
Top Technology Position	5	\$278,779			\$169,955		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$154,209			\$151,775		
Top Administrative Position	7	\$133,993			\$145,657		
Greater than \$5 million							
CEO/Executive Director	10	\$228,917		\$194,997	\$216,964	\$243,286	
Top Administrative Position	9	\$238,911			\$220,008		
Top Facilities Position	6	\$183,521			\$176,959		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	18	\$338,262		\$271,341	\$324,026	\$363,621	
Top Administrative Position	9	\$271,102			\$267,618		
Top Finance Position	12	\$201,264		\$146,834	\$187,907	\$214,759	
Top Operations Position	16	\$225,195		\$169,821	\$213,019	\$254,406	
Top Technology Position	5	\$188,659			\$197,486		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$158,681			\$154,436		
Greater than \$5 million							
CEO/Executive Director	13	\$819,905		\$274,055	\$401,507	\$917,065	
Top Finance Position	11	\$314,991		\$165,696	\$223,224	\$304,128	
Top Human Resources Position	5	\$236,129			\$144,962		
Top Marketing Position	6	\$272,279			\$118,679		
Top Operations Position	9	\$218,634			\$168,160		
Top Technology Position	9	\$246,857			\$169,216		
Connecticut							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	7	\$89,126			\$55,930		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	15	\$39,421		\$17,594	\$25,876	\$62,546	
Top Finance Position	6	\$74,748			\$59,995		
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$112,615		\$71,628	\$92,834	\$139,791	
Top Business Position	7	\$179,251			\$181,855		
Top Finance Position	11	\$132,709		\$91,032	\$136,418	\$186,114	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$153,454	\$36,998	\$96,443	\$164,824	\$204,521	\$241,302
Top Business Position	7	\$196,000			\$188,335		
Top Finance Position	18	\$174,339		\$127,599	\$193,289	\$232,582	
Greater than \$5 million							
CEO/Executive Director	6	\$183,926			\$142,818		
Top Finance Position	5	\$226,423			\$278,044		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	51	\$79,460	\$35,000	\$55,300	\$74,000	\$99,110	\$127,026
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$149,505	\$89,376	\$94,922	\$144,724	\$187,602	\$227,580
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$249,114	\$149,739	\$174,936	\$237,378	\$319,159	\$365,931
Top Finance Position	6	\$149,195			\$130,847		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$155,088		\$113,099	\$139,282	\$162,549	
Top Administrative Position	18	\$159,130		\$114,124	\$141,196	\$164,665	
Top Facilities Position	9	\$150,514			\$146,395		
Top Finance Position	6	\$107,545			\$110,031		
Greater than \$5 million							
CEO/Executive Director	24	\$279,166	\$177,151	\$211,547	\$287,196	\$324,292	\$383,484
Top Administrative Position	24	\$279,166	\$177,151	\$211,547	\$287,196	\$324,292	\$383,484
Top Facilities Position	20	\$222,901	\$149,189	\$183,299	\$221,122	\$263,717	\$292,527
Top Finance Position	21	\$162,314	\$130,612	\$145,243	\$151,382	\$172,993	\$196,581
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	7	\$426,064			\$395,357		
Top Finance Position	7	\$219,670			\$181,542		

Delaware

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	10	\$81,114		\$60,313	\$75,086	\$82,350	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$109,247			\$118,283		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$167,829		\$104,934	\$135,974	\$177,176	
District of Columbia							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	16	\$78,588		\$36,794	\$68,837	\$98,504	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$183,070		\$103,418	\$159,298	\$215,856	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$276,057	\$138,552	\$184,306	\$276,551	\$365,614	\$404,129
Top Operations Position	5	\$118,486			\$134,488		
Top PR/Communications Position	5	\$136,353			\$133,554		
Greater than \$5 million							
CEO/Executive Director	30	\$374,529	\$138,704	\$220,841	\$367,458	\$496,371	\$643,330
Top Development Position	6	\$245,474			\$169,534		
Top Finance Position	16	\$208,851		\$155,205	\$187,297	\$228,764	
Top Legal Position	5	\$217,271			\$205,410		
Top Operations Position	9	\$211,517			\$197,182		
Top PR/Communications Position	17	\$179,851		\$126,908	\$153,757	\$217,507	
Top Program Position	6	\$215,210			\$223,083		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	7	\$71,273			\$70,761		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$162,999			\$149,050		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$200,354		\$133,426	\$176,833	\$219,302	
Top Finance Position	7	\$151,934			\$175,895		
Top Legal Position	6	\$185,356			\$191,138		
Greater than \$5 million							
CEO/Executive Director	34	\$500,636	\$200,301	\$285,650	\$389,030	\$550,369	\$652,428
Top Administrative Position	6	\$284,783			\$251,086		
Top Finance Position	29	\$368,608	\$204,621	\$235,126	\$323,216	\$451,372	\$543,530
Top Legal Position	19	\$344,473		\$249,684	\$321,428	\$385,553	
Top PR/Communications Position	6	\$232,313			\$236,833		
Top Technology Position	8	\$211,914			\$188,269		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	45	\$124,427	\$50,273	\$80,304	\$113,400	\$165,034	\$213,085
Between \$500 thousand and \$1 million							
CEO/Executive Director	43	\$238,164	\$116,570	\$161,438	\$222,534	\$289,734	\$387,512

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	163	\$347,065	\$162,445	\$216,089	\$303,000	\$419,370	\$572,543
Top Administrative Position	11	\$154,979		\$136,746	\$151,614	\$162,640	
Top Business Position	7	\$146,794			\$147,591		
Top Finance Position	26	\$164,801	\$84,892	\$117,712	\$148,876	\$187,180	\$233,944
Top Legal Position	15	\$256,395		\$152,631	\$199,447	\$324,732	
Top Marketing Position	7	\$142,054			\$162,611		
Top Operations Position	34	\$201,705	\$130,964	\$162,939	\$195,128	\$233,377	\$284,080
Top PR/Communications Position	19	\$189,796		\$131,603	\$142,545	\$204,192	
Top Program Position	7	\$154,219			\$129,389		
Top Technology Position	9	\$160,619			\$157,182		
Greater than \$5 million							
CEO/Executive Director	160	\$1,287,405	\$358,131	\$510,194	\$804,669	\$1,570,044	\$2,887,236
Top Administrative Position	39	\$274,574	\$134,395	\$172,750	\$217,540	\$294,130	\$556,590
Top Business Position	31	\$316,145	\$187,687	\$216,841	\$254,588	\$326,709	\$428,036
Top Development Position	11	\$578,166		\$211,457	\$250,414	\$287,505	
Top Education Position	18	\$257,054		\$203,746	\$234,208	\$310,202	
Top Finance Position	107	\$345,716	\$148,338	\$197,663	\$267,398	\$436,709	\$680,706
Top Human Resources Position	14	\$294,182		\$194,258	\$280,668	\$329,779	
Top Legal Position	83	\$457,017	\$202,323	\$276,396	\$403,871	\$578,110	\$757,434
Top Marketing Position	23	\$291,879	\$158,754	\$206,564	\$240,708	\$414,444	\$431,805
Top Operations Position	68	\$472,254	\$187,128	\$237,168	\$360,444	\$555,957	\$879,745
Top PR/Communications Position	89	\$370,565	\$169,018	\$230,988	\$305,115	\$429,503	\$548,506
Top Program Position	17	\$301,915		\$194,818	\$273,797	\$389,963	
Top Technology Position	36	\$322,245	\$144,083	\$168,636	\$243,349	\$370,971	\$588,189

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$140,054			\$108,684		
Greater than \$5 million							
CEO/Executive Director	6	\$302,972			\$318,918		
Top Administrative Position	5	\$334,567			\$348,461		
Top Finance Position	5	\$158,659			\$156,637		

Florida

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less							
CEO/Executive Director	16	\$71,876		\$46,158	\$66,212	\$88,679	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$135,330		\$97,161	\$126,138	\$159,359	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$121,415		\$96,637	\$132,512	\$152,625	
Greater than \$5 million							
CEO/Executive Director	9	\$364,340			\$278,278		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	36	\$63,141	\$21,888	\$51,021	\$66,394	\$77,590	\$96,798
Top Business Position	6	\$78,938			\$78,239		
Top Finance Position	15	\$71,165		\$32,844	\$72,207	\$93,173	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$68,144		\$32,883	\$73,752	\$89,817	
Top Business Position	11	\$95,250		\$72,705	\$93,640	\$112,121	
Top Finance Position	7	\$90,072			\$84,060		
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$114,718	\$38,091	\$76,388	\$105,314	\$151,268	\$188,101
Top Business Position	13	\$110,057		\$97,325	\$105,013	\$132,244	
Top Finance Position	18	\$101,442		\$81,905	\$91,968	\$129,583	
Greater than \$5 million							
CEO/Executive Director	11	\$213,777		\$171,831	\$190,404	\$239,445	
Top Finance Position	7	\$192,903			\$170,468		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	209	\$75,606	\$35,910	\$52,083	\$70,161	\$92,154	\$123,859
Top Administrative Position	6	\$30,466			\$29,250		
Between \$500 thousand and \$1 million							
CEO/Executive Director	76	\$136,937	\$77,416	\$99,461	\$124,521	\$165,401	\$213,108

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	123	\$225,798	\$120,502	\$147,325	\$190,696	\$257,340	\$370,808
Top Business Position	6	\$142,997			\$142,725		
Top Finance Position	17	\$111,198		\$69,173	\$106,058	\$149,283	
Top Operations Position	18	\$161,369		\$110,768	\$171,751	\$205,082	
Greater than \$5 million							
CEO/Executive Director	40	\$678,620	\$183,603	\$330,669	\$460,032	\$679,099	\$890,178
Top Business Position	9	\$383,925			\$225,113		
Top Education Position	7	\$164,987			\$155,363		
Top Finance Position	30	\$298,300	\$119,780	\$169,389	\$224,557	\$313,784	\$451,483
Top Legal Position	10	\$338,208		\$128,878	\$260,028	\$342,737	
Top Marketing Position	12	\$263,098		\$173,038	\$191,827	\$296,882	
Top Operations Position	18	\$264,561		\$171,172	\$205,936	\$319,869	
Top PR/Communications Position	11	\$173,760		\$134,136	\$147,161	\$219,456	
Top Technology Position	8	\$202,406			\$195,865		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$143,824	\$86,604	\$104,172	\$143,614	\$180,846	\$206,171
Top Administrative Position	35	\$149,350	\$90,741	\$113,669	\$143,962	\$182,347	\$210,512
Top Finance Position	13	\$108,758		\$83,400	\$106,501	\$120,950	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	80	\$318,596	\$165,869	\$217,731	\$281,198	\$390,148	\$517,973
Top Administrative Position	81	\$313,995	\$164,502	\$209,667	\$274,385	\$387,702	\$515,595
Top Facilities Position	55	\$198,699	\$135,602	\$158,124	\$188,186	\$239,169	\$279,868
Top Finance Position	71	\$159,949	\$104,830	\$119,756	\$147,543	\$195,507	\$230,851
Top Operations Position	21	\$344,699	\$144,844	\$219,547	\$331,555	\$401,813	\$539,376
501(c)(08)—Fraternal Beneficiary Societies and Associations							
\$500 thousand or less							
Top Administrative Position	11	\$26,116		\$18,635	\$26,000	\$29,290	
Between \$500 thousand and \$1 million							
Top Administrative Position	10	\$36,034		\$23,501	\$35,700	\$41,803	
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	18	\$404,553		\$278,615	\$345,618	\$461,988	
Top Administrative Position	10	\$301,992		\$176,250	\$239,446	\$381,685	
Top Finance Position	13	\$228,567		\$153,527	\$172,288	\$275,796	
Top Operations Position	14	\$249,746		\$182,379	\$245,747	\$278,843	
Top Technology Position	5	\$212,993			\$234,673		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$140,283	\$87,737	\$92,995	\$125,231	\$190,720	\$208,789

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	28	\$598,028	\$207,162	\$342,692	\$458,973	\$801,906	\$885,608
Top Business Position	10	\$224,697		\$154,921	\$249,823	\$292,566	
Top Finance Position	25	\$300,801	\$126,322	\$154,865	\$249,266	\$396,274	\$496,296
Top Human Resources Position	12	\$202,008		\$141,920	\$188,035	\$260,667	
Top Marketing Position	12	\$183,807		\$126,481	\$153,650	\$238,530	
Top Operations Position	17	\$299,846		\$189,564	\$219,692	\$375,060	
Top Technology Position	18	\$216,405		\$146,630	\$184,793	\$273,000	

Georgia

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less

CEO/Executive Director	6	\$51,328			\$53,182		
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Between \$500 thousand and \$1 million

CEO/Executive Director	7	\$211,375			\$181,642		
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Between \$1 million and \$5 million

CEO/Executive Director	5	\$165,045			\$120,065		
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Greater than \$5 million

CEO/Executive Director	9	\$283,266			\$266,105		
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Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	9	\$46,121			\$43,962		
Top Business Position	5	\$88,491			\$95,592		
Top Finance Position	11	\$45,922		\$19,855	\$29,886	\$66,197	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$120,163			\$119,701		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$110,697		\$80,513	\$95,382	\$138,036	
Top Business Position	6	\$96,987			\$96,280		
Top Finance Position	15	\$91,917		\$71,079	\$89,064	\$106,125	
Greater than \$5 million							
CEO/Executive Director	7	\$234,371			\$138,754		
Top Finance Position	8	\$161,851			\$129,543		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	104	\$68,712	\$25,560	\$37,300	\$57,956	\$87,139	\$124,280
Between \$500 thousand and \$1 million							
CEO/Executive Director	54	\$117,708	\$57,364	\$87,190	\$111,682	\$147,646	\$189,255
Between \$1 million and \$5 million							
CEO/Executive Director	76	\$207,637	\$103,114	\$135,499	\$168,526	\$235,260	\$329,552
Top Finance Position	12	\$111,034		\$84,973	\$99,915	\$130,885	
Top PR/Communications Position	5	\$184,934			\$179,744		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	23	\$501,168	\$239,549	\$309,578	\$445,709	\$576,763	\$863,254
Top Business Position	5	\$218,895			\$221,825		
Top Finance Position	16	\$258,677		\$176,408	\$202,230	\$346,172	
Top Human Resources Position	5	\$143,697			\$149,788		
Top Operations Position	10	\$258,788		\$196,064	\$250,855	\$289,622	
Top Technology Position	7	\$227,078			\$185,702		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$117,376			\$127,055		
Top Administrative Position	5	\$124,710			\$127,055		
Greater than \$5 million							
CEO/Executive Director	16	\$285,465		\$192,558	\$256,386	\$335,924	
Top Administrative Position	15	\$261,223		\$188,894	\$244,733	\$304,398	
Top Facilities Position	11	\$192,893		\$145,926	\$183,263	\$216,134	
Top Finance Position	11	\$158,575		\$117,739	\$167,984	\$200,165	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	37	\$418,818	\$206,600	\$264,642	\$363,117	\$507,354	\$672,486
Top Administrative Position	14	\$211,792		\$146,052	\$207,572	\$260,362	
Top Finance Position	20	\$267,959	\$152,134	\$207,053	\$248,613	\$324,460	\$445,669
Top Human Resources Position	6	\$286,696			\$266,749		
Top Operations Position	19	\$318,990		\$185,401	\$292,832	\$325,448	
Top Technology Position	10	\$214,090		\$180,719	\$207,900	\$240,936	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$177,824		\$123,500	\$162,620	\$186,778	
Top Finance Position	5	\$114,635			\$129,389		
Greater than \$5 million							
CEO/Executive Director	12	\$721,696		\$231,298	\$442,328	\$884,229	
Top Finance Position	11	\$271,602		\$173,753	\$213,847	\$355,324	
Top Human Resources Position	6	\$312,677			\$239,152		
Top Operations Position	8	\$430,211			\$284,329		
Top Technology Position	6	\$269,425			\$277,061		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$221,069			\$209,385		
Top Business Position	5	\$234,158			\$237,893		
Top Finance Position	10	\$249,060		\$179,641	\$225,867	\$288,023	
Greater than \$5 million							
CEO/Executive Director	5	\$219,523			\$190,259		
Top Finance Position	5	\$217,380			\$171,177		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	17	\$106,381		\$71,204	\$90,000	\$149,224	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$94,112			\$103,447		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$162,459			\$167,690		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	5	\$264,877			\$274,247		
Top Administrative Position	5	\$264,877			\$274,247		
Top Finance Position	5	\$128,043			\$132,560		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$118,492			\$114,753		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	33	\$65,106	\$24,900	\$40,290	\$61,875	\$90,223	\$105,528
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$128,680		\$95,700	\$120,074	\$155,202	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$173,932		\$126,967	\$145,314	\$183,123	
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	9	\$281,740			\$267,822		
Top Administrative Position	9	\$281,740			\$267,822		
Top Finance Position	7	\$146,469			\$150,101		
Top Operations Position	7	\$196,258			\$189,626		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$115,581			\$119,879		
Greater than \$5 million							
CEO/Executive Director	5	\$469,319			\$308,718		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	12	\$70,953		\$46,248	\$55,726	\$92,274	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$145,988			\$138,784		
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$169,348	\$51,409	\$95,790	\$159,478	\$222,951	\$293,626
Greater than \$5 million							
CEO/Executive Director	7	\$1,860,160			\$328,270		
Top Business Position	5	\$325,657			\$176,961		
Top Finance Position	5	\$340,767			\$333,033		
Top Legal Position	5	\$366,563			\$263,610		
Top Operations Position	6	\$382,067			\$381,666		
Top Technology Position	5	\$403,186			\$341,734		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	21	\$50,820	\$22,448	\$30,004	\$48,678	\$73,534	\$79,489
Top Business Position	15	\$107,637		\$77,100	\$110,975	\$147,047	
Top Finance Position	27	\$67,229	\$17,176	\$29,028	\$54,318	\$101,667	\$142,829
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$119,985	\$54,062	\$86,243	\$116,439	\$152,070	\$193,418
Top Business Position	26	\$167,818	\$105,403	\$150,185	\$162,595	\$181,553	\$245,104
Top Education Position	5	\$149,415			\$140,215		
Top Finance Position	33	\$139,588	\$71,173	\$112,895	\$138,678	\$160,546	\$201,025

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	77	\$188,956	\$96,610	\$120,723	\$170,000	\$247,909	\$302,603
Top Business Position	60	\$213,317	\$132,623	\$174,088	\$201,533	\$247,307	\$299,198
Top Education Position	8	\$170,672			\$176,615		
Top Finance Position	75	\$192,223	\$91,343	\$139,936	\$185,329	\$239,287	\$308,377
Greater than \$5 million							
CEO/Executive Director	28	\$253,204	\$149,768	\$200,032	\$229,677	\$314,995	\$378,660
Top Business Position	13	\$263,829		\$197,302	\$223,715	\$302,518	
Top Finance Position	30	\$261,287	\$127,657	\$186,897	\$253,421	\$316,317	\$431,644
Top Legal Position	8	\$339,089			\$257,109		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	177	\$71,642	\$26,552	\$44,193	\$65,257	\$91,513	\$122,459
Between \$500 thousand and \$1 million							
CEO/Executive Director	72	\$143,246	\$72,522	\$100,126	\$126,966	\$166,127	\$208,608
Between \$1 million and \$5 million							
CEO/Executive Director	140	\$227,190	\$118,263	\$152,959	\$209,531	\$287,826	\$337,463
Top Administrative Position	7	\$147,611			\$127,625		
Top Education Position	9	\$139,757			\$132,150		
Top Finance Position	28	\$147,812	\$89,968	\$121,128	\$156,309	\$173,476	\$190,925
Top Marketing Position	8	\$144,256			\$130,401		
Top Operations Position	13	\$166,048		\$114,430	\$179,433	\$185,926	
Top PR/Communications Position	7	\$143,608			\$139,568		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	89	\$597,271	\$258,780	\$316,540	\$436,289	\$707,764	\$972,751
Top Administrative Position	13	\$253,792		\$176,793	\$231,655	\$364,601	
Top Business Position	24	\$289,884	\$172,414	\$209,093	\$234,007	\$339,288	\$478,385
Top Development Position	9	\$215,183			\$198,839		
Top Education Position	24	\$206,168	\$134,427	\$141,904	\$170,401	\$213,534	\$368,469
Top Finance Position	68	\$269,348	\$148,867	\$173,940	\$228,413	\$315,449	\$452,443
Top Human Resources Position	20	\$233,948	\$126,872	\$147,293	\$189,771	\$327,425	\$401,702
Top Legal Position	23	\$342,803	\$172,426	\$208,291	\$300,971	\$369,428	\$533,875
Top Marketing Position	30	\$223,000	\$132,602	\$147,547	\$184,288	\$239,158	\$344,303
Top Operations Position	35	\$395,522	\$126,544	\$172,072	\$269,243	\$509,354	\$671,783
Top PR/Communications Position	33	\$223,377	\$131,033	\$155,076	\$203,939	\$241,761	\$352,402
Top Program Position	8	\$205,615			\$185,458		
Top Technology Position	45	\$221,522	\$133,081	\$150,338	\$193,240	\$273,927	\$341,043
501(c)(07)—Social and Recreational Clubs							
\$500 thousand or less							
CEO/Executive Director	5	\$62,719			\$57,000		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$155,746		\$121,295	\$142,982	\$189,264	
Top Administrative Position	19	\$147,250		\$118,549	\$138,394	\$165,127	
Top Facilities Position	12	\$143,476		\$128,148	\$137,264	\$158,309	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	41	\$264,208	\$172,844	\$197,824	\$256,640	\$299,169	\$377,081
Top Administrative Position	38	\$267,955	\$181,855	\$202,007	\$258,515	\$298,521	\$373,108
Top Facilities Position	30	\$224,877	\$160,457	\$192,832	\$219,596	\$265,888	\$287,652
Top Finance Position	29	\$152,417	\$115,500	\$126,274	\$135,577	\$153,565	\$184,413
501(c)(08)—Fraternal Beneficiary Societies and Associations							
Greater than \$5 million							
CEO/Executive Director	11	\$495,207		\$177,168	\$236,511	\$363,535	
Top Business Position	5	\$171,234			\$188,645		
Top Finance Position	10	\$236,065		\$127,561	\$163,196	\$196,891	
501(c)(09)—Voluntary Employees Beneficiary Associations							
Greater than \$5 million							
CEO/Executive Director	5	\$435,400			\$460,829		
Top Administrative Position	13	\$166,408		\$113,720	\$162,425	\$186,856	
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	23	\$306,629	\$132,888	\$219,385	\$274,563	\$379,155	\$455,639
Top Administrative Position	11	\$226,009		\$130,097	\$271,508	\$298,721	
Top Finance Position	19	\$155,338		\$108,972	\$145,566	\$187,275	
Top Operations Position	12	\$195,539		\$167,184	\$193,087	\$217,376	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
501(c)(13)—Cemetery Companies							
\$500 thousand or less							
CEO/Executive Director	6	\$48,725			\$51,048		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	26	\$61,709	\$40,260	\$52,261	\$56,820	\$72,413	\$84,093
Top Finance Position	15	\$50,955		\$32,248	\$59,395	\$67,204	
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$84,357	\$57,799	\$67,396	\$75,728	\$103,498	\$119,156
Top Finance Position	5	\$70,737			\$72,287		
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$148,664	\$90,557	\$99,479	\$127,983	\$176,019	\$223,959
Top Finance Position	11	\$159,617		\$103,383	\$146,497	\$199,061	
Greater than \$5 million							
CEO/Executive Director	33	\$471,512	\$198,802	\$256,498	\$378,832	\$555,006	\$784,891
Top Business Position	9	\$183,056			\$181,733		
Top Finance Position	26	\$269,361	\$133,065	\$154,302	\$194,445	\$320,417	\$503,788
Top Human Resources Position	6	\$156,164			\$163,935		
Top Marketing Position	9	\$167,536			\$148,361		
Top Operations Position	16	\$199,982		\$133,485	\$185,931	\$238,833	
Top Technology Position	15	\$179,368		\$134,266	\$164,299	\$217,400	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	16	\$56,134		\$36,274	\$53,250	\$71,609	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$135,678			\$84,199		
Greater than \$5 million							
Top Finance Position	6	\$306,765			\$237,162		
Top Operations Position	5	\$348,137			\$369,695		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	17	\$59,808		\$19,448	\$52,757	\$78,692	
Top Business Position	5	\$126,709			\$132,972		
Top Finance Position	10	\$50,501		\$33,957	\$58,588	\$67,211	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$83,319		\$56,236	\$65,945	\$106,632	
Top Business Position	9	\$139,658			\$142,265		
Top Finance Position	12	\$89,774		\$48,049	\$68,951	\$143,337	
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$141,983	\$61,440	\$97,344	\$134,789	\$167,790	\$226,481
Top Business Position	24	\$153,752	\$76,183	\$110,231	\$150,566	\$196,500	\$225,325
Top Finance Position	30	\$153,005	\$87,831	\$110,779	\$156,049	\$188,458	\$227,125

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
CEO/Executive Director	7	\$217,509			\$225,981		
Top Business Position	5	\$193,927			\$188,942		
Top Finance Position	12	\$174,980		\$150,301	\$182,840	\$204,451	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	119	\$71,970	\$37,406	\$46,290	\$64,335	\$90,472	\$119,234
Top Administrative Position	5	\$26,259			\$24,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	\$118,452	\$65,106	\$78,299	\$108,000	\$144,705	\$175,830
Between \$1 million and \$5 million							
CEO/Executive Director	50	\$215,274	\$110,988	\$121,320	\$192,144	\$277,525	\$365,164
Top Finance Position	9	\$116,460			\$107,187		
Greater than \$5 million							
CEO/Executive Director	15	\$447,123		\$259,958	\$413,202	\$502,244	
Top Finance Position	10	\$230,696		\$165,269	\$218,737	\$266,061	
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$162,167		\$103,424	\$143,196	\$217,999	
Top Operations Position	7	\$126,157			\$122,550		
Greater than \$5 million							
CEO/Executive Director	12	\$182,634		\$128,807	\$195,936	\$216,494	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
501(c)(08)—Fraternal Beneficiary Societies and Associations							
\$500 thousand or less							
Top Administrative Position	7	\$27,176			\$26,000		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$125,703			\$127,187		
Greater than \$5 million							
CEO/Executive Director	35	\$282,636	\$179,011	\$220,978	\$255,138	\$323,544	\$381,069
Top Administrative Position	9	\$225,252			\$186,437		
Top Finance Position	18	\$170,845		\$148,348	\$167,333	\$210,131	
Top Operations Position	24	\$182,440	\$150,568	\$155,905	\$173,788	\$181,102	\$230,371
Top Technology Position	6	\$186,585			\$160,162		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$158,230		\$116,687	\$136,271	\$140,714	
Greater than \$5 million							
CEO/Executive Director	11	\$548,009		\$336,516	\$555,279	\$611,989	
Top Finance Position	10	\$260,562		\$203,161	\$224,005	\$278,847	
Top Operations Position	5	\$277,524			\$283,436		
Top Technology Position	6	\$256,485			\$236,488		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
501(c)(01)—Government Instrumentality							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$175,058			\$124,567		
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	13	\$73,085		\$59,859	\$63,438	\$78,504	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$176,651			\$191,900		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	10	\$74,899		\$59,570	\$71,617	\$84,090	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$74,018			\$77,893		
Top Business Position	9	\$117,438			\$117,615		
Top Finance Position	5	\$121,270			\$122,116		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$128,003		\$120,064	\$125,202	\$162,391	
Top Business Position	7	\$136,051			\$138,478		
Top Finance Position	9	\$96,185			\$110,214		
Greater than \$5 million							
CEO/Executive Director	6	\$383,086			\$431,005		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	82	\$71,796	\$36,357	\$45,182	\$61,335	\$81,137	\$110,314
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	\$143,132	\$82,409	\$107,440	\$129,780	\$170,034	\$217,001
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$196,005	\$119,638	\$149,761	\$202,135	\$242,931	\$280,365
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$101,098		\$64,841	\$92,003	\$139,918	
Top Administrative Position	9	\$96,530			\$85,064		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Between \$1 million and \$5 million							
Top Administrative Position	5	\$92,890			\$94,797		
Greater than \$5 million							
CEO/Executive Director	33	\$226,271	\$153,323	\$171,956	\$206,059	\$265,405	\$317,574
Top Administrative Position	17	\$188,866		\$157,453	\$171,956	\$225,918	
Top Finance Position	23	\$150,712	\$108,929	\$123,017	\$143,159	\$157,664	\$216,995
Top Operations Position	14	\$170,708		\$131,400	\$160,270	\$200,460	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$143,245		\$117,719	\$139,499	\$165,438	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	13	\$639,351		\$205,476	\$436,683	\$526,554	
Top Finance Position	10	\$208,767		\$112,233	\$194,331	\$261,082	
Top Operations Position	7	\$249,512			\$220,643		
Top Technology Position	6	\$224,892			\$215,500		

Kansas

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less

CEO/Executive Director	8	\$63,396			\$55,743	
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Between \$500 thousand and \$1 million

CEO/Executive Director	6	\$113,064			\$92,551	
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Greater than \$5 million

CEO/Executive Director	5	\$290,625			\$257,031	
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501(c)(05)—Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less

CEO/Executive Director	6	\$40,800			\$33,405	
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Between \$500 thousand and \$1 million

CEO/Executive Director	7	\$97,899			\$110,500	
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Greater than \$5 million

CEO/Executive Director	5	\$370,498			\$279,200	
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Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	72	\$68,373	\$28,920	\$43,467	\$60,788	\$78,222	\$126,014
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$135,863		\$107,623	\$124,504	\$175,307	
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$192,476	\$104,775	\$131,843	\$178,798	\$220,743	\$294,040
Greater than \$5 million							
CEO/Executive Director	8	\$402,663			\$364,248		
Top Finance Position	5	\$239,449			\$261,480		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	7	\$229,991			\$197,358		
Top Administrative Position	7	\$229,991			\$197,358		
Top Facilities Position	5	\$204,256			\$200,046		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	21	\$338,953	\$166,214	\$199,651	\$268,925	\$442,672	\$559,962
Top Administrative Position	17	\$292,478		\$169,710	\$225,642	\$261,795	
Top Finance Position	15	\$193,544		\$132,600	\$209,428	\$236,672	
Top Operations Position	14	\$224,095		\$187,195	\$221,679	\$254,191	
Top Technology Position	5	\$203,672			\$195,547		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$111,849			\$116,186		
Greater than \$5 million							
CEO/Executive Director	8	\$556,474			\$391,281		
Top Finance Position	7	\$333,135			\$319,041		
Top Operations Position	5	\$242,839			\$192,225		
Top Technology Position	7	\$246,516			\$231,477		

Kentucky

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less							
CEO/Executive Director	6	\$75,962			\$56,800		
Greater than \$5 million							
CEO/Executive Director	6	\$343,594			\$319,268		
Top Finance Position	5	\$247,481			\$260,956		

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less							
CEO/Executive Director	12	\$42,814		\$20,369	\$38,354	\$64,890	
Top Finance Position	6	\$26,782			\$21,271		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$75,106			\$72,688		
Top Business Position	6	\$113,002			\$117,434		
Top Finance Position	5	\$82,222			\$78,399		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$124,539		\$104,001	\$136,935	\$169,887	
Top Business Position	10	\$117,857		\$90,855	\$103,405	\$128,025	
Top Finance Position	7	\$117,506			\$95,436		
Greater than \$5 million							
Top Finance Position	5	\$204,378			\$124,486		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	56	\$71,935	\$29,690	\$41,971	\$67,283	\$92,070	\$117,016
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	\$136,270	\$77,486	\$103,251	\$130,985	\$174,463	\$201,098
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$209,343	\$120,852	\$138,032	\$186,107	\$254,310	\$286,535
Top Finance Position	5	\$146,175			\$118,334		
Greater than \$5 million							
CEO/Executive Director	10	\$501,169		\$254,596	\$435,234	\$661,924	
Top Finance Position	7	\$186,934			\$158,270		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$117,951			\$115,225		
Top Administrative Position	6	\$107,992			\$105,713		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	22	\$334,189	\$177,042	\$211,878	\$260,132	\$300,534	\$412,158
Top Administrative Position	9	\$203,122			\$186,664		
Top Finance Position	14	\$198,997		\$135,796	\$154,777	\$186,024	
Top Operations Position	15	\$262,788		\$157,616	\$186,314	\$206,116	
Top Technology Position	5	\$165,784			\$167,103		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$153,141			\$140,489		
Greater than \$5 million							
CEO/Executive Director	5	\$316,418			\$191,322		

Louisiana

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less

CEO/Executive Director	10	\$56,876		\$35,760	\$45,933	\$67,195	
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Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$104,212			\$87,818		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$152,936			\$146,191		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	18	\$53,582		\$31,959	\$46,464	\$70,598	
Top Business Position	5	\$74,423			\$69,471		
Top Finance Position	8	\$45,182			\$29,347		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$72,516			\$81,781		
Top Business Position	5	\$89,478			\$93,707		
Top Finance Position	6	\$94,489			\$103,489		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$122,024		\$94,224	\$105,770	\$146,952	
Top Business Position	8	\$139,806			\$133,232		
Top Finance Position	7	\$113,726			\$107,032		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	51	\$81,680	\$32,850	\$47,901	\$65,800	\$88,907	\$149,428
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$117,837	\$78,061	\$87,948	\$107,865	\$137,202	\$189,873

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$237,441	\$114,563	\$154,377	\$200,429	\$310,966	\$378,883
Top Finance Position	6	\$158,481			\$147,928		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$125,563			\$113,573		
Top Administrative Position	8	\$135,232			\$121,240		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	8	\$219,730			\$249,876		
Top Administrative Position	7	\$234,972			\$278,569		

Maine

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less

CEO/Executive Director	5	\$55,185			\$41,421		
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501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	39	\$63,496	\$29,686	\$39,086	\$60,000	\$78,221	\$107,205
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Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$132,298		\$86,100	\$114,200	\$142,302	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$199,354		\$132,963	\$184,463	\$212,191	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$137,540			\$121,120		
Greater than \$5 million							
CEO/Executive Director	6	\$350,393			\$340,968		
Top Finance Position	5	\$161,313			\$158,831		

Maryland

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less							
CEO/Executive Director	8	\$105,772			\$82,231		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$110,346			\$97,365		
Greater than \$5 million							
CEO/Executive Director	8	\$489,097			\$242,678		
Top Finance Position	5	\$174,989			\$163,535		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	11	\$84,239		\$53,040	\$62,586	\$119,616	
Top Finance Position	5	\$65,715			\$58,171		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$127,988		\$85,817	\$122,627	\$142,343	
Top Finance Position	8	\$108,687			\$101,921		
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$156,944	\$54,976	\$121,403	\$147,620	\$179,742	\$225,724
Top Business Position	10	\$164,500		\$147,691	\$165,377	\$190,627	
Top Finance Position	15	\$116,300		\$88,832	\$123,875	\$150,996	
Greater than \$5 million							
CEO/Executive Director	21	\$329,095	\$185,119	\$239,668	\$267,454	\$430,697	\$479,995
Top Finance Position	18	\$270,782		\$201,211	\$261,998	\$306,569	
Top Legal Position	5	\$248,837			\$245,931		
Top PR/Communications Position	5	\$174,393			\$184,888		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	59	\$96,907	\$49,120	\$73,013	\$91,557	\$114,351	\$136,012
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	\$141,972	\$89,079	\$106,460	\$129,720	\$166,550	\$208,272

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	72	\$226,604	\$93,735	\$138,103	\$198,179	\$290,510	\$387,275
Top Finance Position	12	\$173,966		\$116,897	\$138,392	\$180,767	
Top Operations Position	7	\$147,058			\$154,809		
Greater than \$5 million							
CEO/Executive Director	28	\$533,656	\$252,763	\$365,704	\$461,168	\$756,773	\$892,475
Top Administrative Position	6	\$202,403			\$174,276		
Top Business Position	8	\$185,320			\$197,998		
Top Finance Position	22	\$220,263	\$144,528	\$157,768	\$211,490	\$285,036	\$324,276
Top Legal Position	5	\$289,363			\$354,018		
Top Marketing Position	6	\$218,419			\$221,694		
Top Operations Position	16	\$277,821		\$230,556	\$301,050	\$327,716	
Top PR/Communications Position	9	\$204,566			\$203,443		
Top Program Position	5	\$210,047			\$197,498		
Top Technology Position	14	\$176,983		\$143,864	\$177,240	\$211,094	
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$162,767			\$151,743		
Greater than \$5 million							
CEO/Executive Director	16	\$327,970		\$190,621	\$291,660	\$437,681	
Top Administrative Position	15	\$337,112		\$208,960	\$315,543	\$443,356	
Top Facilities Position	8	\$231,674			\$196,966		
Top Finance Position	10	\$151,355		\$146,762	\$149,231	\$162,272	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	9	\$65,788			\$74,262		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$248,297		\$180,132	\$241,936	\$308,825	
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	19	\$58,357		\$31,885	\$71,723	\$80,083	
Top Business Position	13	\$131,409		\$98,119	\$135,463	\$143,575	
Top Finance Position	9	\$99,375			\$98,119		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$109,773		\$80,998	\$110,130	\$141,757	
Top Business Position	11	\$161,117		\$142,034	\$156,053	\$173,735	
Top Finance Position	16	\$124,013		\$90,154	\$116,156	\$156,191	
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$126,728	\$32,178	\$91,851	\$140,750	\$169,653	\$190,798
Top Business Position	18	\$174,460		\$124,469	\$191,028	\$211,601	
Top Finance Position	24	\$154,099	\$71,597	\$94,416	\$142,486	\$193,024	\$253,530
Greater than \$5 million							
CEO/Executive Director	14	\$219,032		\$177,056	\$215,137	\$239,611	
Top Business Position	7	\$234,614			\$229,728		
Top Finance Position	17	\$216,278		\$168,228	\$229,728	\$280,203	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	97	\$71,968	\$32,820	\$43,855	\$64,000	\$84,000	\$115,162
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	\$153,718	\$82,722	\$96,392	\$136,750	\$188,803	\$251,168
Between \$1 million and \$5 million							
CEO/Executive Director	49	\$270,418	\$126,362	\$173,091	\$223,386	\$325,583	\$470,395
Top Administrative Position	6	\$141,699			\$141,036		
Top Finance Position	11	\$181,187		\$135,060	\$154,746	\$171,807	
Top Operations Position	5	\$282,926			\$203,000		
Greater than \$5 million							
CEO/Executive Director	26	\$491,176	\$238,799	\$340,030	\$446,941	\$527,007	\$826,133
Top Business Position	7	\$208,421			\$170,991		
Top Finance Position	15	\$289,301		\$189,493	\$220,985	\$269,143	
Top Legal Position	11	\$255,088		\$171,091	\$235,589	\$266,450	
Top Marketing Position	8	\$198,705			\$198,193		
Top Operations Position	12	\$270,359		\$195,937	\$241,984	\$278,813	
Top PR/Communications Position	7	\$181,994			\$178,781		
Top Technology Position	8	\$190,419			\$171,174		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$159,721		\$131,316	\$150,709	\$172,860	
Top Administrative Position	18	\$159,721		\$131,316	\$150,709	\$172,860	
Top Facilities Position	12	\$138,737		\$117,681	\$139,413	\$153,182	
Top Finance Position	5	\$114,301			\$116,428		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	26	\$274,809	\$168,347	\$209,104	\$265,110	\$337,556	\$374,112
Top Administrative Position	26	\$274,809	\$168,347	\$209,104	\$265,110	\$337,556	\$374,112
Top Facilities Position	19	\$187,276		\$157,340	\$176,571	\$213,807	
Top Finance Position	21	\$163,019	\$124,243	\$142,164	\$156,232	\$184,460	\$204,954
501(c)(13)—Cemetery Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$217,289			\$226,151		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$107,575			\$121,000		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$261,034		\$159,876	\$203,890	\$241,776	
Top Finance Position	11	\$137,311		\$112,655	\$120,816	\$131,506	
Top Operations Position	5	\$146,056			\$104,001		
Greater than \$5 million							
CEO/Executive Director	26	\$446,515	\$214,451	\$261,462	\$349,309	\$444,545	\$783,970
Top Business Position	6	\$167,393			\$153,301		
Top Finance Position	20	\$215,956	\$134,587	\$162,644	\$198,265	\$275,166	\$320,402
Top Marketing Position	6	\$209,093			\$200,055		
Top Operations Position	9	\$249,685			\$219,088		
Top Technology Position	10	\$186,975		\$152,836	\$186,229	\$203,675	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	14	\$57,739		\$40,325	\$54,025	\$69,360	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$82,376			\$61,825		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$239,138			\$156,035		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	35	\$58,559	\$20,289	\$27,707	\$49,386	\$85,097	\$106,945
Top Business Position	5	\$100,264			\$112,070		
Top Finance Position	24	\$40,587	\$16,888	\$22,007	\$38,312	\$54,679	\$66,011
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$82,909	\$31,288	\$40,922	\$68,864	\$107,757	\$148,507
Top Business Position	11	\$109,215		\$84,268	\$99,061	\$136,371	
Top Finance Position	18	\$79,648		\$51,625	\$75,383	\$111,490	
Between \$1 million and \$5 million							
CEO/Executive Director	60	\$102,677	\$35,423	\$48,239	\$92,739	\$148,871	\$179,382
Top Business Position	26	\$165,740	\$105,776	\$126,348	\$171,467	\$193,438	\$233,739
Top Finance Position	59	\$124,561	\$52,110	\$88,732	\$122,317	\$156,001	\$188,572
Greater than \$5 million							
CEO/Executive Director	14	\$204,050		\$171,158	\$201,724	\$256,680	
Top Finance Position	13	\$184,913		\$155,393	\$173,086	\$220,585	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	133	\$69,058	\$30,000	\$42,308	\$57,629	\$87,631	\$122,421
Between \$500 thousand and \$1 million							
CEO/Executive Director	48	\$128,609	\$65,173	\$93,551	\$126,292	\$166,513	\$188,644
Between \$1 million and \$5 million							
CEO/Executive Director	74	\$209,298	\$120,091	\$157,021	\$195,184	\$249,774	\$320,348
Top Finance Position	10	\$134,442		\$99,726	\$120,946	\$151,124	
Greater than \$5 million							
CEO/Executive Director	21	\$436,280	\$210,109	\$237,444	\$374,661	\$541,214	\$819,251
Top Business Position	5	\$172,791			\$170,569		
Top Finance Position	13	\$207,887		\$157,500	\$179,625	\$212,499	
Top Technology Position	5	\$135,168			\$125,325		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$126,301		\$106,338	\$122,803	\$149,800	
Top Administrative Position	18	\$126,301		\$106,338	\$122,803	\$149,800	
Top Finance Position	5	\$79,758			\$79,886		
Greater than \$5 million							
CEO/Executive Director	11	\$237,786		\$135,816	\$176,717	\$280,800	
Top Administrative Position	11	\$203,831		\$135,816	\$176,717	\$249,501	
Top Facilities Position	12	\$163,087		\$144,851	\$159,180	\$181,886	
Top Finance Position	5	\$146,857			\$133,888		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
501(c)(09)—Voluntary Employees Beneficiary Associations							
Greater than \$5 million							
CEO/Executive Director	5	\$468,940			\$368,145		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	7	\$438,725			\$367,455		
Top Finance Position	6	\$182,898			\$187,442		
Top Operations Position	5	\$203,995			\$199,768		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$77,481			\$76,898		
Between \$1 million and \$5 million							
CEO/Executive Director	39	\$143,704	\$87,624	\$109,098	\$132,339	\$163,171	\$226,142
Top Administrative Position	5	\$120,762			\$121,021		
Top Finance Position	13	\$86,634		\$69,204	\$80,035	\$98,017	
Greater than \$5 million							
CEO/Executive Director	65	\$512,073	\$176,442	\$222,102	\$366,357	\$578,412	\$929,069
Top Business Position	8	\$219,592			\$204,925		
Top Finance Position	57	\$198,225	\$90,920	\$127,920	\$183,597	\$250,054	\$359,924
Top Human Resources Position	14	\$205,307		\$151,635	\$191,381	\$244,602	
Top Marketing Position	10	\$171,836		\$129,789	\$146,159	\$171,963	
Top Operations Position	32	\$186,407	\$94,076	\$127,025	\$178,252	\$197,529	\$337,349
Top Technology Position	27	\$219,120	\$132,061	\$151,593	\$173,400	\$260,695	\$297,003

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	21	\$86,404	\$36,000	\$52,000	\$74,420	\$109,311	\$145,720
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$113,754			\$125,364		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$156,969		\$85,298	\$122,381	\$173,908	
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	12	\$70,534		\$31,478	\$49,003	\$96,936	
Top Finance Position	7	\$53,120			\$44,175		
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$98,487		\$64,269	\$96,947	\$116,900	
Top Business Position	6	\$152,873			\$163,011		
Top Finance Position	12	\$107,540		\$63,783	\$120,884	\$138,296	
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$141,845	\$82,702	\$121,794	\$138,176	\$169,774	\$185,449
Top Business Position	17	\$177,022		\$141,011	\$169,243	\$200,876	
Top Finance Position	24	\$149,833	\$78,387	\$114,093	\$151,307	\$186,629	\$211,615
Greater than \$5 million							
CEO/Executive Director	15	\$199,879		\$177,307	\$183,168	\$226,768	
Top Business Position	7	\$214,109			\$221,000		
Top Finance Position	11	\$210,573		\$174,544	\$197,165	\$229,417	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	105	\$72,163	\$32,681	\$50,000	\$66,883	\$92,778	\$114,603
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	\$132,158	\$69,019	\$94,018	\$121,210	\$166,222	\$189,604
Between \$1 million and \$5 million							
CEO/Executive Director	50	\$214,745	\$120,294	\$140,477	\$188,780	\$276,877	\$362,165
Top Finance Position	8	\$99,385			\$106,108		
Top Operations Position	8	\$155,265			\$141,744		
Top PR/Communications Position	6	\$146,172			\$141,854		
Greater than \$5 million							
CEO/Executive Director	22	\$402,069	\$208,059	\$252,155	\$301,699	\$495,757	\$814,525
Top Finance Position	13	\$166,394		\$125,806	\$146,981	\$201,739	
Top Marketing Position	5	\$122,880			\$117,635		
Top Operations Position	9	\$179,453			\$182,706		
Top PR/Communications Position	5	\$191,092			\$167,023		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$153,546			\$149,075		
Top Administrative Position	8	\$158,210			\$154,616		
Greater than \$5 million							
CEO/Executive Director	5	\$215,502			\$239,683		
Top Administrative Position	5	\$215,502			\$239,683		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	38	\$293,537	\$193,105	\$222,105	\$252,530	\$325,547	\$404,414
Top Administrative Position	23	\$252,034	\$162,056	\$201,079	\$239,490	\$305,039	\$360,110
Top Finance Position	30	\$201,371	\$132,374	\$151,063	\$179,184	\$199,611	\$295,967
Top Operations Position	21	\$203,837	\$154,725	\$174,414	\$191,422	\$212,977	\$251,165
Top Technology Position	5	\$217,476			\$231,985		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	10	\$69,258		\$59,288	\$64,769	\$79,432	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$84,847			\$83,027		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$153,284		\$112,533	\$154,055	\$185,483	
Top Finance Position	6	\$129,096			\$122,445		
Greater than \$5 million							
CEO/Executive Director	19	\$533,124		\$228,952	\$319,506	\$648,757	
Top Business Position	5	\$176,195			\$148,667		
Top Finance Position	15	\$256,721		\$160,023	\$212,457	\$277,868	
Top Marketing Position	7	\$161,562			\$157,314		
Top Operations Position	6	\$241,936			\$194,474		
Top Technology Position	7	\$256,482			\$164,062		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	7	\$72,421			\$64,031		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$66,028			\$50,431		
Top Business Position	6	\$115,174			\$107,830		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	39	\$69,114	\$32,523	\$40,000	\$57,360	\$83,746	\$120,930
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$135,724	\$84,019	\$98,766	\$132,491	\$159,905	\$207,554
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$234,685	\$109,776	\$136,973	\$214,494	\$288,995	\$323,402
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	22	\$330,158	\$129,595	\$156,621	\$269,972	\$359,557	\$662,094
Top Administrative Position	18	\$278,504		\$144,479	\$240,796	\$355,903	
Top Finance Position	13	\$247,506		\$152,936	\$195,010	\$246,891	
Top Operations Position	8	\$276,879			\$192,151		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	12	\$66,752		\$43,742	\$69,774	\$89,080	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$117,072			\$111,020		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$180,656			\$169,950		
Greater than \$5 million							
Top Finance Position	5	\$376,656			\$174,178		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	18	\$60,282		\$27,801	\$70,065	\$83,319	
Top Business Position	13	\$102,364		\$82,534	\$92,795	\$115,154	
Top Finance Position	16	\$75,129		\$40,785	\$71,608	\$107,539	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$109,333		\$101,146	\$114,794	\$135,038	
Top Business Position	9	\$118,066			\$119,257		
Top Finance Position	9	\$144,239			\$122,153		
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$146,257	\$71,117	\$93,197	\$129,949	\$149,680	\$237,326
Top Business Position	21	\$151,702	\$89,226	\$107,674	\$145,105	\$186,075	\$206,901
Top Finance Position	31	\$126,910	\$78,078	\$92,150	\$125,756	\$161,224	\$177,913

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
CEO/Executive Director	12	\$222,513		\$169,663	\$217,418	\$282,674	
Top Business Position	8	\$179,054			\$198,688		
Top Finance Position	17	\$168,069		\$125,703	\$137,851	\$210,622	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	83	\$63,420	\$24,315	\$35,838	\$55,559	\$84,891	\$112,148
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	\$119,497	\$70,959	\$87,135	\$115,388	\$141,625	\$172,085
Between \$1 million and \$5 million							
CEO/Executive Director	55	\$204,949	\$110,204	\$144,463	\$189,833	\$250,628	\$290,100
Top Finance Position	9	\$130,353			\$126,229		
Top Operations Position	5	\$168,646			\$184,166		
Greater than \$5 million							
CEO/Executive Director	18	\$458,018		\$249,726	\$415,654	\$494,176	
Top Finance Position	12	\$224,714		\$122,974	\$183,104	\$247,979	
Top Operations Position	5	\$302,955			\$326,668		
Top PR/Communications Position	7	\$153,569			\$168,525		
Top Technology Position	5	\$167,961			\$174,705		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$138,303		\$83,915	\$119,085	\$170,858	
Top Administrative Position	13	\$149,355		\$107,760	\$131,736	\$175,273	
Top Finance Position	5	\$99,849			\$95,005		
Greater than \$5 million							
CEO/Executive Director	12	\$234,980		\$191,814	\$213,885	\$269,618	
Top Administrative Position	10	\$232,744		\$195,400	\$213,885	\$256,380	
Top Facilities Position	6	\$181,843			\$177,893		
Top Finance Position	6	\$136,138			\$135,957		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	34	\$330,810	\$161,389	\$219,294	\$281,082	\$343,451	\$560,698
Top Administrative Position	27	\$340,576	\$165,899	\$207,032	\$282,689	\$358,491	\$624,679
Top Finance Position	24	\$180,347	\$106,058	\$129,595	\$151,973	\$209,490	\$290,946
Top Operations Position	18	\$204,346		\$185,102	\$200,112	\$221,258	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	7	\$53,633			\$52,263		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$84,438		\$61,640	\$77,067	\$92,730	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$118,316	\$72,223	\$94,355	\$120,844	\$146,975	\$157,566

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	18	\$393,334		\$178,265	\$256,967	\$417,050	
Top Finance Position	13	\$233,406		\$125,185	\$160,416	\$185,350	
Top Human Resources Position	5	\$149,695			\$134,411		
Top Operations Position	9	\$158,994			\$160,567		
Top Technology Position	9	\$119,825			\$103,369		
501(c)(15)—Mutual Insurance Company other than Life or Marine							
\$500 thousand or less							
Top Finance Position	5	\$41,328			\$42,265		
Montana							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	8	\$64,372			\$45,748		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$41,554			\$28,250		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$89,533			\$80,408		
Top Business Position	5	\$109,402			\$105,661		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$99,081			\$83,560		
Top Finance Position	5	\$105,926			\$102,561		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	37	\$71,970	\$29,864	\$39,513	\$63,636	\$91,861	\$116,728
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$96,847		\$73,972	\$92,109	\$105,771	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$140,233		\$88,296	\$131,211	\$182,938	
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	15	\$245,150		\$198,552	\$231,159	\$299,601	
Top Administrative Position	13	\$244,345		\$194,966	\$231,159	\$312,877	
Top Finance Position	13	\$132,385		\$98,753	\$116,986	\$177,759	
Top Operations Position	5	\$162,568			\$164,919		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	11	\$49,579		\$25,864	\$35,375	\$56,567	
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	10	\$59,053		\$49,037	\$63,025	\$73,526	
Top Finance Position	6	\$63,029			\$52,923		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$65,568			\$71,743		
Top Business Position	5	\$115,857			\$119,852		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$104,850			\$106,346		
Top Finance Position	7	\$99,292			\$110,211		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	53	\$70,353	\$29,485	\$45,103	\$59,000	\$91,667	\$121,107
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$104,914			\$106,466		
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$183,889	\$81,825	\$116,416	\$174,077	\$215,393	\$273,214

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	\$53,006			\$49,600		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
Top Finance Position	5	\$64,373			\$36,323		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$99,376			\$78,272		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$133,787		\$107,640	\$139,710	\$143,780	
Top Business Position	7	\$164,454			\$184,377		
Top Finance Position	11	\$143,281		\$110,899	\$136,967	\$173,787	
Greater than \$5 million							
CEO/Executive Director	5	\$219,937			\$216,624		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	26	\$72,191	\$22,249	\$42,899	\$72,816	\$89,706	\$114,935
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$150,876		\$111,425	\$146,845	\$168,716	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$238,220		\$174,027	\$210,445	\$270,398	
Greater than \$5 million							
CEO/Executive Director	6	\$263,066			\$262,348		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	\$355,417			\$406,706		
New Hampshire							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	25	\$69,891	\$28,967	\$51,169	\$60,000	\$92,772	\$110,574
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$110,111		\$80,459	\$101,324	\$129,710	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$245,506		\$179,627	\$218,847	\$273,262	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	8	\$509,815			\$500,285		
Top Finance Position	8	\$242,782			\$178,529		
Top Operations Position	6	\$255,967			\$259,600		
Top Technology Position	6	\$206,725			\$181,700		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	7	\$48,164			\$30,673		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$211,383			\$200,222		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	35	\$66,595	\$30,109	\$39,067	\$66,300	\$87,200	\$103,857
Top Finance Position	11	\$65,513		\$34,582	\$59,545	\$89,439	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$115,635		\$71,992	\$120,005	\$155,808	
Top Finance Position	9	\$86,493			\$95,177		
Between \$1 million and \$5 million							
CEO/Executive Director	56	\$199,518	\$92,593	\$137,718	\$187,559	\$253,505	\$302,193
Top Business Position	12	\$312,076		\$242,233	\$291,896	\$333,809	
Top Finance Position	32	\$178,140	\$90,373	\$128,827	\$172,544	\$210,094	\$254,241
Greater than \$5 million							
CEO/Executive Director	15	\$283,546		\$170,310	\$250,930	\$382,428	
Top Business Position	8	\$325,200			\$325,434		
Top Finance Position	19	\$283,898		\$202,234	\$284,141	\$330,983	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	68	\$77,555	\$26,401	\$46,015	\$66,498	\$98,090	\$131,051

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	\$142,910	\$84,818	\$101,786	\$133,773	\$170,478	\$208,588
Between \$1 million and \$5 million							
CEO/Executive Director	62	\$265,068	\$146,804	\$189,536	\$245,637	\$352,188	\$414,721
Top Finance Position	5	\$158,097			\$132,803		
Top Operations Position	5	\$184,732			\$183,890		
Top PR/Communications Position	5	\$133,989			\$134,691		
Greater than \$5 million							
CEO/Executive Director	16	\$496,002		\$303,730	\$391,049	\$551,622	
Top Finance Position	8	\$227,957			\$175,637		
Top Operations Position	5	\$231,996			\$202,439		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$151,024		\$128,910	\$154,673	\$162,727	
Top Administrative Position	9	\$151,202			\$154,875		
Top Facilities Position	5	\$131,123			\$126,433		
Top Finance Position	5	\$112,069			\$112,870		
Greater than \$5 million							
CEO/Executive Director	32	\$256,665	\$175,376	\$203,079	\$255,002	\$274,790	\$324,423
Top Administrative Position	33	\$259,107	\$175,751	\$203,796	\$263,060	\$279,870	\$330,301
Top Facilities Position	33	\$213,357	\$138,577	\$174,126	\$206,501	\$234,266	\$290,920
Top Finance Position	24	\$148,962	\$111,035	\$130,804	\$138,815	\$172,513	\$195,509
Top Operations Position	5	\$226,270			\$216,984		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
501(c)(09)—Voluntary Employees Beneficiary Associations							
Greater than \$5 million							
Top Administrative Position	8	\$272,619			\$247,392		
501(c)(13)—Cemetery Companies							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$87,738			\$84,807		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$226,163			\$166,377		
New Mexico							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$114,537			\$116,692		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	35	\$70,090	\$21,954	\$51,075	\$67,138	\$87,575	\$117,036
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$121,491		\$101,058	\$122,699	\$134,379	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$186,878		\$124,144	\$170,507	\$214,656	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	10	\$197,100		\$152,002	\$194,709	\$245,661	
Top Administrative Position	8	\$188,865			\$176,552		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	\$647,690			\$405,309		

New York

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less							
CEO/Executive Director	17	\$70,312		\$32,693	\$61,953	\$84,462	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$127,490		\$101,117	\$122,362	\$181,520	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$175,669		\$104,431	\$156,083	\$218,938	
Top Finance Position	7	\$103,131			\$94,182		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Greater than \$5 million							
CEO/Executive Director	15	\$1,012,222		\$238,671	\$830,353	\$1,180,244	
Top Finance Position	8	\$579,711			\$445,151		
Top Human Resources Position	5	\$452,462			\$413,730		
Top Legal Position	7	\$505,499			\$510,433		
Top Operations Position	9	\$509,300			\$341,390		
Top Technology Position	7	\$354,323			\$484,585		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	52	\$65,338	\$22,106	\$28,574	\$55,956	\$89,391	\$125,080
Top Business Position	16	\$97,311		\$71,139	\$103,282	\$120,285	
Top Finance Position	18	\$49,313		\$21,256	\$39,976	\$69,389	
Between \$500 thousand and \$1 million							
CEO/Executive Director	73	\$101,040	\$27,305	\$63,000	\$93,685	\$127,758	\$181,006
Top Business Position	21	\$165,474	\$96,109	\$121,418	\$160,242	\$190,147	\$211,286
Top Finance Position	36	\$99,978	\$38,519	\$61,822	\$88,043	\$129,829	\$172,707
Between \$1 million and \$5 million							
CEO/Executive Director	101	\$144,913	\$41,651	\$82,930	\$130,445	\$185,005	\$265,361
Top Business Position	46	\$233,812	\$139,005	\$166,324	\$207,554	\$301,266	\$377,901
Top Finance Position	87	\$156,167	\$54,066	\$91,656	\$140,902	\$204,591	\$282,995

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
CEO/Executive Director	75	\$332,572	\$114,152	\$193,748	\$283,644	\$363,837	\$484,311
Top Administrative Position	12	\$231,328		\$139,363	\$228,871	\$287,839	
Top Business Position	16	\$379,443		\$334,488	\$370,547	\$437,858	
Top Education Position	5	\$241,177			\$242,581		
Top Finance Position	72	\$251,470	\$94,247	\$157,731	\$236,694	\$345,824	\$402,486
Top Legal Position	19	\$264,447		\$208,852	\$236,741	\$286,027	
Top Operations Position	6	\$273,343			\$245,469		
Top PR/Communications Position	8	\$229,968			\$240,117		
Top Technology Position	9	\$227,150			\$218,987		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	146	\$77,726	\$27,825	\$49,713	\$67,781	\$95,091	\$132,495
Between \$500 thousand and \$1 million							
CEO/Executive Director	93	\$137,168	\$71,896	\$89,419	\$126,804	\$160,246	\$225,165

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	140	\$272,204	\$112,920	\$158,431	\$224,437	\$307,283	\$524,656
Top Administrative Position	8	\$152,473			\$129,868		
Top Business Position	9	\$159,215			\$142,787		
Top Education Position	7	\$129,424			\$134,590		
Top Finance Position	22	\$132,325	\$67,797	\$93,144	\$131,334	\$161,773	\$207,207
Top Human Resources Position	5	\$132,175			\$137,522		
Top Legal Position	11	\$204,057		\$159,387	\$198,615	\$231,717	
Top Marketing Position	9	\$169,787			\$139,114		
Top Operations Position	16	\$168,623		\$116,739	\$150,127	\$169,724	
Top PR/Communications Position	8	\$120,867			\$116,251		
Greater than \$5 million							
CEO/Executive Director	54	\$754,925	\$337,775	\$450,917	\$638,528	\$981,216	\$1,427,656
Top Administrative Position	10	\$243,499		\$177,408	\$191,095	\$223,101	
Top Business Position	11	\$227,644		\$174,757	\$207,262	\$285,319	
Top Development Position	6	\$273,038			\$255,289		
Top Education Position	5	\$183,629			\$187,370		
Top Finance Position	34	\$302,208	\$141,332	\$166,359	\$216,528	\$392,019	\$557,773
Top Human Resources Position	7	\$194,844			\$205,439		
Top Legal Position	19	\$382,850		\$251,245	\$294,746	\$438,727	
Top Marketing Position	8	\$360,414			\$351,217		
Top Operations Position	22	\$301,804	\$150,624	\$180,953	\$292,519	\$381,075	\$498,615
Top PR/Communications Position	16	\$257,448		\$175,486	\$232,091	\$318,820	
Top Technology Position	16	\$259,882		\$180,522	\$226,139	\$311,901	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	42	\$182,254	\$115,270	\$138,214	\$174,638	\$211,104	\$285,040
Top Administrative Position	42	\$182,254	\$115,270	\$138,214	\$174,638	\$211,104	\$285,040
Top Facilities Position	10	\$145,897		\$113,972	\$124,569	\$138,633	
Top Finance Position	13	\$123,691		\$114,687	\$125,735	\$146,116	
Greater than \$5 million							
CEO/Executive Director	92	\$312,366	\$190,168	\$235,002	\$297,897	\$359,653	\$459,842
Top Administrative Position	91	\$307,748	\$189,172	\$232,761	\$288,805	\$357,415	\$459,184
Top Facilities Position	53	\$254,019	\$155,880	\$182,477	\$246,177	\$291,135	\$363,265
Top Finance Position	72	\$181,226	\$121,543	\$136,399	\$164,359	\$203,300	\$246,981
Top Operations Position	11	\$305,415		\$191,887	\$329,755	\$402,496	
501(c)(09)—Voluntary Employees Beneficiary Associations							
Greater than \$5 million							
CEO/Executive Director	11	\$271,664		\$197,617	\$259,558	\$325,639	
Top Administrative Position	17	\$212,013		\$139,815	\$178,274	\$258,125	
Top Finance Position	9	\$219,217			\$203,575		
Top Technology Position	5	\$233,802			\$258,144		
501(c)(13)—Cemetery Companies							
\$500 thousand or less							
CEO/Executive Director	8	\$29,455			\$23,525		
Top Administrative Position	6	\$30,292			\$32,407		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
501(c)(13)—Cemetery Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$150,408	\$75,694	\$94,197	\$152,086	\$183,167	\$231,067
Top Administrative Position	12	\$121,593		\$88,854	\$124,227	\$148,792	
Top Finance Position	8	\$132,797			\$130,289		
Greater than \$5 million							
CEO/Executive Director	13	\$337,673		\$309,179	\$358,662	\$416,779	
Top Administrative Position	5	\$235,796			\$206,259		
Top Business Position	6	\$332,161			\$285,115		
Top Finance Position	12	\$231,839		\$175,437	\$238,588	\$245,543	

North Carolina

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less

CEO/Executive Director	8	\$52,875			\$50,796		
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Between \$1 million and \$5 million

CEO/Executive Director	9	\$145,310			\$105,605		
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501(c)(05)—Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less

CEO/Executive Director	18	\$52,162		\$23,330	\$42,219	\$74,734	
Top Finance Position	7	\$61,501			\$57,533		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$80,125		\$21,376	\$69,513	\$130,973	
Top Finance Position	5	\$93,010			\$55,798		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$125,086		\$85,391	\$112,039	\$159,040	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	111	\$69,519	\$30,000	\$46,087	\$65,000	\$86,910	\$115,473
Top Administrative Position	7	\$28,140			\$28,071		
Between \$500 thousand and \$1 million							
CEO/Executive Director	52	\$128,106	\$75,467	\$89,556	\$111,391	\$158,478	\$185,081
Between \$1 million and \$5 million							
CEO/Executive Director	52	\$225,017	\$115,723	\$134,120	\$202,024	\$269,890	\$404,670
Top Finance Position	11	\$119,443		\$108,008	\$121,347	\$139,989	
Greater than \$5 million							
CEO/Executive Director	19	\$402,831		\$230,230	\$383,171	\$555,227	
Top Administrative Position	6	\$193,534			\$166,827		
Top Finance Position	9	\$201,512			\$183,501		
Top Operations Position	7	\$286,782			\$248,688		
Top PR/Communications Position	7	\$172,504			\$154,176		
Top Technology Position	5	\$226,228			\$229,399		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$175,314		\$115,803	\$173,359	\$218,240	
Top Administrative Position	18	\$179,535		\$127,895	\$173,938	\$223,047	
Top Finance Position	8	\$93,438			\$90,553		
Greater than \$5 million							
CEO/Executive Director	22	\$223,100	\$129,793	\$156,331	\$191,782	\$263,249	\$372,406
Top Administrative Position	21	\$219,980	\$129,764	\$153,585	\$187,682	\$230,539	\$375,694
Top Facilities Position	17	\$181,010		\$133,019	\$148,848	\$210,066	
Top Finance Position	16	\$121,679		\$96,767	\$118,104	\$124,891	
Top Operations Position	8	\$259,798			\$220,951		
501(c)(08)—Fraternal Beneficiary Societies and Associations							
\$500 thousand or less							
Top Administrative Position	6	\$25,860			\$25,480		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	26	\$470,228	\$246,143	\$284,687	\$347,306	\$548,320	\$922,591
Top Administrative Position	11	\$361,315		\$256,284	\$308,660	\$385,873	
Top Finance Position	20	\$243,267	\$136,555	\$165,513	\$209,333	\$283,040	\$354,103
Top Human Resources Position	7	\$183,697			\$176,575		
Top Operations Position	19	\$227,982		\$163,707	\$196,636	\$262,414	
Top Technology Position	10	\$238,791		\$162,540	\$206,787	\$297,395	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$132,148			\$123,673		
Greater than \$5 million							
CEO/Executive Director	9	\$372,584			\$367,773		
Top Finance Position	7	\$200,266			\$168,792		

North Dakota

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

Between \$500 thousand and \$1 million

CEO/Executive Director	5	\$84,449			\$81,951		
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501(c)(05)—Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less

CEO/Executive Director	5	\$90,653			\$81,250		
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Between \$1 million and \$5 million

CEO/Executive Director	7	\$145,108			\$138,976		
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501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	24	\$72,276	\$24,006	\$41,700	\$58,354	\$88,985	\$140,201
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Between \$500 thousand and \$1 million

CEO/Executive Director	13	\$133,453		\$79,797	\$121,357	\$161,909	
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Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$177,939		\$117,943	\$158,551	\$236,584	
Top Finance Position	5	\$127,101			\$122,061		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	12	\$367,600		\$292,455	\$319,980	\$403,733	
Top Administrative Position	8	\$328,482			\$319,980		
Top Business Position	5	\$180,296			\$178,491		
Top Finance Position	6	\$282,561			\$327,004		
Top Operations Position	12	\$249,161		\$185,349	\$245,527	\$293,716	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$179,742			\$153,914		
Greater than \$5 million							
CEO/Executive Director	6	\$348,348			\$344,523		
Top Finance Position	6	\$185,106			\$174,349		

Ohio

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less

CEO/Executive Director	28	\$71,221	\$29,809	\$46,773	\$69,124	\$90,500	\$112,366
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Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$120,845			\$109,339		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$154,580		\$98,735	\$152,468	\$194,444	
Greater than \$5 million							
CEO/Executive Director	10	\$414,580		\$165,024	\$248,066	\$316,779	
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	48	\$54,321	\$18,695	\$24,974	\$44,746	\$76,552	\$91,739
Top Business Position	13	\$83,059		\$65,988	\$76,421	\$93,213	
Top Finance Position	24	\$50,636	\$22,055	\$27,286	\$41,268	\$74,092	\$85,096
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	\$81,308	\$32,462	\$51,288	\$82,319	\$100,007	\$122,013
Top Business Position	21	\$117,059	\$86,596	\$100,670	\$116,800	\$139,685	\$147,829
Top Finance Position	34	\$88,345	\$41,896	\$68,929	\$89,199	\$113,652	\$139,372
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$121,003	\$53,367	\$83,826	\$114,659	\$156,210	\$189,119
Top Business Position	27	\$144,513	\$85,177	\$97,210	\$132,969	\$187,034	\$237,467
Top Finance Position	48	\$131,277	\$69,856	\$91,832	\$117,992	\$157,421	\$173,535
Greater than \$5 million							
CEO/Executive Director	16	\$189,329		\$139,705	\$194,662	\$253,053	
Top Business Position	5	\$202,285			\$195,197		
Top Finance Position	15	\$189,779		\$151,436	\$180,928	\$218,431	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	186	\$65,991	\$32,421	\$42,056	\$56,908	\$79,913	\$112,279
Between \$500 thousand and \$1 million							
CEO/Executive Director	53	\$119,024	\$59,086	\$75,075	\$107,610	\$153,176	\$184,040
Between \$1 million and \$5 million							
CEO/Executive Director	99	\$216,977	\$105,645	\$145,091	\$200,889	\$248,017	\$357,487
Top Finance Position	16	\$145,520		\$119,674	\$141,542	\$175,195	
Top Operations Position	7	\$139,055			\$149,522		
Greater than \$5 million							
CEO/Executive Director	17	\$386,816		\$234,665	\$304,548	\$487,643	
Top Business Position	9	\$232,109			\$242,711		
Top Finance Position	12	\$243,826		\$165,498	\$188,545	\$315,928	
Top Legal Position	5	\$235,923			\$243,268		
Top Operations Position	5	\$289,380			\$315,398		
Top PR/Communications Position	6	\$153,830			\$153,259		
501(c)(07)—Social and Recreational Clubs							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$97,223			\$110,000		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$142,300	\$88,653	\$111,935	\$142,443	\$161,957	\$210,084
Top Administrative Position	23	\$139,395	\$83,198	\$107,207	\$142,443	\$161,957	\$199,540
Top Facilities Position	8	\$150,927			\$151,731		
Top Finance Position	11	\$93,820		\$74,180	\$79,876	\$99,488	
Top Operations Position	7	\$116,832			\$109,059		
Greater than \$5 million							
CEO/Executive Director	15	\$230,889		\$175,226	\$234,187	\$276,436	
Top Administrative Position	10	\$252,044		\$178,565	\$256,850	\$313,817	
Top Facilities Position	8	\$204,918			\$191,845		
Top Finance Position	5	\$144,886			\$100,805		
Top Operations Position	5	\$229,020			\$249,146		
501(c)(08)—Fraternal Beneficiary Societies and Associations							
\$500 thousand or less							
Top Administrative Position	11	\$24,962		\$19,300	\$24,960	\$31,200	
Between \$500 thousand and \$1 million							
Top Administrative Position	8	\$34,674			\$31,508		
Greater than \$5 million							
Top Finance Position	5	\$144,819			\$157,778		
501(c)(09)—Voluntary Employees Beneficiary Associations							
Greater than \$5 million							
Top Administrative Position	5	\$104,959			\$96,645		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$122,974			\$111,243		
Top Administrative Position	5	\$122,974			\$111,243		
Greater than \$5 million							
CEO/Executive Director	20	\$304,762	\$165,023	\$209,857	\$258,519	\$320,615	\$522,170
Top Administrative Position	9	\$255,810			\$235,798		
Top Finance Position	15	\$179,843		\$147,923	\$154,638	\$191,488	
Top Operations Position	12	\$229,078		\$173,113	\$193,889	\$271,128	
501(c)(13)—Cemetery Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$109,552		\$71,283	\$99,546	\$134,467	
Top Administrative Position	6	\$88,296			\$80,511		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	10	\$57,395		\$51,500	\$56,650	\$63,631	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$85,469		\$63,671	\$75,101	\$84,273	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$128,214	\$84,664	\$98,763	\$127,052	\$149,577	\$166,376
Top Finance Position	14	\$98,702		\$76,128	\$88,311	\$124,281	
Top Operations Position	7	\$96,772			\$98,382		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	36	\$397,397	\$159,030	\$187,098	\$302,115	\$506,593	\$834,985
Top Business Position	8	\$173,217			\$168,005		
Top Finance Position	29	\$205,799	\$106,344	\$132,362	\$162,596	\$231,246	\$333,712
Top Human Resources Position	9	\$170,185			\$172,002		
Top Marketing Position	7	\$181,460			\$185,114		
Top Operations Position	12	\$186,266		\$129,890	\$155,380	\$196,477	
Top Technology Position	12	\$230,618		\$143,581	\$193,909	\$304,368	

Oklahoma

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less

CEO/Executive Director	9	\$77,114			\$75,048		
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Between \$500 thousand and \$1 million

Top Business Position	6	\$117,442			\$115,965		
Top Finance Position	5	\$100,417			\$125,787		

Between \$1 million and \$5 million

CEO/Executive Director	9	\$120,278			\$116,891		
Top Finance Position	5	\$94,482			\$96,371		

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	61	\$70,390	\$31,500	\$45,450	\$62,032	\$94,546	\$109,200
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Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$122,262		\$95,270	\$129,800	\$152,846	
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$186,082	\$104,497	\$131,725	\$145,448	\$213,393	\$293,608
Greater than \$5 million							
CEO/Executive Director	6	\$298,915			\$268,329		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	5	\$323,811			\$268,400		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	17	\$327,996		\$243,140	\$340,791	\$417,137	
Top Administrative Position	10	\$318,876		\$246,123	\$266,084	\$422,445	
Top Finance Position	10	\$210,559		\$183,328	\$192,346	\$249,814	
Top Operations Position	11	\$227,130		\$186,200	\$218,478	\$249,664	

Oregon

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less							
CEO/Executive Director	6	\$102,408			\$104,340		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$143,281		\$87,942	\$110,098	\$199,498	
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	15	\$76,906		\$50,018	\$83,148	\$102,332	
Top Finance Position	5	\$103,920			\$123,228		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$70,879			\$64,546		
Top Finance Position	5	\$95,835			\$80,403		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$141,968		\$125,780	\$146,025	\$163,131	
Top Business Position	10	\$177,514		\$136,918	\$161,574	\$200,469	
Top Finance Position	16	\$153,552		\$121,802	\$150,552	\$175,509	
Greater than \$5 million							
CEO/Executive Director	10	\$183,697		\$162,968	\$170,262	\$180,192	
Top Finance Position	6	\$153,929			\$140,286		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	75	\$75,226	\$41,950	\$56,083	\$67,304	\$87,539	\$106,197
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	\$133,158	\$83,540	\$96,327	\$116,429	\$160,000	\$189,654

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	55	\$206,262	\$109,342	\$132,985	\$168,590	\$242,725	\$329,671
Top Finance Position	5	\$169,462			\$150,508		
Top Legal Position	6	\$197,096			\$192,047		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$116,061			\$94,187		
Top Administrative Position	7	\$124,883			\$98,373		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	15	\$345,254		\$257,646	\$297,471	\$395,473	
Top Administrative Position	10	\$301,624		\$239,557	\$278,206	\$338,884	
Top Finance Position	11	\$193,391		\$158,706	\$190,802	\$224,218	
Top Operations Position	14	\$218,408		\$187,874	\$207,344	\$252,192	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	8	\$899,486			\$821,554		
Top Finance Position	8	\$363,628			\$254,326		
Top Operations Position	5	\$374,777			\$295,154		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	16	\$62,921		\$45,807	\$54,039	\$73,808	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$117,515			\$100,834		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$122,674			\$96,246		
Greater than \$5 million							
CEO/Executive Director	13	\$433,712		\$154,517	\$210,623	\$389,615	
Top Finance Position	6	\$378,412			\$256,309		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	45	\$61,703	\$18,491	\$32,596	\$56,307	\$79,592	\$108,094
Top Business Position	7	\$108,191			\$113,983		
Top Finance Position	13	\$63,686		\$35,152	\$56,760	\$79,500	
Between \$500 thousand and \$1 million							
CEO/Executive Director	43	\$114,035	\$67,348	\$88,455	\$103,515	\$142,329	\$164,041
Top Business Position	12	\$131,466		\$103,727	\$125,420	\$140,586	
Top Finance Position	30	\$115,567	\$61,022	\$82,242	\$100,439	\$144,556	\$182,616
Between \$1 million and \$5 million							
CEO/Executive Director	59	\$157,122	\$96,165	\$124,421	\$158,635	\$191,431	\$235,773
Top Business Position	39	\$204,943	\$122,859	\$153,396	\$200,246	\$259,279	\$290,496
Top Finance Position	50	\$169,526	\$94,815	\$116,859	\$167,325	\$221,399	\$243,384

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
CEO/Executive Director	18	\$227,574		\$147,466	\$208,084	\$289,348	
Top Business Position	9	\$295,983			\$296,837		
Top Finance Position	16	\$190,846		\$127,309	\$193,190	\$250,417	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	147	\$74,359	\$30,000	\$43,116	\$63,061	\$101,625	\$124,868
Top Administrative Position	6	\$58,005			\$58,689		
Top Finance Position	5	\$41,603			\$21,500		
Between \$500 thousand and \$1 million							
CEO/Executive Director	57	\$126,753	\$75,135	\$89,503	\$119,952	\$156,458	\$176,975
Between \$1 million and \$5 million							
CEO/Executive Director	84	\$222,173	\$97,785	\$138,291	\$189,623	\$277,111	\$348,423
Top Business Position	6	\$161,969			\$148,969		
Top Finance Position	15	\$128,955		\$109,086	\$131,999	\$144,567	
Top Marketing Position	5	\$147,450			\$138,556		
Top Operations Position	13	\$148,567		\$109,621	\$144,272	\$155,907	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	28	\$482,558	\$175,392	\$259,989	\$383,500	\$526,879	\$717,786
Top Administrative Position	7	\$258,356			\$237,414		
Top Business Position	5	\$226,736			\$239,105		
Top Finance Position	19	\$224,875		\$148,928	\$205,432	\$252,084	
Top Operations Position	11	\$272,247		\$175,240	\$216,155	\$351,730	
Top Program Position	5	\$284,493			\$285,939		
Top Technology Position	10	\$203,970		\$157,649	\$168,662	\$204,776	
501(c)(07)—Social and Recreational Clubs							
\$500 thousand or less							
CEO/Executive Director	5	\$32,083			\$23,550		
Top Finance Position	10	\$22,063		\$16,020	\$18,525	\$20,857	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$84,967			\$78,920		
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$143,744	\$96,682	\$108,168	\$127,771	\$157,422	\$228,245
Top Administrative Position	27	\$143,253	\$96,616	\$104,625	\$129,325	\$156,188	\$228,345
Top Facilities Position	19	\$140,576		\$110,049	\$143,077	\$159,988	
Top Finance Position	6	\$98,196			\$98,922		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	16	\$293,663		\$183,368	\$225,614	\$347,022	
Top Administrative Position	18	\$307,776		\$186,173	\$246,456	\$372,895	
Top Facilities Position	17	\$223,410		\$185,302	\$196,837	\$233,306	
Top Finance Position	18	\$147,481		\$117,368	\$131,869	\$174,183	
Top Operations Position	8	\$257,567			\$255,419		
501(c)(08)—Fraternal Beneficiary Societies and Associations							
\$500 thousand or less							
Top Administrative Position	9	\$20,279			\$18,200		
Between \$500 thousand and \$1 million							
Top Administrative Position	6	\$18,518			\$16,445		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$61,079			\$80,505		
Top Finance Position	6	\$65,099			\$66,718		
Greater than \$5 million							
CEO/Executive Director	9	\$200,479			\$178,000		
Top Finance Position	9	\$161,415			\$148,000		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	11	\$263,470		\$210,717	\$238,592	\$305,821	
Top Administrative Position	5	\$259,225			\$244,951		
Top Finance Position	7	\$165,351			\$145,874		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
501(c)(13)—Cemetery Companies							
\$500 thousand or less							
CEO/Executive Director	5	\$38,492			\$47,932		
Top Administrative Position	5	\$33,554			\$33,719		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$111,733			\$104,989		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$84,371			\$85,876		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$142,620		\$104,181	\$136,460	\$171,669	
Top Finance Position	5	\$138,128			\$127,152		
Greater than \$5 million							
CEO/Executive Director	11	\$709,833		\$299,307	\$342,124	\$876,920	
Top Finance Position	8	\$203,147			\$177,984		
Top Operations Position	5	\$466,723			\$332,645		
501(c)(19)—Post or Organization of Past or Present Members of the Armed Forces							
\$500 thousand or less							
Top Finance Position	5	\$35,649			\$33,818		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Puerto Rico							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$80,847			\$82,315		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	8	\$122,693			\$119,571		
Top Finance Position	5	\$56,362			\$53,425		
Top Operations Position	6	\$55,100			\$47,756		

Rhode Island

501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	9	\$73,646			\$67,272		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$144,870		\$130,005	\$137,806	\$173,940	
Top Business Position	5	\$206,384			\$162,745		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	27	\$82,027	\$43,992	\$57,579	\$70,317	\$95,028	\$116,415
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$139,087			\$131,002		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$220,371		\$158,734	\$212,115	\$268,459	
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$163,846			\$141,443		
Top Administrative Position	6	\$163,846			\$141,443		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	7	\$460,860			\$374,100		
Top Finance Position	6	\$306,597			\$227,986		
Top Operations Position	5	\$285,099			\$249,525		
South Carolina							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	7	\$102,851			\$105,113		
Greater than \$5 million							
CEO/Executive Director	6	\$217,066			\$238,905		
Top Finance Position	5	\$152,551			\$130,705		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	48	\$75,516	\$28,693	\$41,200	\$60,951	\$92,765	\$150,166
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$117,024	\$65,000	\$84,388	\$113,620	\$135,300	\$175,000
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$201,313	\$116,599	\$149,656	\$179,330	\$223,990	\$308,137
Greater than \$5 million							
CEO/Executive Director	7	\$404,032			\$261,624		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$118,036			\$123,768		
Top Administrative Position	7	\$118,036			\$123,768		
Greater than \$5 million							
CEO/Executive Director	8	\$171,007			\$195,087		
Top Administrative Position	6	\$190,663			\$217,523		
Top Finance Position	5	\$120,363			\$120,494		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	14	\$401,431		\$314,993	\$391,654	\$470,376	
Top Finance Position	7	\$232,678			\$220,404		
Top Operations Position	10	\$251,801		\$229,619	\$246,320	\$299,234	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	\$65,970			\$62,367		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	\$58,404			\$50,216		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$125,201			\$103,227		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	39	\$61,056	\$23,065	\$39,623	\$54,574	\$77,557	\$102,949
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$107,335		\$76,000	\$106,683	\$119,932	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$136,275		\$91,289	\$115,241	\$199,303	
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$142,961			\$151,286		
Top Administrative Position	6	\$127,215			\$144,864		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	19	\$243,838		\$182,114	\$205,312	\$263,884	
Top Administrative Position	18	\$244,597		\$181,528	\$202,683	\$267,284	
Top Finance Position	9	\$205,944			\$187,641		
Top Operations Position	12	\$193,231		\$152,380	\$174,640	\$226,171	

Tennessee

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less

CEO/Executive Director	9	\$71,575			\$57,556		
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Between \$1 million and \$5 million

CEO/Executive Director	5	\$145,088			\$176,039		
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Greater than \$5 million

CEO/Executive Director	5	\$418,759			\$260,241		
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501(c)(05)—Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less

CEO/Executive Director	17	\$71,491		\$44,438	\$68,200	\$94,608	
Top Business Position	5	\$58,099			\$56,845		
Top Finance Position	9	\$66,707			\$66,223		

Between \$500 thousand and \$1 million

Top Business Position	6	\$94,034			\$95,474		
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Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$116,302		\$94,875	\$116,512	\$152,108	
Top Business Position	6	\$155,563			\$126,080		
Top Finance Position	16	\$107,468		\$91,798	\$112,856	\$140,434	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	91	\$72,657	\$30,000	\$39,231	\$60,480	\$92,490	\$134,267
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$119,976	\$75,934	\$92,546	\$124,072	\$140,547	\$157,185
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$191,264	\$114,072	\$149,058	\$165,746	\$224,185	\$279,024
Greater than \$5 million							
CEO/Executive Director	14	\$571,663		\$308,689	\$477,075	\$841,352	
Top Business Position	5	\$269,980			\$286,026		
Top Finance Position	9	\$256,223			\$241,981		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$130,472			\$131,308		
Top Administrative Position	6	\$137,767			\$135,692		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	10	\$224,986		\$175,464	\$206,461	\$253,055	
Top Administrative Position	7	\$248,661			\$229,564		
Top Facilities Position	7	\$180,108			\$167,309		
Top Finance Position	7	\$127,049			\$128,392		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	24	\$305,707	\$148,013	\$185,771	\$246,857	\$346,980	\$521,271
Top Administrative Position	13	\$263,545		\$176,104	\$217,912	\$274,451	
Top Finance Position	19	\$162,920		\$134,989	\$156,720	\$199,154	
Top Operations Position	13	\$187,811		\$145,290	\$164,904	\$201,418	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$114,698	\$73,299	\$82,317	\$103,910	\$133,316	\$178,434
Top Administrative Position	6	\$106,090			\$114,881		
Top Finance Position	13	\$74,014		\$55,392	\$71,077	\$81,349	
Greater than \$5 million							
CEO/Executive Director	15	\$703,189		\$231,792	\$338,248	\$419,768	
Top Finance Position	11	\$157,323		\$124,874	\$130,979	\$185,377	
Top Operations Position	7	\$166,382			\$173,067		
Top Technology Position	8	\$197,109			\$169,419		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	29	\$61,280	\$17,208	\$33,202	\$48,590	\$69,628	\$137,284
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$110,253			\$110,400		
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$163,227	\$50,914	\$73,403	\$121,350	\$231,221	\$333,021
Top Administrative Position	6	\$134,510			\$119,030		
Top Finance Position	5	\$143,358			\$140,151		
Greater than \$5 million							
CEO/Executive Director	14	\$330,011		\$217,506	\$297,067	\$342,253	
Top Finance Position	7	\$201,409			\$170,594		
Top Operations Position	6	\$212,388			\$135,642		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	17	\$70,924		\$40,083	\$72,000	\$87,400	
Top Business Position	8	\$94,245			\$87,087		
Top Finance Position	17	\$51,931		\$25,290	\$33,341	\$79,930	
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$73,411		\$53,721	\$77,000	\$86,870	
Top Business Position	6	\$80,382			\$73,489		
Top Finance Position	10	\$79,888		\$65,919	\$68,743	\$85,360	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$114,725	\$51,598	\$76,008	\$104,901	\$160,579	\$192,559
Top Business Position	17	\$132,535		\$105,597	\$137,247	\$151,821	
Top Finance Position	23	\$129,175	\$79,202	\$98,311	\$127,592	\$168,248	\$184,455
Greater than \$5 million							
CEO/Executive Director	11	\$244,703		\$183,792	\$235,042	\$292,057	
Top Finance Position	9	\$152,457			\$155,775		
Top Technology Position	5	\$159,921			\$166,698		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	251	\$65,585	\$29,750	\$41,830	\$61,500	\$81,359	\$104,784
Top Administrative Position	10	\$31,687		\$18,955	\$30,473	\$41,250	
Between \$500 thousand and \$1 million							
CEO/Executive Director	121	\$135,470	\$78,385	\$94,523	\$116,988	\$153,833	\$216,967
Between \$1 million and \$5 million							
CEO/Executive Director	159	\$229,997	\$114,247	\$151,056	\$210,000	\$280,263	\$362,509
Top Administrative Position	7	\$114,557			\$140,281		
Top Business Position	5	\$126,053			\$124,934		
Top Finance Position	23	\$148,440	\$66,744	\$90,588	\$117,599	\$165,336	\$245,965
Top Legal Position	7	\$184,830			\$144,527		
Top Marketing Position	6	\$147,906			\$144,944		
Top Operations Position	20	\$145,580	\$117,179	\$125,208	\$141,001	\$158,185	\$193,485
Top PR/Communications Position	6	\$175,469			\$176,977		
Top Technology Position	11	\$178,658		\$140,436	\$161,099	\$203,305	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	48	\$477,459	\$210,797	\$287,061	\$370,466	\$602,738	\$764,641
Top Business Position	10	\$220,683		\$175,759	\$195,138	\$256,468	
Top Education Position	8	\$175,495			\$145,768		
Top Finance Position	30	\$222,375	\$112,561	\$134,740	\$188,112	\$260,228	\$400,066
Top Legal Position	11	\$192,581		\$154,653	\$188,285	\$225,109	
Top Marketing Position	14	\$204,525		\$126,180	\$196,766	\$221,274	
Top Operations Position	17	\$267,845		\$186,033	\$229,497	\$304,076	
Top PR/Communications Position	12	\$201,946		\$160,756	\$197,229	\$227,526	
Top Technology Position	15	\$204,440		\$127,020	\$156,615	\$225,799	
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$190,363		\$125,302	\$162,112	\$252,194	
Top Administrative Position	12	\$190,912		\$120,547	\$155,918	\$255,429	
Greater than \$5 million							
CEO/Executive Director	29	\$279,725	\$149,358	\$219,899	\$267,121	\$349,016	\$384,427
Top Administrative Position	29	\$279,600	\$149,358	\$219,899	\$265,312	\$349,016	\$384,427
Top Facilities Position	15	\$187,804		\$143,658	\$190,183	\$225,249	
Top Finance Position	18	\$176,760		\$134,710	\$167,630	\$193,780	
Top Operations Position	9	\$268,495			\$245,812		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
\$500 thousand or less							
CEO/Executive Director	8	\$49,884			\$51,023		
Top Administrative Position	10	\$46,072		\$35,722	\$42,358	\$56,622	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$66,861			\$69,077		
Top Administrative Position	6	\$58,027			\$60,092		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$84,896		\$74,261	\$83,119	\$92,147	
Top Administrative Position	15	\$84,810		\$73,496	\$80,060	\$96,079	
Greater than \$5 million							
CEO/Executive Director	57	\$328,104	\$168,421	\$215,642	\$273,913	\$369,357	\$492,161
Top Administrative Position	44	\$298,687	\$160,530	\$208,946	\$238,552	\$303,081	\$471,415
Top Facilities Position	5	\$213,140			\$212,003		
Top Finance Position	30	\$213,870	\$135,253	\$154,771	\$196,757	\$231,417	\$329,380
Top Human Resources Position	7	\$210,079			\$177,577		
Top Operations Position	33	\$227,779	\$145,217	\$163,987	\$202,727	\$273,498	\$380,046
Top PR/Communications Position	7	\$225,508			\$210,769		
Top Technology Position	13	\$231,056		\$180,434	\$189,661	\$290,922	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	18	\$61,087		\$38,233	\$52,974	\$80,461	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$100,149		\$86,025	\$97,486	\$106,999	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$139,581	\$88,388	\$101,372	\$127,807	\$146,490	\$177,574
Top Finance Position	9	\$101,841			\$97,011		
Top Operations Position	6	\$94,259			\$91,970		
Greater than \$5 million							
CEO/Executive Director	44	\$527,166	\$184,647	\$213,342	\$371,866	\$750,801	\$1,057,336
Top Finance Position	33	\$232,467	\$117,360	\$149,591	\$191,305	\$282,383	\$402,392
Top Human Resources Position	8	\$178,695			\$198,843		
Top Marketing Position	12	\$224,182		\$128,533	\$183,342	\$250,825	
Top Operations Position	24	\$224,893	\$119,520	\$145,821	\$216,921	\$253,219	\$357,773
Top Technology Position	25	\$226,063	\$109,807	\$135,693	\$209,518	\$287,681	\$363,971

Utah

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less

CEO/Executive Director	5	\$88,214			\$74,499		
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Between \$1 million and \$5 million

CEO/Executive Director	6	\$97,808			\$109,097		
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501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	35	\$75,846	\$37,200	\$48,000	\$67,500	\$90,453	\$130,968
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Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$140,598		\$110,000	\$139,558	\$162,646	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$253,804	\$125,887	\$152,755	\$225,342	\$303,668	\$455,844
Top Operations Position	5	\$169,236			\$182,319		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$135,552			\$120,240		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Between \$1 million and \$5 million							
Top Finance Position	5	\$93,710			\$50,160		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$116,319			\$109,076		

Vermont

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	33	\$86,131	\$48,900	\$56,769	\$73,225	\$108,163	\$137,737
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Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$111,619			\$94,212		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$180,872			\$164,437		

Virginia

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less							
CEO/Executive Director	10	\$97,617		\$44,720	\$93,940	\$144,962	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$128,388			\$134,323		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$187,453		\$129,500	\$172,212	\$202,231	
Greater than \$5 million							
CEO/Executive Director	17	\$578,012		\$195,195	\$312,525	\$718,229	
Top Administrative Position	6	\$139,233			\$139,508		
Top Finance Position	9	\$301,061			\$176,291		
Top Legal Position	6	\$435,053			\$454,894		
Top Technology Position	6	\$307,372			\$309,236		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	20	\$81,777	\$29,121	\$59,389	\$75,739	\$107,053	\$144,564
Top Finance Position	15	\$46,258		\$26,991	\$44,030	\$51,582	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$112,889		\$81,785	\$121,749	\$154,062	
Top Finance Position	6	\$110,525			\$114,080		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$131,159		\$77,579	\$158,581	\$170,459	
Top Finance Position	9	\$114,384			\$97,935		
Greater than \$5 million							
CEO/Executive Director	7	\$372,084			\$220,334		
Top Finance Position	6	\$218,629			\$175,639		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	92	\$84,401	\$34,468	\$51,249	\$70,195	\$110,486	\$134,032
Between \$500 thousand and \$1 million							
CEO/Executive Director	67	\$158,265	\$90,974	\$112,415	\$143,505	\$192,769	\$228,261

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	187	\$288,299	\$131,030	\$199,407	\$253,740	\$349,859	\$486,019
Top Administrative Position	14	\$168,875		\$146,465	\$160,988	\$199,865	
Top Business Position	14	\$153,484		\$134,611	\$153,939	\$169,333	
Top Education Position	14	\$153,862		\$128,135	\$140,818	\$163,719	
Top Finance Position	43	\$172,432	\$100,139	\$124,794	\$142,678	\$179,471	\$293,241
Top Legal Position	6	\$180,786			\$171,837		
Top Marketing Position	14	\$138,545		\$121,985	\$137,496	\$154,357	
Top Operations Position	37	\$176,712	\$113,314	\$130,917	\$155,997	\$200,445	\$265,647
Top PR/Communications Position	19	\$144,719		\$133,530	\$149,722	\$155,093	
Top Program Position	10	\$148,480		\$119,665	\$148,461	\$160,781	
Top Technology Position	22	\$173,597	\$115,996	\$132,947	\$157,311	\$191,197	\$237,196

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	128	\$705,010	\$272,082	\$349,678	\$528,378	\$765,117	\$1,186,105
Top Administrative Position	25	\$203,452	\$153,315	\$168,066	\$189,505	\$220,405	\$242,587
Top Business Position	26	\$272,695	\$160,375	\$191,347	\$220,471	\$266,923	\$460,303
Top Development Position	6	\$175,703			\$187,280		
Top Education Position	19	\$188,887		\$141,553	\$178,486	\$193,010	
Top Finance Position	88	\$267,076	\$147,703	\$173,945	\$219,396	\$308,980	\$410,024
Top Human Resources Position	20	\$206,829	\$139,195	\$158,467	\$198,371	\$242,423	\$269,155
Top Legal Position	42	\$332,779	\$186,816	\$219,723	\$281,919	\$406,593	\$552,350
Top Marketing Position	25	\$244,932	\$145,606	\$152,108	\$175,157	\$244,977	\$403,173
Top Operations Position	51	\$335,409	\$181,411	\$243,869	\$293,477	\$379,554	\$526,168
Top PR/Communications Position	44	\$229,556	\$141,853	\$154,576	\$201,118	\$250,728	\$349,046
Top Program Position	11	\$259,123		\$148,482	\$186,244	\$192,957	
Top Technology Position	45	\$210,715	\$141,339	\$154,173	\$190,705	\$240,956	\$304,636
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$106,635			\$114,240		
Top Administrative Position	9	\$98,518			\$113,475		
Greater than \$5 million							
CEO/Executive Director	19	\$269,817		\$206,176	\$246,753	\$339,707	
Top Administrative Position	17	\$258,179		\$205,554	\$246,753	\$322,209	
Top Facilities Position	13	\$199,329		\$155,435	\$193,702	\$248,443	
Top Finance Position	10	\$167,938		\$134,113	\$148,208	\$210,148	
Top Operations Position	8	\$298,098			\$275,431		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
501(c)(08)—Fraternal Beneficiary Societies and Associations							
\$500 thousand or less							
Top Administrative Position	11	\$32,260		\$22,850	\$32,900	\$37,550	
Between \$1 million and \$5 million							
Top Administrative Position	7	\$34,876			\$31,750		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	12	\$578,128		\$306,810	\$430,759	\$585,954	
Top Finance Position	8	\$200,419			\$206,902		
Top Operations Position	9	\$246,337			\$205,722		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	7	\$488,223			\$471,684		
Top Finance Position	7	\$234,957			\$198,596		
Top Operations Position	5	\$294,616			\$278,591		

Washington

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less							
CEO/Executive Director	9	\$84,800			\$60,000		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$107,526			\$107,159		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$136,085			\$128,594		
Greater than \$5 million							
CEO/Executive Director	5	\$502,750			\$443,921		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	40	\$92,249	\$19,569	\$45,748	\$105,029	\$134,231	\$148,720
Top Finance Position	8	\$68,426			\$65,253		
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$108,159		\$61,651	\$96,935	\$136,143	
Top Business Position	5	\$127,174			\$122,555		
Top Finance Position	6	\$115,037			\$134,533		
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$138,454	\$37,936	\$105,520	\$135,539	\$183,565	\$218,081
Top Business Position	18	\$180,702		\$149,629	\$180,403	\$201,082	
Top Finance Position	41	\$148,930	\$59,337	\$125,044	\$143,520	\$183,021	\$221,542
Greater than \$5 million							
CEO/Executive Director	18	\$199,386		\$171,967	\$191,162	\$224,119	
Top Business Position	7	\$223,457			\$233,564		
Top Finance Position	20	\$205,438	\$132,124	\$160,404	\$199,885	\$234,200	\$276,581
Top PR/Communications Position	7	\$186,150			\$168,054		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	107	\$82,987	\$36,658	\$48,094	\$70,830	\$97,831	\$148,832
Top Administrative Position	6	\$64,990			\$43,325		
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	\$134,409	\$83,691	\$89,791	\$132,469	\$161,661	\$200,455
Between \$1 million and \$5 million							
CEO/Executive Director	56	\$191,857	\$107,334	\$138,474	\$185,589	\$223,921	\$311,394
Top Finance Position	7	\$134,873			\$125,097		
Greater than \$5 million							
CEO/Executive Director	9	\$328,551			\$261,360		
Top Finance Position	10	\$151,672		\$126,769	\$135,451	\$173,898	
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$150,090		\$122,117	\$135,893	\$168,516	
Top Administrative Position	9	\$140,211			\$136,609		
Greater than \$5 million							
CEO/Executive Director	8	\$276,189			\$209,281		
Top Administrative Position	8	\$276,189			\$209,281		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$141,523			\$134,593		
Top Administrative Position	5	\$141,523			\$134,593		

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	14	\$302,981		\$210,998	\$282,960	\$336,587	
Top Administrative Position	10	\$256,546		\$186,627	\$228,744	\$310,437	
Top Finance Position	11	\$176,512		\$146,163	\$180,519	\$202,997	
Top Operations Position	7	\$241,545			\$251,529		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$148,781		\$107,152	\$135,185	\$154,850	
Top Operations Position	5	\$83,663			\$90,158		
Greater than \$5 million							
CEO/Executive Director	25	\$770,211	\$211,225	\$419,665	\$683,736	\$1,159,371	\$1,350,129
Top Business Position	11	\$203,141		\$164,808	\$201,945	\$237,070	
Top Finance Position	24	\$388,234	\$136,586	\$182,528	\$281,264	\$399,838	\$596,337
Top Human Resources Position	10	\$198,386		\$149,056	\$197,510	\$220,337	
Top Marketing Position	11	\$202,898		\$160,301	\$205,481	\$254,742	
Top Operations Position	18	\$302,555		\$199,189	\$276,361	\$397,782	
Top Technology Position	21	\$274,123	\$145,482	\$162,805	\$269,446	\$344,220	\$422,893

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$31,854			\$24,766		
Top Finance Position	5	\$57,401			\$37,713		
Between \$500 thousand and \$1 million							
Top Business Position	7	\$125,915			\$101,939		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$131,019			\$130,524		
Top Business Position	9	\$149,187			\$155,133		
Top Finance Position	5	\$146,808			\$155,673		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	52	\$70,874	\$27,559	\$36,177	\$62,096	\$98,413	\$125,649
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$116,775		\$76,385	\$93,940	\$163,855	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$270,325		\$145,795	\$195,589	\$265,834	
Wisconsin							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	24	\$73,968	\$30,371	\$46,538	\$77,507	\$100,935	\$117,182

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$99,036			\$104,553		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$176,532			\$167,306		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	17	\$64,762		\$26,796	\$50,038	\$99,475	
Top Finance Position	5	\$33,026			\$20,288		
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$109,033		\$87,222	\$107,589	\$134,353	
Top Finance Position	8	\$145,863			\$133,530		
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$138,099	\$61,550	\$108,871	\$147,073	\$171,634	\$202,102
Top Business Position	21	\$160,930	\$129,967	\$134,240	\$156,293	\$181,341	\$193,563
Top Finance Position	21	\$127,203	\$46,695	\$92,718	\$136,434	\$162,731	\$187,229
Greater than \$5 million							
Top Finance Position	5	\$205,371			\$224,531		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	93	\$70,722	\$32,589	\$47,500	\$62,000	\$85,363	\$122,568
Between \$500 thousand and \$1 million							
CEO/Executive Director	53	\$118,245	\$65,319	\$79,806	\$107,980	\$148,531	\$188,546

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	57	\$203,620	\$104,359	\$130,283	\$190,565	\$259,646	\$309,897
Top Finance Position	10	\$139,677		\$99,771	\$127,852	\$149,086	
Top Operations Position	5	\$147,325			\$149,618		
Greater than \$5 million							
CEO/Executive Director	16	\$432,726		\$329,371	\$387,382	\$440,583	
Top Administrative Position	5	\$179,828			\$198,210		
Top Business Position	6	\$199,744			\$200,700		
Top Finance Position	12	\$173,679		\$152,295	\$164,005	\$200,893	
Top Operations Position	6	\$203,492			\$203,396		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$135,474			\$125,960		
Top Administrative Position	9	\$135,474			\$125,960		
Top Facilities Position	5	\$128,808			\$117,804		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	23	\$342,729	\$243,164	\$275,244	\$316,817	\$334,492	\$450,118
Top Administrative Position	13	\$315,570		\$278,479	\$316,701	\$332,362	
Top Finance Position	11	\$182,422		\$135,874	\$163,557	\$178,047	
Top Operations Position	11	\$186,889		\$155,074	\$190,955	\$203,164	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	16	\$54,159		\$43,514	\$58,639	\$66,628	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$98,474			\$98,734		
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$135,593	\$84,740	\$95,184	\$122,239	\$159,370	\$202,989
Top Finance Position	9	\$93,554			\$86,106		
Top Operations Position	8	\$69,946			\$71,360		
Greater than \$5 million							
CEO/Executive Director	30	\$523,019	\$188,624	\$259,195	\$440,991	\$610,435	\$833,706
Top Business Position	9	\$194,300			\$205,828		
Top Finance Position	29	\$268,731	\$106,688	\$120,139	\$236,655	\$320,293	\$460,369
Top Human Resources Position	12	\$191,785		\$114,445	\$191,300	\$241,925	
Top Marketing Position	12	\$160,732		\$114,102	\$148,493	\$164,290	
Top Operations Position	21	\$194,061	\$109,536	\$118,549	\$172,468	\$234,131	\$320,324
Top Technology Position	18	\$247,830		\$190,358	\$220,651	\$268,534	

Wyoming

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	26	\$74,003	\$28,009	\$42,594	\$80,292	\$97,951	\$124,957
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Between \$500 thousand and \$1 million

CEO/Executive Director	10	\$125,406		\$89,642	\$138,022	\$163,405	
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Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$132,802			\$134,665		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	8	\$244,189			\$220,264		
Top Administrative Position	6	\$214,309			\$203,234		
Top Operations Position	5	\$176,606			\$169,459		

501(c)(3) Organizations Compensation MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Abilene, TX							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	\$47,188			\$41,177		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$92,846			\$83,707		
Akron, OH							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	\$48,617		\$31,707	\$43,129	\$55,269	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$118,338			\$113,231		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$117,074			\$141,604		
Greater than \$5 million							
CEO/Executive Director	8	\$353,203			\$238,069		
Top Finance Position	6	\$143,927			\$121,182		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	13	\$55,196		\$41,346	\$50,000	\$62,400	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Akron, OH							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$66,441			\$60,042		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$105,799		\$89,060	\$107,948	\$122,398	
Greater than \$5 million							
CEO/Executive Director	11	\$179,718		\$138,584	\$166,444	\$192,783	
Top Finance Position	7	\$99,848			\$88,034		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$124,963			\$132,486		
Albany-Schenectady-Troy, NY							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	19	\$45,107		\$31,625	\$42,000	\$53,448	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$123,028			\$96,572		
Greater than \$5 million							
CEO/Executive Director	5	\$258,663			\$290,665		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	\$58,435			\$50,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$106,757			\$102,218		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$131,524			\$124,969		
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$126,589			\$105,042		
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$103,239			\$104,219		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	19	\$65,684		\$35,607	\$55,548	\$86,002	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$122,008			\$115,000		
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$151,266	\$78,851	\$88,525	\$118,343	\$139,129	\$304,533
Top Finance Position	8	\$95,699			\$84,711		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	20	\$569,317	\$128,763	\$149,751	\$204,710	\$379,885	\$644,539
Top Administrative Position	6	\$237,299			\$240,843		
Top Development Position	6	\$199,108			\$207,931		
Top Education Position	12	\$249,481		\$164,499	\$227,479	\$301,580	
Top Finance Position	12	\$216,821		\$166,479	\$204,787	\$290,086	
Health—General and Rehabilitative							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$102,476			\$92,208		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$154,265		\$120,953	\$150,983	\$165,435	
Greater than \$5 million							
CEO/Executive Director	19	\$492,653		\$184,881	\$296,915	\$616,194	
Top Finance Position	12	\$252,448		\$163,341	\$213,250	\$300,261	
Top Operations Position	7	\$249,700			\$246,649		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$72,897			\$67,769		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$100,475		\$93,226	\$95,651	\$108,379	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	13	\$61,471		\$50,400	\$58,783	\$75,609	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$66,634		\$52,981	\$59,593	\$81,120	
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$117,880	\$70,317	\$77,661	\$96,714	\$134,559	\$197,038
Top Finance Position	10	\$110,496		\$81,915	\$98,898	\$114,650	
Greater than \$5 million							
CEO/Executive Director	25	\$174,164	\$117,745	\$126,717	\$158,170	\$195,628	\$252,900
Top Finance Position	17	\$132,987		\$121,279	\$126,717	\$147,764	
Top Operations Position	5	\$175,455			\$179,341		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$114,754			\$112,776		
Greater than \$5 million							
CEO/Executive Director	8	\$181,688			\$145,948		
Top Finance Position	5	\$120,711			\$99,756		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	8	\$50,836			\$40,578		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$35,109			\$38,968		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albuquerque, NM							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	\$43,136			\$37,942		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$81,912			\$75,982		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$113,093			\$98,876		
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$78,528			\$67,878		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	7	\$63,411			\$68,044		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$91,416			\$96,900		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	12	\$50,980		\$30,016	\$41,871	\$61,090	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$70,088		\$49,897	\$59,740	\$80,941	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$121,393		\$73,655	\$108,566	\$164,109	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albuquerque, NM							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	10	\$241,769		\$144,579	\$233,483	\$286,896	
Top Finance Position	6	\$166,466			\$145,047		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	11	\$94,483		\$43,680	\$70,000	\$99,293	
Greater than \$5 million							
CEO/Executive Director	5	\$549,945			\$200,745		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$116,572			\$71,095		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	\$43,545		\$29,428	\$42,300	\$55,334	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$64,745		\$54,566	\$64,924	\$72,632	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$91,596	\$52,341	\$69,331	\$95,187	\$108,153	\$128,186
Top Finance Position	9	\$72,975			\$66,066		
Greater than \$5 million							
CEO/Executive Director	9	\$123,140			\$127,391		
Top Finance Position	5	\$97,250			\$95,469		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albuquerque, NM							
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$74,187			\$79,267		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$51,308			\$45,286		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$61,961			\$63,712		
Allentown-Bethlehem-Easton, PA							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$74,618			\$76,220		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$116,240			\$95,191		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$32,511			\$31,859		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$106,443		\$73,392	\$109,954	\$138,034	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Allentown-Bethlehem-Easton, PA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	13	\$219,994		\$110,216	\$142,000	\$231,909	
Top Administrative Position	5	\$223,857			\$197,390		
Top Finance Position	7	\$204,760			\$184,634		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$816,050			\$508,679		
Top Finance Position	5	\$187,309			\$169,269		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$104,379			\$108,062		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	\$43,892		\$34,872	\$43,339	\$56,178	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$73,789			\$72,384		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$109,917			\$112,399		
Greater than \$5 million							
CEO/Executive Director	15	\$249,212		\$127,447	\$177,462	\$241,256	
Top Finance Position	10	\$158,782		\$92,283	\$132,674	\$216,191	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Allentown-Bethlehem-Easton, PA							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	6	\$191,606			\$153,719		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	\$30,606			\$27,300		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$47,055			\$47,320		
Altoona, PA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$42,765			\$41,163		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$74,166			\$66,015		
Amarillo, TX							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$47,815			\$43,041		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Amarillo, TX							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$95,963			\$95,000		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$103,014			\$102,785		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$90,036			\$78,324		

Anchorage, AK

Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$144,155			\$142,894		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$47,362			\$44,951		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$132,681			\$133,534		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Anchorage, AK							
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$97,459			\$89,138		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$130,913			\$119,701		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$57,532			\$58,530		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$112,491			\$116,520		
Top Finance Position	5	\$80,248			\$70,017		
Greater than \$5 million							
CEO/Executive Director	6	\$231,417			\$202,919		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$100,628			\$95,000		

Ann Arbor, MI

Arts, Culture, and Humanities

\$500 thousand or less							
CEO/Executive Director	8	\$50,926			\$48,871		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$104,771			\$102,419		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ann Arbor, MI							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$134,570			\$122,747		
Greater than \$5 million							
CEO/Executive Director	7	\$355,302			\$280,166		
Top Finance Position	5	\$181,047			\$184,137		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$216,238			\$170,751		
Greater than \$5 million							
CEO/Executive Director	9	\$540,710			\$283,249		
Top Finance Position	5	\$445,560			\$364,417		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	\$57,972		\$45,099	\$53,765	\$57,420	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$71,299			\$70,719		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$86,890		\$71,956	\$87,884	\$99,755	
Top Finance Position	6	\$79,532			\$88,548		
Greater than \$5 million							
CEO/Executive Director	11	\$214,646		\$134,297	\$169,603	\$208,313	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ann Arbor, MI							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	\$32,379			\$35,485		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$65,952			\$69,524		
Appleton-Oshkosh-Neenah, WI							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$66,182			\$51,149		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$249,940			\$260,642		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	15	\$35,921		\$20,669	\$29,923	\$51,482	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$82,301			\$78,827		
Greater than \$5 million							
CEO/Executive Director	9	\$188,066			\$206,532		
Top Finance Position	7	\$118,540			\$117,011		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Asheville, NC							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	\$43,550			\$43,600		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$104,546			\$111,090		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	9	\$53,014			\$44,940		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$75,244			\$76,299		
Greater than \$5 million							
CEO/Executive Director	6	\$257,249			\$223,864		
Top Finance Position	6	\$116,347			\$119,507		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	\$60,377			\$60,059		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	8	\$200,048			\$174,386		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	\$56,621		\$35,602	\$45,632	\$54,080	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Asheville, NC							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$93,393		\$57,751	\$77,186	\$101,765	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	\$52,422			\$49,445		
Atlanta, GA							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$115,196			\$95,661		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	37	\$49,782	\$20,206	\$32,500	\$42,477	\$69,615	\$78,950
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$76,900		\$42,875	\$65,500	\$79,113	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$125,066	\$63,226	\$91,584	\$120,170	\$163,993	\$191,146

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	9	\$401,892			\$404,783		
Top Development Position	6	\$176,852			\$147,939		
Top Finance Position	7	\$197,831			\$204,762		
Top Marketing Position	5	\$141,936			\$127,473		
Top Operations Position	6	\$185,748			\$193,828		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	13	\$65,582		\$40,000	\$67,894	\$93,800	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$116,379			\$102,993		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$114,808			\$98,525		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	12	\$57,051		\$38,014	\$45,209	\$70,458	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$92,591			\$68,259		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$168,635		\$130,544	\$155,706	\$213,230	
Greater than \$5 million							
CEO/Executive Director	5	\$193,498			\$162,217		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$53,092			\$50,292		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$90,172			\$85,487		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	12	\$53,699		\$29,753	\$60,014	\$70,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$109,607			\$103,064		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$118,961			\$93,566		
Top Finance Position	5	\$75,629			\$78,773		
Greater than \$5 million							
CEO/Executive Director	5	\$268,177			\$287,404		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	41	\$53,278	\$19,830	\$34,981	\$45,687	\$63,750	\$89,194
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	\$77,027	\$34,760	\$52,000	\$69,331	\$89,733	\$147,246
Between \$1 million and \$5 million							
CEO/Executive Director	67	\$133,519	\$55,961	\$82,483	\$115,507	\$151,454	\$274,793
Top Finance Position	12	\$95,516		\$69,043	\$95,680	\$109,172	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	79	\$293,727	\$129,805	\$182,813	\$246,668	\$356,427	\$511,165
Top Administrative Position	14	\$210,095		\$151,069	\$177,944	\$208,338	
Top Business Position	11	\$249,514		\$164,453	\$184,418	\$279,731	
Top Development Position	24	\$170,792	\$121,098	\$137,043	\$167,277	\$194,654	\$230,517
Top Education Position	11	\$219,053		\$158,051	\$174,416	\$235,920	
Top Finance Position	53	\$203,781	\$92,469	\$112,769	\$152,707	\$252,453	\$302,255
Top Human Resources Position	8	\$308,728			\$168,791		
Top Marketing Position	7	\$162,522			\$156,127		
Top Operations Position	20	\$227,914	\$110,613	\$125,883	\$145,376	\$246,883	\$489,869
Top PR/Communications Position	6	\$141,048			\$129,749		
Top Technology Position	9	\$175,969			\$159,659		
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	5	\$232,945			\$247,393		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	17	\$62,925		\$52,500	\$62,406	\$66,950	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$143,567			\$132,531		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	6	\$41,858			\$39,750		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Food, Agriculture, and Nutrition							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$71,339			\$63,832		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$81,261			\$68,572		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	15	\$52,741		\$35,750	\$52,000	\$62,185	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$88,147		\$59,687	\$91,200	\$98,034	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$166,377	\$94,175	\$114,596	\$142,887	\$171,419	\$207,549
Top Finance Position	6	\$142,207			\$142,397		
Greater than \$5 million							
CEO/Executive Director	36	\$752,261	\$166,409	\$256,790	\$387,905	\$806,406	\$1,749,186
Top Administrative Position	12	\$285,850		\$147,086	\$214,576	\$311,417	
Top Business Position	5	\$261,961			\$155,573		
Top Finance Position	27	\$396,033	\$163,424	\$199,090	\$327,782	\$437,811	\$786,062
Top Human Resources Position	12	\$344,341		\$225,801	\$244,975	\$357,335	
Top Legal Position	7	\$528,269			\$617,898		
Top Operations Position	22	\$500,496	\$158,300	\$209,276	\$284,603	\$594,344	\$1,044,069
Top Program Position	5	\$277,974			\$253,117		
Top Technology Position	7	\$451,944			\$480,438		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	21	\$57,990	\$20,000	\$41,121	\$58,846	\$68,956	\$88,668
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$91,502			\$87,841		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$138,784	\$55,322	\$74,787	\$108,070	\$152,408	\$226,526
Top Finance Position	6	\$110,224			\$100,710		
Greater than \$5 million							
CEO/Executive Director	7	\$320,774			\$245,213		
Top Finance Position	5	\$178,091			\$167,488		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	88	\$50,732	\$22,550	\$30,000	\$41,296	\$64,347	\$85,650
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	\$76,025	\$38,400	\$52,732	\$68,397	\$94,127	\$117,649
Between \$1 million and \$5 million							
CEO/Executive Director	71	\$105,424	\$60,000	\$78,925	\$99,398	\$130,675	\$142,436
Top Finance Position	11	\$68,553		\$57,498	\$67,920	\$72,032	
Top Operations Position	7	\$98,806			\$90,173		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	37	\$231,925	\$114,713	\$137,914	\$175,523	\$265,266	\$375,385
Top Business Position	5	\$125,883			\$131,112		
Top Development Position	11	\$205,646		\$123,368	\$167,094	\$214,173	
Top Finance Position	24	\$144,431	\$81,761	\$95,265	\$119,650	\$157,942	\$274,222
Top Marketing Position	5	\$271,580			\$209,920		
Top Operations Position	13	\$203,378		\$137,686	\$162,006	\$212,848	
Top PR/Communications Position	5	\$190,620			\$172,053		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	14	\$65,414		\$47,415	\$61,059	\$74,997	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$98,503			\$110,000		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	13	\$59,547		\$35,036	\$56,730	\$80,390	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$97,570			\$89,083		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$148,008			\$144,480		
Greater than \$5 million							
CEO/Executive Director	7	\$191,286			\$151,260		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	13	\$51,904		\$29,056	\$49,423	\$72,300	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$90,652			\$84,375		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$124,378		\$86,146	\$103,885	\$123,306	
Greater than \$5 million							
CEO/Executive Director	5	\$301,383			\$277,687		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	16	\$64,531		\$42,048	\$59,078	\$83,684	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$69,377			\$58,469		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$134,100			\$127,481		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	12	\$42,928		\$17,900	\$32,250	\$57,598	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$108,660			\$103,136		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$156,277		\$100,463	\$132,281	\$182,195	
Greater than \$5 million							
CEO/Executive Director	5	\$363,861			\$305,999		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	123	\$55,409	\$19,392	\$31,371	\$50,000	\$73,798	\$98,374
Top Finance Position	13	\$42,859		\$26,400	\$36,400	\$52,822	
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$101,356	\$50,810	\$69,015	\$95,100	\$105,800	\$173,168
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$109,006	\$43,434	\$70,125	\$94,525	\$121,960	\$195,157
Top Finance Position	5	\$91,227			\$91,344		
Greater than \$5 million							
CEO/Executive Director	11	\$277,971		\$221,807	\$291,385	\$316,250	
Top Finance Position	7	\$165,463			\$182,286		
Top Operations Position	6	\$145,757			\$146,808		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	35	\$52,666	\$18,920	\$32,539	\$51,520	\$64,281	\$87,039
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$88,322		\$74,151	\$87,082	\$116,988	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$132,193		\$86,773	\$118,006	\$160,929	
Greater than \$5 million							
CEO/Executive Director	6	\$343,774			\$324,547		
Top Finance Position	5	\$117,604			\$133,921		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlantic City, NJ							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$875,436			\$798,762		
Top Finance Position	6	\$322,805			\$271,533		
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	9	\$176,752			\$149,396		
Top Finance Position	6	\$146,561			\$109,115		
Top Operations Position	5	\$132,370			\$138,425		
Auburn-Opelika, AL							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$46,350			\$41,333		
Augusta-Aiken, GA-SC							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$36,983			\$32,015		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$79,840			\$75,909		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Augusta-Aiken, GA-SC							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	7	\$137,675			\$134,407		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	\$39,584			\$42,012		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$44,226			\$46,541		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$89,755			\$94,349		

Austin-San Marcos, TX

Arts, Culture, and Humanities

\$500 thousand or less							
CEO/Executive Director	37	\$50,879	\$20,892	\$28,673	\$48,333	\$66,333	\$85,495
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$67,218			\$60,295		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$98,295		\$57,545	\$105,451	\$121,990	
Greater than \$5 million							
CEO/Executive Director	11	\$240,968		\$176,745	\$208,766	\$263,525	
Top Development Position	5	\$143,440			\$140,352		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$112,118			\$106,766		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	12	\$72,382		\$48,887	\$70,100	\$96,428	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$106,256			\$110,250		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$160,698		\$100,373	\$117,083	\$162,559	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	10	\$65,388		\$50,466	\$64,628	\$71,898	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$88,091			\$89,104		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	5	\$42,452			\$40,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$69,611			\$72,558		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	27	\$59,336	\$29,904	\$39,368	\$55,000	\$69,351	\$88,077

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$79,061		\$40,410	\$59,856	\$89,335	
Between \$1 million and \$5 million							
CEO/Executive Director	44	\$128,777	\$72,374	\$89,484	\$120,360	\$155,986	\$211,147
Top Operations Position	5	\$122,826			\$125,858		
Greater than \$5 million							
CEO/Executive Director	32	\$327,900	\$127,489	\$150,955	\$207,312	\$330,710	\$485,855
Top Administrative Position	9	\$171,544			\$145,488		
Top Development Position	5	\$148,195			\$119,285		
Top Education Position	5	\$142,350			\$130,084		
Top Finance Position	17	\$161,266		\$113,877	\$125,811	\$215,662	
Top Operations Position	9	\$132,459			\$113,397		
Top Technology Position	5	\$309,795			\$129,145		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$106,259			\$114,976		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	11	\$73,693		\$56,418	\$70,500	\$79,991	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$107,856			\$98,416		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	13	\$63,722		\$25,000	\$37,961	\$84,920	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$96,964			\$89,372		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$161,250		\$107,746	\$136,026	\$194,732	
Greater than \$5 million							
CEO/Executive Director	14	\$321,069		\$177,068	\$222,834	\$390,272	
Top Finance Position	9	\$226,079			\$230,366		
Top Operations Position	5	\$159,745			\$151,148		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$90,987			\$80,009		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$90,047			\$80,844		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	29	\$60,804	\$32,046	\$42,100	\$56,000	\$78,128	\$88,910
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$66,996		\$52,263	\$71,158	\$83,310	
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$113,881	\$65,294	\$79,221	\$107,888	\$145,117	\$162,377
Top Finance Position	5	\$77,386			\$60,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	24	\$359,776	\$104,979	\$128,128	\$176,093	\$289,805	\$474,889
Top Finance Position	14	\$302,010		\$95,137	\$131,986	\$164,102	
Top Operations Position	7	\$373,698			\$236,512		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	10	\$52,808		\$33,969	\$43,559	\$72,918	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$70,765			\$69,051		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$102,208			\$95,108		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$116,992			\$99,540		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$65,920			\$54,541		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$170,199			\$147,056		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	\$48,221			\$44,500		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Recreation, Sports, Leisure, Athletics							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$65,783			\$62,633		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	23	\$55,533	\$25,011	\$37,473	\$49,876	\$67,399	\$80,287
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$76,112			\$73,869		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	11	\$65,389		\$50,688	\$61,551	\$75,824	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$79,311		\$70,683	\$79,237	\$87,411	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$101,422			\$111,143		
Bakersfield, CA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$39,436			\$33,633		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$113,899		\$85,648	\$103,180	\$141,954	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$104,802			\$89,932		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	43	\$47,163	\$20,751	\$29,054	\$40,950	\$60,832	\$80,760
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$95,025		\$71,912	\$83,235	\$117,502	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$135,058		\$115,024	\$128,588	\$156,320	
Top Finance Position	8	\$89,601			\$88,415		
Greater than \$5 million							
CEO/Executive Director	7	\$218,979			\$182,498		
Top Finance Position	5	\$126,294			\$119,110		
Civil Rights, Social Action, Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$115,694			\$111,215		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	16	\$59,934		\$42,674	\$61,694	\$72,557	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$95,432			\$88,715		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$157,854		\$96,059	\$158,323	\$205,225	
Top Finance Position	5	\$113,031			\$130,066		
Greater than \$5 million							
CEO/Executive Director	9	\$246,555			\$212,242		
Top Finance Position	6	\$116,533			\$127,384		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	8	\$63,110			\$53,293		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	11	\$87,750		\$54,900	\$97,520	\$115,462	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$128,832			\$135,929		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	27	\$64,463	\$33,630	\$42,934	\$53,800	\$76,863	\$102,490
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$102,949		\$80,000	\$90,000	\$115,000	
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$126,631	\$66,613	\$85,709	\$117,149	\$159,974	\$195,844
Top Finance Position	6	\$93,930			\$88,052		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	58	\$285,667	\$123,654	\$159,532	\$234,081	\$409,920	\$497,418
Top Administrative Position	8	\$190,050			\$190,502		
Top Business Position	6	\$181,675			\$192,571		
Top Development Position	21	\$178,345	\$116,660	\$142,244	\$169,084	\$210,509	\$236,204
Top Education Position	13	\$222,454		\$179,959	\$205,809	\$232,699	
Top Finance Position	41	\$185,669	\$109,057	\$152,359	\$181,710	\$216,071	\$247,852
Top Operations Position	19	\$191,171		\$141,317	\$159,706	\$238,815	
Top Program Position	6	\$131,638			\$125,232		
Top Technology Position	12	\$148,334		\$115,909	\$140,725	\$161,300	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	13	\$65,471		\$46,200	\$64,946	\$78,637	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$149,946		\$111,251	\$145,244	\$185,553	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	10	\$55,659		\$34,489	\$46,836	\$79,594	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$101,694			\$72,000		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$155,432		\$109,517	\$156,610	\$194,478	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	40	\$762,191	\$203,216	\$256,183	\$409,861	\$728,103	\$1,465,391
Top Administrative Position	10	\$216,964		\$140,551	\$157,464	\$241,617	
Top Business Position	6	\$241,283			\$194,773		
Top Development Position	8	\$272,466			\$188,636		
Top Finance Position	30	\$351,535	\$119,199	\$164,492	\$228,078	\$322,739	\$766,159
Top Human Resources Position	12	\$295,518		\$187,082	\$243,403	\$404,403	
Top Operations Position	28	\$294,012	\$137,345	\$166,557	\$214,362	\$307,609	\$688,081
Top Program Position	6	\$266,967			\$191,818		
Top Technology Position	11	\$369,268		\$169,666	\$378,930	\$431,672	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	11	\$57,196		\$41,301	\$62,935	\$73,829	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$93,959			\$84,809		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$118,184		\$93,832	\$110,463	\$125,638	
Greater than \$5 million							
CEO/Executive Director	8	\$358,957			\$176,146		
Top Finance Position	5	\$189,892			\$128,115		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	42	\$63,404	\$26,250	\$41,528	\$63,092	\$70,620	\$97,025

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$88,853		\$45,775	\$88,741	\$101,840	
Between \$1 million and \$5 million							
CEO/Executive Director	42	\$128,500	\$85,060	\$97,907	\$117,808	\$151,782	\$192,594
Top Finance Position	13	\$96,767		\$55,000	\$89,252	\$120,185	
Greater than \$5 million							
CEO/Executive Director	56	\$222,154	\$122,386	\$151,234	\$191,647	\$266,079	\$371,907
Top Administrative Position	11	\$170,994		\$116,416	\$173,810	\$192,500	
Top Business Position	7	\$163,765			\$138,776		
Top Development Position	9	\$150,704			\$141,873		
Top Facilities Position	5	\$141,332			\$145,911		
Top Finance Position	40	\$154,664	\$95,505	\$109,541	\$127,401	\$187,535	\$252,618
Top Human Resources Position	11	\$140,687		\$121,484	\$143,687	\$153,461	
Top Marketing Position	6	\$170,267			\$144,513		
Top Operations Position	19	\$163,667		\$123,809	\$146,178	\$180,343	
Top PR/Communications Position	6	\$156,059			\$148,388		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	5	\$78,633			\$66,000		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	12	\$54,797		\$37,310	\$46,943	\$58,655	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$97,208		\$68,479	\$99,960	\$113,835	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$124,675		\$96,221	\$115,137	\$165,449	
Top Finance Position	7	\$100,566			\$91,376		
Greater than \$5 million							
CEO/Executive Director	15	\$271,216		\$154,932	\$222,842	\$288,192	
Top Finance Position	11	\$156,720		\$110,533	\$135,945	\$148,009	
Top Operations Position	8	\$169,989			\$158,660		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$87,941			\$93,900		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$64,619			\$55,868		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$174,063			\$160,239		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	12	\$45,695		\$28,230	\$33,500	\$65,754	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$88,868		\$62,923	\$76,203	\$101,386	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$144,047			\$111,761		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	19	\$72,110		\$46,255	\$70,819	\$99,476	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$74,800			\$69,677		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	14	\$54,638		\$24,414	\$50,345	\$74,176	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$95,779			\$94,974		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$132,709		\$106,563	\$117,090	\$169,688	
Bangor, ME							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	\$391,471			\$242,872		
Top Finance Position	6	\$292,177			\$249,392		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$102,629			\$103,624		
Greater than \$5 million							
CEO/Executive Director	5	\$120,904			\$92,942		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bangor, ME							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$52,813			\$38,601		
Barnstable-Yarmouth, MA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$59,848			\$46,038		
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	7	\$163,855			\$167,118		
Top Finance Position	5	\$102,995			\$102,630		
Baton Rouge, LA							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$117,984			\$94,270		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	\$69,133		\$42,000	\$58,325	\$99,278	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baton Rouge, LA							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$112,093		\$83,629	\$96,698	\$141,308	
Greater than \$5 million							
CEO/Executive Director	12	\$202,341		\$114,563	\$194,483	\$260,513	
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	10	\$584,585		\$192,306	\$566,476	\$849,493	
Top Finance Position	6	\$374,563			\$234,649		
Top Operations Position	8	\$371,222			\$340,511		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	\$42,300		\$25,424	\$45,536	\$52,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$68,142		\$53,516	\$65,924	\$80,048	
Greater than \$5 million							
CEO/Executive Director	5	\$174,340			\$145,576		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$64,764			\$63,835		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	\$58,080			\$55,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Beaumont-Port Arthur, TX							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$30,881			\$29,980		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$92,608			\$98,578		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$58,318			\$53,362		
Bellingham, WA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$47,197			\$47,264		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	\$47,025			\$46,339		
Benton Harbor, MI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$34,813			\$37,981		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bergen-Passaic, NJ							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$31,683			\$30,689		
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$128,698			\$115,069		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	\$57,055			\$70,200		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$135,502		\$109,639	\$131,298	\$163,398	
Greater than \$5 million							
CEO/Executive Director	28	\$256,228	\$88,714	\$109,031	\$187,769	\$337,357	\$493,744
Top Administrative Position	6	\$221,158			\$202,072		
Top Development Position	5	\$251,591			\$200,701		
Top Education Position	8	\$182,327			\$179,647		
Top Finance Position	10	\$208,209		\$144,874	\$181,040	\$255,023	
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$183,764			\$105,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bergen-Passaic, NJ							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	10	\$952,472		\$475,100	\$699,336	\$1,568,195	
Top Administrative Position	5	\$437,401			\$408,606		
Top Finance Position	12	\$542,586		\$275,437	\$448,829	\$791,222	
Top Human Resources Position	5	\$419,832			\$498,680		
Top Operations Position	5	\$614,256			\$520,780		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	19	\$51,150		\$34,897	\$52,308	\$65,847	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$80,248			\$82,741		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$143,961	\$57,504	\$85,264	\$126,436	\$151,695	\$175,528
Top Finance Position	9	\$103,663			\$74,079		
Greater than \$5 million							
CEO/Executive Director	18	\$203,769		\$145,017	\$193,685	\$240,038	
Top Finance Position	11	\$113,049		\$104,262	\$115,682	\$119,597	
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	8	\$178,848			\$174,590		
Top Finance Position	6	\$126,191			\$133,648		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bergen-Passaic, NJ							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	12	\$59,543		\$25,872	\$31,270	\$81,702	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$160,433			\$137,976		
Billings, MT							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$51,672			\$57,873		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$96,516			\$92,485		
Biloxi-Gulfport-Pascagoula, MS							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$53,476			\$61,174		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Binghamton, NY							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$36,916			\$35,274		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	\$509,558			\$590,630		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$100,478			\$104,706		
Greater than \$5 million							
CEO/Executive Director	7	\$192,717			\$171,184		
Top Finance Position	8	\$112,781			\$103,134		

Birmingham, AL

Arts, Culture, and Humanities

\$500 thousand or less							
CEO/Executive Director	11	\$65,095		\$40,000	\$60,715	\$78,614	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$105,762			\$87,584		

Diseases, Disorders, Medical Disciplines

\$500 thousand or less							
CEO/Executive Director	8	\$59,640			\$57,530		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Birmingham, AL							
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$145,516			\$161,000		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	\$55,554		\$44,569	\$50,686	\$69,732	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$70,779			\$71,579		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$101,269		\$62,805	\$97,395	\$127,541	
Greater than \$5 million							
CEO/Executive Director	6	\$271,250			\$273,217		
Top Finance Position	7	\$181,383			\$169,674		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	\$56,403			\$55,792		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$138,324			\$121,436		
Greater than \$5 million							
CEO/Executive Director	9	\$567,407			\$359,833		
Top Finance Position	6	\$436,276			\$281,935		
Top Operations Position	5	\$534,969			\$359,833		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Birmingham, AL							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	21	\$46,893	\$23,000	\$31,600	\$46,000	\$62,154	\$68,842
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$82,190			\$85,039		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$116,868		\$83,397	\$111,800	\$133,352	
Greater than \$5 million							
CEO/Executive Director	13	\$330,632		\$163,790	\$255,509	\$339,241	
Top Finance Position	12	\$139,681		\$78,440	\$139,003	\$195,772	
Top Operations Position	5	\$410,469			\$233,581		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	\$90,218			\$87,895		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	6	\$54,260			\$55,796		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$156,734			\$146,404		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	32	\$59,023	\$20,383	\$33,652	\$49,450	\$88,614	\$108,131

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Birmingham, AL							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$159,732			\$172,530		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$65,756			\$54,642		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$105,679			\$103,623		

Bismarck, ND

Arts, Culture, and Humanities

\$500 thousand or less

CEO/Executive Director	5	\$40,726			\$29,304		
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Human Services—Multipurpose and Other

Between \$1 million and \$5 million

CEO/Executive Director	6	\$95,977			\$99,471		
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Religion-Related, Spiritual Development

\$500 thousand or less

CEO/Executive Director	5	\$60,278			\$55,491		
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501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bloomington, IN							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$129,514			\$103,580		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$60,081			\$53,230		
Greater than \$5 million							
CEO/Executive Director	5	\$175,262			\$133,882		
Bloomington-Normal, IL							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$96,899			\$102,077		
Greater than \$5 million							
CEO/Executive Director	7	\$166,224			\$176,147		
Boise City, ID							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$51,015			\$32,169		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$60,131			\$58,649		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boise City, ID							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$111,208			\$93,600		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$67,664			\$50,756		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$104,110		\$77,799	\$103,746	\$137,442	
Top Administrative Position	9	\$105,814			\$100,096		
Greater than \$5 million							
CEO/Executive Director	6	\$168,473			\$157,190		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$45,630			\$48,113		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$79,507			\$70,137		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$111,523			\$91,865		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	\$57,474			\$51,310		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boise City, ID							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$43,013			\$39,568		
Boston, MA							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	7	\$46,702			\$39,931		
Greater than \$5 million							
CEO/Executive Director	5	\$379,813			\$307,801		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	88	\$55,743	\$26,848	\$37,500	\$51,456	\$74,457	\$91,149
Top Finance Position	8	\$50,787			\$48,475		
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	\$90,280	\$54,814	\$72,988	\$82,253	\$98,266	\$130,686
Top Finance Position	5	\$53,734			\$46,070		
Between \$1 million and \$5 million							
CEO/Executive Director	63	\$128,181	\$64,368	\$79,744	\$117,660	\$150,779	\$208,806
Top Finance Position	11	\$111,531		\$68,997	\$100,483	\$122,706	
Top Operations Position	8	\$135,562			\$130,352		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	26	\$459,296	\$182,646	\$252,597	\$332,624	\$601,447	\$946,877
Top Administrative Position	9	\$154,517			\$158,578		
Top Development Position	13	\$216,303		\$157,957	\$195,021	\$245,049	
Top Finance Position	20	\$215,361	\$110,653	\$124,269	\$172,330	\$290,926	\$349,670
Top Marketing Position	6	\$229,736			\$245,671		
Top Operations Position	9	\$293,608			\$254,856		
Top PR/Communications Position	5	\$215,524			\$183,371		
Top Technology Position	6	\$219,763			\$170,947		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	20	\$68,268	\$40,109	\$57,542	\$66,409	\$81,419	\$99,884
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$95,431			\$97,629		
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$151,512	\$99,355	\$114,700	\$155,666	\$179,870	\$196,040
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	40	\$64,627	\$37,313	\$51,500	\$56,524	\$71,427	\$94,010
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$103,982		\$75,774	\$86,951	\$144,827	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$158,738	\$100,000	\$122,535	\$136,610	\$188,512	\$220,377
Top Finance Position	10	\$139,628		\$106,349	\$138,989	\$153,916	
Top Operations Position	6	\$128,139			\$120,264		
Greater than \$5 million							
CEO/Executive Director	10	\$287,423		\$184,684	\$239,590	\$377,165	
Top Finance Position	6	\$220,197			\$220,607		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	17	\$69,740		\$44,324	\$67,894	\$98,245	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$103,989			\$96,000		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$156,252			\$153,453		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	15	\$78,662		\$54,688	\$82,167	\$94,126	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$96,195			\$100,944		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$180,433		\$117,395	\$156,260	\$203,295	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Diseases, Disorders, Medical Disciplines							
Greater than \$5 million							
CEO/Executive Director	16	\$696,354		\$225,360	\$454,652	\$991,669	
Top Finance Position	11	\$502,032		\$148,959	\$390,736	\$911,724	
Top Operations Position	6	\$210,294			\$169,653		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	101	\$60,806	\$26,400	\$37,458	\$52,987	\$78,050	\$97,876
Top Finance Position	14	\$61,860		\$29,238	\$56,819	\$77,062	
Between \$500 thousand and \$1 million							
CEO/Executive Director	57	\$104,212	\$60,391	\$73,625	\$95,385	\$117,026	\$164,492
Top Finance Position	9	\$95,971			\$83,998		
Between \$1 million and \$5 million							
CEO/Executive Director	117	\$145,372	\$72,524	\$99,562	\$138,600	\$190,034	\$215,404
Top Administrative Position	6	\$89,347			\$90,986		
Top Development Position	6	\$151,441			\$132,491		
Top Education Position	5	\$167,505			\$150,309		
Top Finance Position	27	\$99,442	\$50,843	\$69,929	\$95,000	\$128,234	\$148,885
Top Operations Position	13	\$113,605		\$90,935	\$108,466	\$123,211	
Top Program Position	11	\$120,310		\$106,347	\$115,271	\$129,201	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	145	\$501,405	\$171,033	\$211,132	\$313,180	\$514,114	\$791,082
Top Administrative Position	32	\$234,727	\$115,812	\$137,501	\$200,778	\$306,819	\$400,684
Top Business Position	13	\$230,240		\$145,285	\$196,860	\$274,568	
Top Development Position	68	\$252,504	\$129,569	\$155,736	\$218,822	\$279,596	\$449,491
Top Education Position	48	\$292,799	\$132,012	\$159,986	\$230,278	\$349,028	\$568,328
Top Facilities Position	8	\$189,288			\$166,286		
Top Finance Position	114	\$288,520	\$112,698	\$140,646	\$197,904	\$291,877	\$387,960
Top Human Resources Position	19	\$249,941		\$155,457	\$208,440	\$282,050	
Top Legal Position	17	\$351,632		\$252,844	\$283,230	\$389,217	
Top Marketing Position	16	\$234,175		\$198,122	\$216,770	\$252,995	
Top Operations Position	50	\$324,721	\$105,291	\$134,894	\$210,739	\$276,646	\$340,649
Top PR/Communications Position	19	\$228,542		\$154,516	\$196,860	\$265,357	
Top Program Position	21	\$197,489	\$116,403	\$133,679	\$177,682	\$243,984	\$291,759
Top Technology Position	40	\$417,702	\$139,736	\$158,024	\$193,537	\$281,013	\$346,396
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	10	\$62,853		\$38,284	\$64,917	\$75,639	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$100,458			\$87,451		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$117,300			\$129,480		
Top Finance Position	5	\$136,330			\$116,242		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	8	\$299,750			\$248,222		
Top Finance Position	5	\$206,406			\$170,126		
Top Operations Position	5	\$285,457			\$211,103		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	19	\$68,031		\$41,606	\$61,285	\$81,415	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$107,085		\$72,031	\$90,859	\$135,866	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$160,382	\$106,102	\$129,667	\$152,704	\$181,284	\$214,773
Greater than \$5 million							
CEO/Executive Director	11	\$284,839		\$254,644	\$271,622	\$302,021	
Top Development Position	8	\$197,137			\$190,840		
Top Finance Position	5	\$203,596			\$172,437		
Top PR/Communications Position	5	\$183,580			\$189,508		
Top Program Position	7	\$172,258			\$151,619		
Food, Agriculture, and Nutrition							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$61,094			\$68,015		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$131,359			\$103,172		
Greater than \$5 million							
CEO/Executive Director	5	\$183,530			\$125,867		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	10	\$92,358		\$66,854	\$84,544	\$95,962	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$97,622		\$75,014	\$96,338	\$121,352	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$191,641	\$80,776	\$115,677	\$144,279	\$223,506	\$310,587
Top Finance Position	7	\$257,427			\$236,906		
Top Operations Position	8	\$217,610			\$189,376		
Greater than \$5 million							
CEO/Executive Director	94	\$704,952	\$187,364	\$239,252	\$455,478	\$801,866	\$1,581,125
Top Administrative Position	19	\$255,901		\$162,310	\$187,759	\$252,992	
Top Business Position	13	\$285,580		\$150,516	\$267,434	\$418,817	
Top Development Position	21	\$357,483	\$171,148	\$191,698	\$300,404	\$486,256	\$622,037
Top Facilities Position	7	\$359,179			\$354,913		
Top Finance Position	81	\$418,592	\$134,519	\$159,805	\$253,170	\$504,384	\$796,640
Top Human Resources Position	21	\$313,227	\$178,246	\$197,156	\$281,175	\$378,078	\$523,926
Top Legal Position	11	\$392,745		\$192,203	\$293,100	\$574,437	
Top Marketing Position	5	\$323,198			\$347,142		
Top Operations Position	45	\$359,372	\$145,243	\$179,581	\$293,516	\$432,084	\$561,881
Top PR/Communications Position	13	\$297,463		\$215,735	\$273,452	\$382,097	
Top Program Position	5	\$263,183			\$247,039		
Top Technology Position	22	\$401,361	\$198,330	\$222,249	\$326,413	\$543,508	\$666,207
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	11	\$67,946		\$48,581	\$68,960	\$79,458	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$92,020		\$85,331	\$90,722	\$92,186	
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$151,691	\$84,385	\$114,790	\$154,719	\$190,306	\$211,738
Top Finance Position	11	\$122,980		\$95,138	\$117,075	\$158,598	
Greater than \$5 million							
CEO/Executive Director	23	\$265,724	\$135,887	\$172,581	\$205,638	\$251,233	\$428,576
Top Finance Position	14	\$191,319		\$123,978	\$151,285	\$283,699	
Top Operations Position	7	\$220,057			\$161,565		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	59	\$61,964	\$22,000	\$32,787	\$55,140	\$79,170	\$103,956
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	\$88,969	\$57,313	\$66,837	\$84,029	\$101,724	\$125,505
Between \$1 million and \$5 million							
CEO/Executive Director	107	\$113,408	\$72,911	\$91,904	\$106,982	\$130,157	\$162,306
Top Administrative Position	6	\$99,276			\$88,037		
Top Finance Position	24	\$86,915	\$56,950	\$72,431	\$86,506	\$102,306	\$124,035
Top Operations Position	7	\$119,305			\$119,478		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	109	\$227,925	\$122,297	\$154,880	\$206,399	\$281,824	\$370,443
Top Administrative Position	15	\$134,243		\$112,265	\$120,297	\$139,484	
Top Development Position	22	\$143,115	\$105,519	\$116,205	\$148,023	\$161,748	\$181,347
Top Education Position	6	\$146,853			\$136,700		
Top Facilities Position	8	\$153,750			\$151,796		
Top Finance Position	92	\$157,912	\$103,027	\$119,988	\$152,301	\$181,436	\$217,714
Top Human Resources Position	21	\$153,111	\$118,493	\$125,424	\$151,393	\$179,756	\$189,833
Top Operations Position	41	\$177,901	\$111,211	\$132,775	\$184,284	\$218,786	\$238,256
Top Program Position	17	\$141,781		\$120,177	\$137,669	\$158,294	
Top Technology Position	12	\$152,065		\$130,226	\$142,421	\$161,491	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	9	\$73,281			\$55,500		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$90,379			\$78,203		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$143,172		\$78,256	\$110,182	\$158,872	
Greater than \$5 million							
CEO/Executive Director	15	\$256,200		\$162,508	\$218,301	\$307,625	
Top Finance Position	6	\$173,642			\$153,429		
Top Operations Position	5	\$183,318			\$155,031		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Medical Research							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$144,187			\$140,153		
Greater than \$5 million							
CEO/Executive Director	7	\$452,399			\$179,934		
Top Finance Position	5	\$246,839			\$246,094		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	9	\$64,042			\$58,942		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$90,625			\$80,000		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$118,325		\$101,071	\$115,776	\$134,811	
Greater than \$5 million							
CEO/Executive Director	12	\$183,706		\$128,688	\$171,121	\$239,051	
Top Finance Position	11	\$135,013		\$120,684	\$134,023	\$155,990	
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	6	\$39,603			\$38,250		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$110,484			\$110,464		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$161,064		\$132,414	\$158,925	\$187,283	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	12	\$490,135		\$341,393	\$443,032	\$643,414	
Top Finance Position	10	\$324,684		\$183,698	\$251,739	\$361,719	
Top Operations Position	5	\$277,608			\$246,993		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	\$54,613		\$46,325	\$53,000	\$62,115	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$96,463			\$91,290		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$235,315		\$160,311	\$168,938	\$270,034	
Greater than \$5 million							
CEO/Executive Director	6	\$257,450			\$222,524		
Top Finance Position	6	\$156,902			\$150,771		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	19	\$48,321		\$31,587	\$49,270	\$60,357	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$112,362		\$88,283	\$99,300	\$133,543	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$170,047		\$104,429	\$182,906	\$215,324	
Top Finance Position	5	\$116,110			\$115,131		
Greater than \$5 million							
CEO/Executive Director	5	\$306,855			\$330,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	26	\$66,667	\$27,522	\$36,625	\$61,604	\$98,096	\$114,285
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$72,227		\$63,437	\$73,046	\$76,899	
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$166,769			\$169,050		
Greater than \$5 million							
CEO/Executive Director	5	\$414,931			\$257,312		
Top Finance Position	5	\$200,519			\$157,741		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	20	\$64,839	\$36,092	\$45,033	\$64,161	\$76,123	\$101,741
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$86,642		\$65,745	\$83,672	\$104,616	
Between \$1 million and \$5 million							
CEO/Executive Director	52	\$134,162	\$81,137	\$100,552	\$116,431	\$156,241	\$193,431
Top Development Position	5	\$130,488			\$131,477		
Top Finance Position	7	\$110,492			\$105,900		
Top Operations Position	9	\$119,797			\$119,402		
Top Program Position	6	\$106,326			\$106,699		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Youth Development							
Greater than \$5 million							
CEO/Executive Director	9	\$322,559			\$328,673		
Top Development Position	6	\$244,594			\$241,172		
Top Finance Position	9	\$201,741			\$178,613		
Top Operations Position	6	\$254,938			\$212,414		
Boulder-Longmont, CO							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	\$38,802		\$23,560	\$38,925	\$44,193	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$84,041			\$72,404		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$119,745		\$56,894	\$97,094	\$136,624	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	17	\$60,573		\$40,077	\$52,500	\$65,917	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$85,636			\$97,419		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$116,459		\$86,388	\$98,410	\$132,871	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boulder-Longmont, CO							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	8	\$244,398			\$204,530		
Top Finance Position	5	\$167,533			\$143,290		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	7	\$77,596			\$50,000		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$118,754		\$88,832	\$102,946	\$150,641	
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$113,575			\$105,986		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	13	\$51,414		\$30,000	\$46,800	\$63,698	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$65,935			\$66,299		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$103,631		\$93,644	\$105,984	\$114,152	
Greater than \$5 million							
CEO/Executive Director	5	\$225,664			\$195,667		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boulder-Longmont, CO							
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$95,236			\$88,678		
Bremerton, WA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$51,913			\$56,500		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$73,476			\$68,896		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$64,632			\$55,202		
Bridgeport-Milford, CT							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$31,572			\$30,662		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$56,326			\$44,608		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$74,879			\$75,223		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bridgeport-Milford, CT							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$135,344			\$133,048		
Greater than \$5 million							
CEO/Executive Director	11	\$363,730		\$165,843	\$205,407	\$447,700	
Top Education Position	7	\$217,456			\$168,596		
Top Finance Position	8	\$255,437			\$202,379		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$176,237			\$196,011		
Greater than \$5 million							
CEO/Executive Director	10	\$653,922		\$226,150	\$520,361	\$1,038,683	
Top Finance Position	7	\$380,630			\$218,486		
Top Operations Position	5	\$414,483			\$300,036		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$147,294			\$161,653		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$69,306			\$73,330		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$139,657		\$95,009	\$127,688	\$143,849	
Greater than \$5 million							
CEO/Executive Director	6	\$229,178			\$182,502		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bridgeport-Milford, CT							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	\$241,552			\$180,260		
Top Finance Position	5	\$130,953			\$142,042		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$64,014			\$57,915		
Brockton, MA							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$324,735			\$235,300		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$98,798			\$89,642		
Greater than \$5 million							
CEO/Executive Director	6	\$273,565			\$232,318		
Top Operations Position	5	\$195,522			\$134,770		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bryan-College Station, TX							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	\$420,361			\$278,706		
Buffalo-Niagara Falls, NY							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	18	\$46,671		\$33,270	\$46,647	\$52,134	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$52,643		\$45,563	\$51,486	\$58,198	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$129,970			\$106,830		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	10	\$42,763		\$31,321	\$45,368	\$53,289	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	\$53,369			\$54,848		
Greater than \$5 million							
CEO/Executive Director	5	\$638,293			\$364,948		
Top Finance Position	7	\$233,531			\$164,909		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	9	\$48,833			\$34,065		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$81,224			\$82,482		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$99,418		\$86,527	\$95,583	\$106,021	
Greater than \$5 million							
CEO/Executive Director	23	\$241,238	\$128,504	\$149,255	\$201,239	\$285,944	\$357,253
Top Administrative Position	8	\$154,643			\$153,237		
Top Business Position	8	\$125,780			\$132,795		
Top Development Position	6	\$152,737			\$148,688		
Top Education Position	8	\$166,457			\$159,814		
Top Finance Position	16	\$173,658		\$109,981	\$139,217	\$159,373	
Top Technology Position	5	\$126,095			\$127,585		
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$154,864			\$125,338		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$42,805			\$26,526		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$154,938			\$139,609		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	17	\$443,108		\$179,691	\$327,429	\$480,298	
Top Finance Position	15	\$288,351		\$133,658	\$184,111	\$287,985	
Top Operations Position	9	\$273,791			\$215,462		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$93,103			\$82,993		
Greater than \$5 million							
CEO/Executive Director	5	\$133,384			\$136,006		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	15	\$42,070		\$27,756	\$35,100	\$51,623	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$74,053			\$70,600		
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$121,682	\$63,340	\$77,438	\$99,930	\$121,358	\$170,398
Top Finance Position	12	\$96,628		\$60,484	\$77,753	\$83,714	
Greater than \$5 million							
CEO/Executive Director	21	\$206,094	\$118,119	\$154,255	\$203,055	\$253,408	\$297,235
Top Finance Position	17	\$135,345		\$113,571	\$133,429	\$145,059	
Top Operations Position	6	\$149,104			\$143,540		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$91,933			\$88,590		
Greater than \$5 million							
CEO/Executive Director	11	\$240,649		\$136,432	\$162,387	\$302,845	
Top Finance Position	9	\$180,402			\$157,667		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	\$36,049		\$24,644	\$31,710	\$45,691	
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$68,461			\$77,456		
Burlington, VT							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	\$45,864			\$49,160		
Greater than \$5 million							
CEO/Executive Director	5	\$211,886			\$238,592		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$47,316			\$38,495		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Burlington, VT							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$109,113			\$94,102		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	\$66,523			\$52,428		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	\$370,178			\$254,061		
Top Finance Position	6	\$234,810			\$145,513		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	\$48,939			\$46,180		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$55,980		\$44,483	\$50,019	\$63,167	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$104,973			\$92,558		
Greater than \$5 million							
CEO/Executive Director	6	\$142,538			\$137,441		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$49,161			\$43,851		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Burlington, VT							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$98,893			\$92,214		
Canton-Massillon, OH							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$53,012			\$49,230		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	\$386,199			\$166,035		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$79,382			\$81,621		
Greater than \$5 million							
CEO/Executive Director	5	\$152,513			\$121,913		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$51,414			\$41,387		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Casper, WY							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$47,211			\$40,800		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$71,270			\$66,193		
Cedar Rapids, IA							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$88,794			\$96,458		
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$82,961			\$79,960		
Greater than \$5 million							
CEO/Executive Director	6	\$192,634			\$193,371		
Top Finance Position	5	\$122,897			\$102,917		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$41,361			\$38,938		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Champaign-Urbana, IL							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$41,974			\$47,900		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$51,322			\$53,247		
Charleston, WV							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$47,706			\$45,000		
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$72,195			\$75,068		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$343,237			\$139,495		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$41,862			\$43,029		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charleston, WV							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$74,516			\$70,728		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$97,064		\$77,287	\$95,256	\$107,600	
Greater than \$5 million							
CEO/Executive Director	5	\$153,954			\$128,153		

Charleston-North Charleston, SC

Arts, Culture, and Humanities

\$500 thousand or less							
CEO/Executive Director	10	\$47,721		\$33,285	\$48,388	\$64,847	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$156,474		\$102,993	\$129,217	\$160,915	

Educational Institutions and Related Activities

\$500 thousand or less							
CEO/Executive Director	5	\$62,823			\$26,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$84,065			\$78,536		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$115,276		\$79,772	\$96,655	\$138,032	
Greater than \$5 million							
CEO/Executive Director	10	\$227,517		\$112,498	\$160,526	\$357,954	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charleston-North Charleston, SC							
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$156,360			\$153,783		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$314,616			\$224,729		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	\$44,822		\$30,637	\$38,850	\$51,880	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$103,053			\$88,352		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$82,196		\$70,800	\$83,208	\$98,135	
Greater than \$5 million							
CEO/Executive Director	5	\$265,264			\$299,304		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$44,519			\$38,369		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$53,732			\$60,878		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	23	\$40,662	\$19,021	\$27,375	\$36,720	\$50,017	\$60,091
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$71,270			\$80,627		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$135,536			\$116,518		
Greater than \$5 million							
CEO/Executive Director	6	\$306,731			\$293,626		
Top Finance Position	5	\$137,977			\$146,674		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	8	\$70,308			\$62,396		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$158,214			\$124,284		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	\$63,299			\$58,879		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	22	\$46,723	\$29,089	\$32,560	\$45,417	\$58,555	\$69,318
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$73,137		\$52,518	\$66,956	\$92,708	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$105,682	\$65,870	\$77,967	\$98,442	\$132,993	\$154,238
Greater than \$5 million							
CEO/Executive Director	34	\$242,857	\$85,024	\$101,243	\$188,987	\$376,250	\$447,701
Top Business Position	5	\$119,630			\$116,320		
Top Education Position	7	\$192,631			\$167,050		
Top Finance Position	19	\$162,366		\$102,360	\$154,386	\$214,236	
Top Operations Position	5	\$136,929			\$106,279		
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$114,566			\$100,000		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$63,228			\$69,450		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$109,236		\$72,411	\$112,560	\$143,635	
Greater than \$5 million							
CEO/Executive Director	8	\$235,766			\$159,738		
Top Finance Position	6	\$228,050			\$123,189		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	\$55,344			\$46,042		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$97,798		\$72,625	\$82,108	\$113,025	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	41	\$46,720	\$26,707	\$35,095	\$43,985	\$57,001	\$65,001
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$79,898	\$51,360	\$61,272	\$75,658	\$96,414	\$102,940
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$113,284	\$75,285	\$83,636	\$96,192	\$135,689	\$155,322
Greater than \$5 million							
CEO/Executive Director	25	\$210,710	\$128,180	\$146,329	\$169,195	\$241,545	\$378,619
Top Finance Position	16	\$130,530		\$90,744	\$115,921	\$191,314	
Top Human Resources Position	5	\$150,099			\$156,431		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	5	\$66,055			\$76,278		
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	9	\$202,746			\$166,165		
Top Finance Position	6	\$144,617			\$145,868		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	12	\$47,639		\$33,260	\$49,925	\$61,925	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$137,396			\$143,519		
Greater than \$5 million							
CEO/Executive Director	5	\$307,531			\$308,151		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	42	\$58,989	\$23,751	\$34,288	\$49,705	\$69,326	\$104,947
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$100,817			\$91,350		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$117,788			\$88,000		
Greater than \$5 million							
CEO/Executive Director	5	\$239,906			\$279,650		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	15	\$39,258		\$23,745	\$38,462	\$51,876	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$148,797		\$83,221	\$110,694	\$162,360	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlottesville, VA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	\$56,646		\$34,413	\$51,354	\$69,439	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$52,589			\$56,184		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$122,608			\$113,500		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$148,025		\$103,502	\$130,780	\$178,750	
Greater than \$5 million							
CEO/Executive Director	13	\$430,773		\$208,036	\$390,281	\$517,039	
Top Development Position	7	\$275,077			\$274,288		
Top Finance Position	10	\$255,242		\$132,617	\$213,680	\$298,070	
Top Operations Position	6	\$318,580			\$187,237		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$49,107			\$48,442		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	\$65,988		\$49,223	\$57,500	\$74,292	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chattanooga, TN-GA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	\$45,493			\$43,063		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$157,317			\$152,006		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	\$48,145			\$41,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$138,084			\$125,064		
Greater than \$5 million							
CEO/Executive Director	7	\$298,768			\$292,471		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$383,252			\$256,208		
Top Finance Position	6	\$323,690			\$237,014		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$40,903			\$42,444		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$86,956		\$64,131	\$78,269	\$110,852	
Greater than \$5 million							
CEO/Executive Director	8	\$148,002			\$115,848		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chattanooga, TN-GA							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	17	\$52,467		\$32,391	\$48,000	\$75,117	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$84,165			\$72,500		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$142,038			\$140,649		
Cheyenne, WY							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$51,862			\$50,000		
Chicago, IL							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	14	\$41,476		\$26,625	\$32,508	\$47,212	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$65,305			\$75,000		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$91,468			\$77,575		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	106	\$50,377	\$21,335	\$30,469	\$46,728	\$64,017	\$84,782
Between \$500 thousand and \$1 million							
CEO/Executive Director	60	\$72,630	\$40,637	\$53,634	\$73,219	\$89,801	\$106,489
Between \$1 million and \$5 million							
CEO/Executive Director	59	\$117,651	\$57,669	\$77,783	\$116,133	\$144,101	\$183,260
Top Finance Position	10	\$108,110		\$98,137	\$105,320	\$120,017	
Greater than \$5 million							
CEO/Executive Director	31	\$387,081	\$184,068	\$210,423	\$341,045	\$529,399	\$653,516
Top Administrative Position	6	\$146,275			\$128,857		
Top Development Position	18	\$205,736		\$173,385	\$212,055	\$230,578	
Top Education Position	7	\$151,467			\$142,058		
Top Finance Position	22	\$195,255	\$107,998	\$130,077	\$188,021	\$225,197	\$339,865
Top Marketing Position	13	\$189,122		\$127,934	\$184,191	\$242,206	
Top Operations Position	6	\$243,493			\$239,262		
Top PR/Communications Position	7	\$188,253			\$183,460		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	16	\$54,339		\$46,515	\$56,042	\$61,250	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$89,828			\$85,250		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$121,638		\$81,457	\$97,470	\$118,121	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Civil Rights, Social Action, Advocacy							
Greater than \$5 million							
CEO/Executive Director	9	\$235,264			\$219,771		
Top Finance Position	6	\$137,776			\$124,504		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	32	\$68,198	\$39,423	\$51,875	\$61,802	\$81,289	\$104,110
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$76,126			\$73,268		
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$144,732	\$76,951	\$98,750	\$123,353	\$174,972	\$216,561
Top Finance Position	6	\$122,143			\$110,608		
Top Operations Position	5	\$160,875			\$170,475		
Greater than \$5 million							
CEO/Executive Director	15	\$401,438		\$231,364	\$322,947	\$505,413	
Top Business Position	5	\$189,748			\$168,566		
Top Finance Position	9	\$275,345			\$203,875		
Top Operations Position	10	\$242,915		\$184,465	\$232,617	\$295,733	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	16	\$56,043		\$36,850	\$50,601	\$64,364	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$106,082			\$120,000		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$121,527		\$93,118	\$109,999	\$130,176	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Crime, Legal-Related							
Greater than \$5 million							
CEO/Executive Director	5	\$261,045			\$242,771		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	19	\$65,507		\$40,013	\$62,308	\$83,007	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$125,844		\$108,181	\$120,346	\$129,619	
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$187,624	\$34,199	\$111,104	\$147,286	\$242,687	\$315,598
Top Finance Position	5	\$104,039			\$118,292		
Greater than \$5 million							
CEO/Executive Director	24	\$585,260	\$173,922	\$356,449	\$490,370	\$686,515	\$1,036,643
Top Development Position	6	\$225,153			\$193,203		
Top Education Position	9	\$294,737			\$235,478		
Top Finance Position	15	\$304,734		\$168,445	\$241,920	\$317,794	
Top Marketing Position	5	\$162,481			\$149,859		
Top Operations Position	8	\$300,318			\$236,021		
Top PR/Communications Position	8	\$225,312			\$166,706		
Top Program Position	6	\$203,196			\$140,532		
Top Technology Position	9	\$199,706			\$210,622		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	65	\$58,403	\$24,976	\$34,400	\$48,500	\$72,929	\$88,846
Top Finance Position	6	\$42,181			\$28,581		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	\$84,631	\$46,937	\$60,164	\$83,313	\$97,965	\$127,994
Top Finance Position	8	\$68,029			\$59,399		
Between \$1 million and \$5 million							
CEO/Executive Director	115	\$148,084	\$70,948	\$98,425	\$132,525	\$172,736	\$248,613
Top Administrative Position	9	\$80,205			\$78,750		
Top Development Position	6	\$134,388			\$129,942		
Top Education Position	8	\$116,888			\$122,933		
Top Finance Position	15	\$89,528		\$63,357	\$90,000	\$120,631	
Top Operations Position	16	\$109,931		\$53,938	\$96,653	\$143,204	
Top Program Position	5	\$130,414			\$138,663		
Greater than \$5 million							
CEO/Executive Director	135	\$359,835	\$120,123	\$159,534	\$254,722	\$415,205	\$624,008
Top Administrative Position	29	\$245,401	\$121,027	\$138,832	\$217,092	\$310,352	\$429,453
Top Business Position	11	\$182,833		\$137,179	\$171,693	\$194,302	
Top Development Position	34	\$257,227	\$131,819	\$151,742	\$198,485	\$282,674	\$449,996
Top Education Position	58	\$266,576	\$130,152	\$154,390	\$194,341	\$282,698	\$479,161
Top Facilities Position	7	\$262,767			\$141,355		
Top Finance Position	82	\$209,202	\$102,828	\$131,045	\$185,578	\$230,241	\$343,693
Top Human Resources Position	15	\$245,867		\$170,032	\$218,769	\$304,387	
Top Legal Position	10	\$439,582		\$200,530	\$376,353	\$594,398	
Top Marketing Position	8	\$198,044			\$169,839		
Top Operations Position	36	\$245,789	\$113,655	\$126,836	\$167,282	\$226,734	\$334,270
Top PR/Communications Position	10	\$165,445		\$148,229	\$166,838	\$176,005	
Top Program Position	5	\$142,378			\$150,500		
Top Technology Position	28	\$210,737	\$121,825	\$160,838	\$186,629	\$219,900	\$329,559

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	14	\$61,616		\$37,527	\$66,829	\$78,976	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$125,197			\$109,594		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$155,159		\$102,867	\$131,979	\$170,201	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	\$53,507			\$51,250		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$123,774			\$98,349		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$149,987		\$130,213	\$147,477	\$168,692	
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	10	\$46,846		\$26,644	\$43,522	\$69,260	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$79,065			\$81,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$87,312			\$83,460		
Greater than \$5 million							
CEO/Executive Director	7	\$322,927			\$355,615		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	25	\$69,196	\$24,653	\$57,200	\$68,036	\$85,808	\$114,046
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$103,741		\$60,883	\$74,629	\$114,451	
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$144,804	\$73,677	\$96,840	\$121,612	\$186,727	\$234,988
Top Finance Position	5	\$114,282			\$119,920		
Greater than \$5 million							
CEO/Executive Director	77	\$783,852	\$176,416	\$255,837	\$390,621	\$890,906	\$1,626,926
Top Administrative Position	15	\$367,685		\$166,891	\$197,396	\$370,084	
Top Business Position	14	\$448,398		\$195,152	\$308,592	\$485,797	
Top Development Position	8	\$369,347			\$175,617		
Top Education Position	5	\$268,075			\$158,124		
Top Finance Position	63	\$411,304	\$130,964	\$184,393	\$250,459	\$451,494	\$758,025
Top Human Resources Position	24	\$439,328	\$135,578	\$192,423	\$258,762	\$590,461	\$832,954
Top Legal Position	15	\$570,223		\$226,508	\$403,749	\$598,675	
Top Marketing Position	12	\$437,960		\$192,428	\$374,044	\$516,266	
Top Operations Position	48	\$464,778	\$132,143	\$183,117	\$263,290	\$475,406	\$818,425
Top PR/Communications Position	9	\$327,714			\$202,640		
Top Technology Position	26	\$398,023	\$144,526	\$174,654	\$261,960	\$499,984	\$893,170
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	7	\$54,005			\$55,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$95,096		\$81,416	\$94,300	\$102,477	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$117,698	\$78,945	\$84,089	\$110,705	\$138,362	\$173,797
Greater than \$5 million							
CEO/Executive Director	21	\$302,959	\$93,672	\$138,160	\$197,820	\$233,847	\$418,198
Top Finance Position	10	\$186,535		\$139,569	\$189,851	\$215,729	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	89	\$50,922	\$22,736	\$35,131	\$50,000	\$62,200	\$85,017
Between \$500 thousand and \$1 million							
CEO/Executive Director	51	\$84,794	\$44,525	\$54,552	\$77,153	\$99,223	\$148,809
Between \$1 million and \$5 million							
CEO/Executive Director	125	\$117,588	\$58,914	\$83,950	\$106,301	\$131,037	\$181,191
Top Development Position	6	\$100,999			\$106,328		
Top Finance Position	21	\$87,943	\$57,146	\$72,580	\$85,617	\$105,484	\$119,912
Top Operations Position	12	\$161,898		\$86,589	\$110,072	\$129,449	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	132	\$234,112	\$104,577	\$143,611	\$184,224	\$264,553	\$375,193
Top Administrative Position	18	\$136,820		\$107,606	\$138,653	\$153,521	
Top Business Position	13	\$187,130		\$128,881	\$136,246	\$168,988	
Top Development Position	22	\$152,536	\$103,218	\$125,897	\$157,196	\$178,367	\$194,406
Top Finance Position	75	\$160,774	\$89,410	\$112,299	\$146,013	\$183,083	\$223,365
Top Human Resources Position	24	\$164,643	\$98,432	\$110,772	\$140,651	\$174,411	\$242,466
Top Marketing Position	12	\$187,414		\$128,267	\$155,600	\$230,022	
Top Operations Position	39	\$175,470	\$110,592	\$123,195	\$150,232	\$197,795	\$280,679
Top PR/Communications Position	10	\$149,541		\$112,506	\$133,376	\$195,509	
Top Program Position	21	\$149,630	\$111,677	\$115,582	\$124,214	\$153,469	\$191,281
Top Technology Position	14	\$163,078		\$138,927	\$155,321	\$188,986	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	16	\$44,780		\$33,140	\$44,169	\$50,063	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$69,116			\$60,800		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$127,464		\$93,987	\$103,860	\$153,579	
Greater than \$5 million							
CEO/Executive Director	6	\$330,128			\$301,821		
Medical Research							
\$500 thousand or less							
CEO/Executive Director	5	\$77,904			\$80,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Medical Research							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$164,349			\$165,621		
Greater than \$5 million							
CEO/Executive Director	6	\$331,400			\$258,416		
Top Finance Position	5	\$176,485			\$172,750		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	16	\$53,854		\$43,109	\$54,200	\$61,905	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$95,117		\$78,707	\$97,883	\$113,504	
Between \$1 million and \$5 million							
CEO/Executive Director	42	\$117,462	\$84,874	\$96,036	\$109,526	\$138,731	\$161,969
Greater than \$5 million							
CEO/Executive Director	22	\$235,931	\$139,028	\$173,595	\$194,553	\$301,077	\$386,086
Top Finance Position	13	\$169,256		\$115,714	\$171,940	\$226,062	
Top Operations Position	5	\$151,358			\$156,360		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	15	\$55,098		\$30,973	\$58,700	\$74,773	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$116,194		\$86,356	\$98,883	\$127,859	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$175,930		\$126,264	\$169,534	\$217,316	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	16	\$318,598		\$170,920	\$231,356	\$334,831	
Top Development Position	7	\$252,331			\$242,990		
Top Finance Position	6	\$195,508			\$196,347		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$51,324			\$52,989		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$107,109			\$98,684		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$184,589		\$132,500	\$170,761	\$206,489	
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	9	\$39,129			\$30,740		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$85,359		\$70,273	\$76,802	\$93,013	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$148,600	\$69,699	\$96,938	\$121,792	\$153,090	\$265,537
Greater than \$5 million							
CEO/Executive Director	5	\$1,420,379			\$276,929		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	70	\$60,352	\$20,758	\$42,600	\$55,350	\$78,008	\$98,812

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$70,919	\$36,371	\$46,536	\$66,591	\$94,764	\$104,753
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$107,560	\$55,206	\$70,280	\$104,584	\$156,498	\$182,764
Top Finance Position	7	\$114,099			\$124,046		
Greater than \$5 million							
CEO/Executive Director	12	\$268,774		\$131,161	\$197,763	\$322,962	
Top Finance Position	7	\$162,614			\$181,787		
Top Operations Position	6	\$212,541			\$187,932		
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$139,415			\$114,445		
Greater than \$5 million							
CEO/Executive Director	5	\$548,701			\$313,521		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	39	\$54,088	\$24,492	\$34,702	\$55,000	\$70,458	\$80,051
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$91,585	\$62,519	\$72,332	\$83,100	\$111,623	\$119,963
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$112,559	\$60,000	\$87,037	\$105,577	\$137,523	\$167,035
Top Finance Position	5	\$77,338			\$79,836		
Greater than \$5 million							
CEO/Executive Director	10	\$237,612		\$101,106	\$260,392	\$306,573	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chico-Paradise, CA							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$97,974			\$102,782		
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	\$115,886			\$130,696		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$54,994			\$46,967		

Cincinnati, OH-KY-IN

Arts, Culture, and Humanities

\$500 thousand or less							
CEO/Executive Director	17	\$48,628		\$40,705	\$48,413	\$55,122	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$98,394		\$80,555	\$93,274	\$116,542	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$107,698		\$86,482	\$111,313	\$129,668	
Greater than \$5 million							
CEO/Executive Director	10	\$270,814		\$234,642	\$245,172	\$321,738	
Top Development Position	7	\$153,923			\$137,968		
Top Finance Position	6	\$152,554			\$140,139		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	14	\$63,868		\$55,862	\$61,386	\$74,846	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$143,669		\$75,201	\$145,707	\$174,925	
Greater than \$5 million							
CEO/Executive Director	5	\$275,824			\$234,974		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	7	\$65,053			\$56,400		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$115,325			\$118,274		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	18	\$70,327		\$56,304	\$72,218	\$80,623	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$68,519			\$58,000		
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$119,201	\$45,800	\$70,083	\$117,684	\$165,712	\$195,636
Greater than \$5 million							
CEO/Executive Director	17	\$233,940		\$128,392	\$178,860	\$336,543	
Top Development Position	7	\$147,204			\$145,165		
Top Education Position	6	\$148,502			\$146,015		
Top Finance Position	10	\$98,235		\$58,968	\$68,590	\$147,775	
Top Operations Position	5	\$162,564			\$155,741		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	7	\$47,347			\$45,747		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$47,853			\$45,000		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$121,171			\$105,424		
Greater than \$5 million							
CEO/Executive Director	23	\$574,237	\$116,368	\$137,356	\$303,419	\$532,851	\$1,660,698
Top Finance Position	16	\$405,281		\$129,902	\$206,493	\$463,292	
Top Legal Position	5	\$666,450			\$472,625		
Top Operations Position	11	\$406,146		\$128,794	\$212,136	\$574,093	
Top Technology Position	5	\$401,828			\$495,183		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$113,753			\$121,037		
Greater than \$5 million							
CEO/Executive Director	8	\$178,229			\$181,524		
Top Finance Position	5	\$175,841			\$98,125		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	27	\$53,414	\$23,699	\$38,672	\$47,859	\$70,047	\$84,000

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$72,710		\$55,885	\$72,627	\$86,199	
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$117,408	\$73,098	\$84,590	\$108,333	\$129,180	\$145,986
Greater than \$5 million							
CEO/Executive Director	33	\$217,090	\$120,427	\$142,472	\$181,242	\$258,718	\$354,341
Top Finance Position	21	\$153,948	\$86,603	\$111,374	\$141,821	\$175,287	\$208,212
Top Human Resources Position	5	\$147,818			\$138,793		
Top Operations Position	10	\$185,655		\$140,848	\$152,596	\$157,837	
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$96,584			\$88,142		
Greater than \$5 million							
CEO/Executive Director	11	\$237,955		\$112,961	\$143,906	\$246,955	
Top Finance Position	8	\$121,803			\$115,553		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$110,243			\$97,938		
Greater than \$5 million							
CEO/Executive Director	5	\$387,647			\$452,864		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	\$35,777			\$25,425		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Recreation, Sports, Leisure, Athletics							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$93,428			\$70,000		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	22	\$47,538	\$19,692	\$29,430	\$42,775	\$60,351	\$82,586
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	\$54,755			\$49,639		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$118,214			\$116,972		

Cleveland, OH

Arts, Culture, and Humanities

\$500 thousand or less							
CEO/Executive Director	46	\$44,270	\$24,788	\$31,313	\$42,639	\$51,500	\$63,322
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$76,180		\$50,047	\$66,433	\$87,424	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$124,814		\$100,001	\$125,196	\$145,233	
Top Finance Position	5	\$77,193			\$69,904		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	12	\$399,679		\$194,883	\$383,973	\$580,757	
Top Development Position	8	\$193,651			\$179,845		
Top Finance Position	9	\$206,817			\$198,669		
Top Technology Position	5	\$148,110			\$151,153		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	14	\$69,387		\$52,820	\$75,685	\$83,389	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$116,426		\$87,901	\$101,914	\$110,844	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$194,038		\$107,372	\$143,285	\$267,421	
Greater than \$5 million							
CEO/Executive Director	7	\$341,309			\$257,767		
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$101,166			\$100,000		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	21	\$47,220	\$29,004	\$32,935	\$46,000	\$61,267	\$70,200
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$79,729		\$65,334	\$82,483	\$97,231	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$92,778	\$57,360	\$65,723	\$81,538	\$105,638	\$141,499
Top Finance Position	7	\$72,971			\$74,858		
Top Operations Position	7	\$67,526			\$52,396		
Greater than \$5 million							
CEO/Executive Director	23	\$413,169	\$116,145	\$183,369	\$274,568	\$395,557	\$977,355
Top Administrative Position	8	\$257,954			\$197,582		
Top Development Position	10	\$253,463		\$140,387	\$203,805	\$281,711	
Top Education Position	9	\$173,474			\$151,597		
Top Finance Position	21	\$172,362	\$90,000	\$120,623	\$147,165	\$188,739	\$240,964
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$45,800			\$35,360		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$185,602			\$205,224		
Greater than \$5 million							
CEO/Executive Director	21	\$868,228	\$164,243	\$216,356	\$279,065	\$591,065	\$3,023,696
Top Finance Position	17	\$519,966		\$146,914	\$193,847	\$462,120	
Top Human Resources Position	7	\$310,742			\$190,602		
Top Operations Position	10	\$656,980		\$190,279	\$407,587	\$763,575	
Top Technology Position	5	\$197,418			\$170,792		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	\$40,160			\$32,365		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$96,327			\$79,073		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$113,300			\$106,223		
Greater than \$5 million							
CEO/Executive Director	6	\$206,910			\$192,634		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	29	\$47,667	\$25,845	\$40,000	\$48,224	\$55,149	\$70,394
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$70,939		\$54,253	\$66,217	\$89,451	
Between \$1 million and \$5 million							
CEO/Executive Director	40	\$96,273	\$49,190	\$72,819	\$88,898	\$113,129	\$140,595
Top Finance Position	10	\$70,945		\$54,307	\$72,260	\$85,341	
Greater than \$5 million							
CEO/Executive Director	26	\$239,008	\$141,753	\$157,838	\$218,143	\$295,556	\$370,020
Top Administrative Position	5	\$177,856			\$144,887		
Top Finance Position	23	\$160,595	\$111,199	\$116,173	\$154,466	\$189,139	\$231,928
Top Human Resources Position	8	\$141,362			\$129,146		
Top Operations Position	12	\$190,649		\$151,008	\$177,529	\$192,225	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	11	\$58,534		\$40,486	\$50,000	\$70,833	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$98,373		\$86,370	\$103,558	\$120,176	
Greater than \$5 million							
CEO/Executive Director	7	\$140,461			\$142,119		
Top Finance Position	11	\$106,312		\$85,294	\$101,061	\$111,627	
Top Operations Position	5	\$119,481			\$112,275		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	5	\$67,116			\$54,167		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$127,888			\$125,002		
Greater than \$5 million							
CEO/Executive Director	6	\$297,168			\$257,647		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$54,671			\$56,150		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$124,643			\$117,504		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	16	\$59,340		\$41,814	\$54,295	\$68,258	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$70,724			\$72,532		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	10	\$60,229		\$51,298	\$63,311	\$74,433	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$87,839			\$93,250		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$123,855			\$120,558		
Colorado Springs, CO							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	\$59,946			\$54,583		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$123,481			\$112,943		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	11	\$53,001		\$28,290	\$61,755	\$63,876	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$103,947			\$107,498		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado Springs, CO							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	15	\$214,008		\$139,438	\$148,261	\$229,277	
Top Finance Position	10	\$158,346		\$112,951	\$124,316	\$168,456	
Health—General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	5	\$197,930			\$202,097		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$92,606			\$95,958		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	13	\$51,252		\$32,506	\$52,000	\$65,565	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$71,615			\$75,486		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$112,762		\$89,732	\$107,454	\$128,900	
Greater than \$5 million							
CEO/Executive Director	8	\$176,918			\$185,477		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	\$52,954			\$62,708		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado Springs, CO							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	\$51,681			\$52,391		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$188,011		\$116,684	\$161,743	\$238,966	
Greater than \$5 million							
CEO/Executive Director	14	\$398,830		\$221,230	\$391,504	\$509,254	
Top Finance Position	10	\$220,187		\$149,444	\$194,731	\$288,374	
Top Legal Position	5	\$281,764			\$279,118		
Top Marketing Position	5	\$335,839			\$245,287		
Top Operations Position	5	\$286,536			\$239,798		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	38	\$55,072	\$26,702	\$32,303	\$49,000	\$73,480	\$97,852
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$98,131			\$72,690		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$121,045		\$90,897	\$107,499	\$147,260	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	\$61,693			\$59,172		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$138,552			\$163,552		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbia, MO							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$160,096			\$157,997		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$99,896			\$114,000		
Greater than \$5 million							
CEO/Executive Director	5	\$126,223			\$131,399		
Columbia, SC							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$43,700			\$38,715		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$120,050			\$106,178		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	5	\$48,589			\$50,000		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	\$54,146		\$27,438	\$45,860	\$73,590	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbia, SC							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$116,640		\$71,665	\$121,311	\$144,808	
Greater than \$5 million							
CEO/Executive Director	10	\$190,704		\$144,762	\$176,895	\$212,689	
Top Finance Position	10	\$135,989		\$91,273	\$123,603	\$146,895	
Top Operations Position	5	\$195,723			\$161,857		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	9	\$325,305			\$219,799		
Top Finance Position	6	\$148,135			\$152,336		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$93,893			\$87,693		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	\$54,832		\$40,304	\$54,907	\$73,036	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$68,468			\$58,842		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$124,713			\$118,267		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbia, SC							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	10	\$247,426		\$143,162	\$182,663	\$362,254	
Top Finance Position	5	\$209,567			\$245,698		
Top Operations Position	5	\$163,006			\$143,755		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	\$54,389		\$40,358	\$56,008	\$64,800	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$92,406			\$98,000		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	\$53,687			\$55,163		

Columbus, GA-AL

Health—General and Rehabilitative

Greater than \$5 million

CEO/Executive Director	5	\$668,948			\$577,431		
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Religion-Related, Spiritual Development

\$500 thousand or less

CEO/Executive Director	5	\$40,722			\$42,324		
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501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	19	\$48,279		\$32,513	\$45,135	\$50,686	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$69,292			\$71,767		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$98,978		\$86,460	\$94,945	\$122,690	
Greater than \$5 million							
CEO/Executive Director	6	\$267,240			\$290,979		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	16	\$54,703		\$36,773	\$55,070	\$63,762	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$82,989			\$82,545		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$110,572			\$107,717		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	21	\$51,560	\$17,170	\$27,750	\$52,525	\$65,798	\$77,104
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$100,247			\$97,345		
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$129,866	\$60,726	\$71,625	\$103,093	\$161,307	\$214,155
Top Administrative Position	6	\$86,307			\$92,612		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	26	\$377,078	\$100,136	\$203,122	\$289,333	\$438,175	\$564,486
Top Administrative Position	7	\$192,427			\$188,857		
Top Development Position	9	\$206,188			\$201,843		
Top Education Position	8	\$206,668			\$211,633		
Top Finance Position	14	\$217,924		\$126,563	\$205,705	\$256,803	
Top Technology Position	6	\$234,733			\$189,073		
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	5	\$132,495			\$138,282		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	\$62,635			\$61,694		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$42,681			\$38,626		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$148,177		\$95,669	\$140,487	\$180,930	
Greater than \$5 million							
CEO/Executive Director	18	\$706,998		\$147,648	\$313,537	\$613,000	
Top Finance Position	11	\$447,870		\$158,649	\$183,043	\$336,505	
Top Operations Position	5	\$915,506			\$149,186		
Top Technology Position	5	\$483,962			\$311,110		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	6	\$57,940			\$54,732		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$122,512			\$106,806		
Greater than \$5 million							
CEO/Executive Director	12	\$310,308		\$178,497	\$251,767	\$315,702	
Top Development Position	5	\$192,339			\$173,682		
Top Finance Position	10	\$212,419		\$161,351	\$178,511	\$213,951	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	32	\$54,400	\$30,478	\$33,675	\$52,456	\$64,387	\$89,227
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$74,761		\$57,768	\$72,547	\$91,000	
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$99,595	\$62,149	\$75,277	\$94,623	\$119,600	\$148,837
Top Finance Position	6	\$82,906			\$72,712		
Greater than \$5 million							
CEO/Executive Director	30	\$241,852	\$126,320	\$153,970	\$196,029	\$264,174	\$331,156
Top Development Position	5	\$162,145			\$160,752		
Top Finance Position	19	\$142,855		\$92,233	\$140,506	\$171,306	
Top Marketing Position	5	\$139,856			\$139,524		
Top Operations Position	9	\$122,346			\$120,664		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	9	\$44,840			\$50,500		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$102,180		\$82,656	\$104,071	\$118,100	
Greater than \$5 million							
CEO/Executive Director	11	\$208,794		\$140,695	\$159,627	\$231,958	
Top Finance Position	9	\$149,838			\$139,100		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$128,911			\$128,713		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	\$36,833			\$39,168		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	15	\$42,231		\$21,504	\$32,000	\$49,735	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$84,887			\$91,069		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$154,131			\$113,674		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	\$53,198			\$49,687		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$64,398			\$51,545		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$148,456			\$133,752		
Corpus Christi, TX							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$117,834			\$110,122		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$89,065			\$87,548		
Corvallis, OR							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$63,836			\$78,926		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Corvallis, OR							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$44,938			\$47,000		
Dallas-Fort Worth, TX							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	41	\$45,325	\$17,500	\$23,892	\$46,646	\$61,500	\$76,055
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$77,566		\$69,580	\$79,831	\$90,000	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$144,370		\$86,050	\$106,328	\$152,355	
Greater than \$5 million							
CEO/Executive Director	10	\$336,579		\$210,588	\$285,214	\$484,105	
Top Administrative Position	5	\$143,481			\$138,114		
Top Development Position	5	\$158,957			\$149,588		
Top Finance Position	9	\$158,810			\$161,469		
Top Operations Position	6	\$212,820			\$195,665		
Top Technology Position	6	\$194,087			\$144,609		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	\$51,307			\$52,033		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$62,812			\$70,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$160,337			\$176,622		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	8	\$56,965			\$64,700		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$149,481			\$164,346		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	10	\$52,885		\$27,218	\$64,189	\$67,391	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$108,384			\$116,871		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	34	\$60,883	\$35,000	\$47,589	\$60,100	\$75,472	\$83,930
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$88,317		\$61,750	\$81,460	\$110,921	
Between \$1 million and \$5 million							
CEO/Executive Director	40	\$124,334	\$67,105	\$78,001	\$110,300	\$164,317	\$204,074
Top Finance Position	9	\$84,737			\$106,048		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	59	\$365,394	\$115,429	\$153,629	\$255,454	\$367,863	\$549,213
Top Administrative Position	19	\$202,469		\$143,077	\$173,405	\$245,391	
Top Business Position	9	\$198,662			\$167,172		
Top Development Position	15	\$203,051		\$142,008	\$161,029	\$210,333	
Top Education Position	14	\$213,140		\$155,356	\$171,390	\$209,668	
Top Finance Position	37	\$196,413	\$76,832	\$107,238	\$147,479	\$216,455	\$282,748
Top Operations Position	17	\$157,859		\$130,222	\$155,743	\$172,824	
Top PR/Communications Position	5	\$158,562			\$162,557		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	\$46,811			\$51,088		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	6	\$58,647			\$53,336		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	10	\$42,841		\$28,953	\$32,747	\$40,478	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$67,047			\$54,792		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$162,214		\$91,221	\$159,018	\$193,905	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	34	\$871,117	\$137,598	\$185,432	\$391,384	\$915,869	\$1,365,848
Top Administrative Position	5	\$386,605			\$218,999		
Top Finance Position	27	\$497,483	\$122,256	\$188,508	\$274,235	\$417,576	\$962,377
Top Human Resources Position	8	\$357,845			\$208,315		
Top Operations Position	26	\$568,813	\$120,753	\$155,827	\$252,453	\$477,100	\$1,436,266
Top Technology Position	6	\$723,706			\$627,821		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	9	\$52,343			\$60,000		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$117,321		\$93,154	\$109,494	\$151,098	
Greater than \$5 million							
CEO/Executive Director	12	\$322,664		\$158,319	\$179,251	\$289,402	
Top Business Position	5	\$145,920			\$142,510		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	53	\$54,729	\$19,360	\$33,333	\$50,700	\$72,917	\$92,884
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$68,258	\$36,618	\$59,054	\$70,002	\$79,750	\$86,415
Between \$1 million and \$5 million							
CEO/Executive Director	63	\$110,877	\$54,032	\$80,037	\$106,024	\$138,212	\$170,593
Top Finance Position	6	\$65,913			\$67,921		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	24	\$231,441	\$147,278	\$172,884	\$211,187	\$252,935	\$359,990
Top Development Position	12	\$159,811		\$115,547	\$127,462	\$203,563	
Top Finance Position	16	\$168,318		\$115,302	\$163,849	\$204,162	
Top Marketing Position	5	\$189,808			\$157,816		
Top Operations Position	9	\$212,140			\$177,248		
Top Program Position	6	\$140,083			\$135,353		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	6	\$61,320			\$62,037		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$118,374			\$109,363		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	7	\$69,367			\$70,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$82,127			\$70,250		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$120,188			\$110,840		
Greater than \$5 million							
CEO/Executive Director	6	\$243,580			\$219,964		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$145,771			\$139,646		
Greater than \$5 million							
CEO/Executive Director	5	\$332,909			\$349,283		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	11	\$42,138		\$28,550	\$43,355	\$49,959	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$143,830		\$92,534	\$105,726	\$173,771	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	125	\$66,916	\$23,915	\$34,201	\$55,440	\$83,100	\$110,862
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$91,176		\$73,771	\$84,000	\$96,860	
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$122,091	\$66,636	\$87,510	\$107,493	\$140,490	\$171,847
Top Finance Position	5	\$106,712			\$113,888		
Greater than \$5 million							
CEO/Executive Director	14	\$215,003		\$128,551	\$177,759	\$205,339	
Top Development Position	6	\$141,360			\$154,400		
Top Finance Position	6	\$84,369			\$83,777		
Top Operations Position	5	\$118,828			\$129,428		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	18	\$53,178		\$30,872	\$50,434	\$66,573	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$87,267			\$84,302		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$119,174		\$94,865	\$127,244	\$138,956	
Greater than \$5 million							
CEO/Executive Director	5	\$298,797			\$275,171		
Danbury, CT							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	\$432,320			\$364,976		
Top Finance Position	5	\$221,353			\$194,639		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$706,380			\$343,409		
Top Operations Position	5	\$288,001			\$204,960		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Davenport-Moline-Rock Island, IA-IL							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	\$524,288			\$375,095		
Top Finance Position	5	\$452,281			\$234,623		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$62,737			\$57,964		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$101,674			\$97,643		
Greater than \$5 million							
CEO/Executive Director	8	\$189,044			\$155,319		
Top Finance Position	6	\$109,440			\$90,588		
Daytona Beach, FL							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	\$32,201			\$29,538		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$50,742			\$54,173		
Greater than \$5 million							
CEO/Executive Director	5	\$332,942			\$232,286		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Daytona Beach, FL							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$41,805			\$43,806		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$84,477			\$80,090		
Greater than \$5 million							
CEO/Executive Director	8	\$146,543			\$156,659		
Top Finance Position	6	\$85,754			\$95,710		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	11	\$49,619		\$32,544	\$48,100	\$57,708	
Dayton-Springfield, OH							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$46,972			\$44,696		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$75,242			\$76,464		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	\$44,334		\$32,646	\$40,649	\$53,235	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$90,992		\$62,458	\$85,490	\$109,016	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dayton-Springfield, OH							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	9	\$220,074			\$227,704		
Top Development Position	5	\$204,663			\$177,336		
Top Education Position	6	\$214,204			\$179,828		
Top Finance Position	8	\$217,287			\$200,981		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	12	\$808,632		\$227,373	\$659,342	\$979,075	
Top Finance Position	10	\$335,445		\$125,114	\$233,131	\$337,700	
Top Operations Position	8	\$369,212			\$400,623		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$97,704			\$90,804		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$101,449			\$95,675		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	\$48,506		\$33,696	\$48,485	\$61,430	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$70,046		\$62,409	\$70,603	\$74,684	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$102,506		\$78,223	\$102,564	\$118,396	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dayton-Springfield, OH							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	18	\$200,562		\$133,955	\$167,226	\$276,484	
Top Finance Position	11	\$133,623		\$95,371	\$111,040	\$163,620	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	\$53,862			\$55,848		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$99,113			\$98,029		
Greater than \$5 million							
CEO/Executive Director	5	\$218,317			\$175,108		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	11	\$59,441		\$31,284	\$49,233	\$67,171	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$42,542			\$42,000		

Denver-Boulder, CO

Animal-Related

\$500 thousand or less
CEO/Executive Director

7 \$33,865 \$31,000

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Animal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$55,081			\$63,690		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	28	\$54,967	\$27,420	\$38,672	\$51,201	\$66,216	\$91,584
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$86,913		\$53,528	\$70,860	\$108,767	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$111,271	\$69,707	\$78,438	\$95,328	\$143,044	\$167,174
Greater than \$5 million							
CEO/Executive Director	15	\$243,712		\$186,810	\$230,435	\$302,710	
Top Development Position	6	\$141,259			\$136,416		
Top Finance Position	8	\$153,580			\$171,819		
Top Operations Position	6	\$145,242			\$128,423		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	5	\$78,307			\$60,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$83,054			\$86,656		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$108,161		\$76,938	\$114,435	\$134,633	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	14	\$67,554		\$58,250	\$67,124	\$80,798	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$102,198		\$76,790	\$91,575	\$110,396	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$146,484		\$91,060	\$115,000	\$160,517	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	6	\$66,368			\$72,169		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$114,879			\$125,834		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	8	\$61,040			\$53,334		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$119,773			\$120,010		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	32	\$64,023	\$27,898	\$46,825	\$62,088	\$76,366	\$98,959
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$93,154	\$60,000	\$70,764	\$85,911	\$102,799	\$140,794

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	61	\$126,329	\$75,026	\$91,794	\$111,224	\$137,204	\$197,088
Top Finance Position	7	\$96,653			\$98,392		
Greater than \$5 million							
CEO/Executive Director	46	\$220,038	\$119,368	\$133,058	\$196,007	\$259,462	\$365,074
Top Business Position	7	\$155,646			\$187,207		
Top Development Position	11	\$151,103		\$122,017	\$154,336	\$174,486	
Top Education Position	10	\$181,258		\$127,873	\$147,430	\$164,699	
Top Finance Position	20	\$170,697	\$80,442	\$114,231	\$165,389	\$217,571	\$240,593
Top Operations Position	12	\$169,134		\$128,148	\$150,979	\$198,178	
Top Program Position	5	\$136,558			\$131,157		
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$43,854			\$41,077		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	10	\$63,950		\$58,778	\$61,219	\$71,583	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$100,695			\$118,985		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$111,039		\$79,170	\$114,740	\$121,901	
Greater than \$5 million							
CEO/Executive Director	6	\$231,473			\$211,884		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	9	\$54,909			\$56,500		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$86,665			\$82,207		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	11	\$66,983		\$42,357	\$65,000	\$87,718	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$85,478		\$62,234	\$77,584	\$101,839	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$143,660	\$82,814	\$120,697	\$138,880	\$161,681	\$200,274
Top Finance Position	5	\$144,570			\$134,047		
Greater than \$5 million							
CEO/Executive Director	24	\$827,402	\$131,237	\$187,923	\$294,728	\$944,548	\$1,700,317
Top Business Position	6	\$986,657			\$204,824		
Top Development Position	6	\$217,738			\$209,598		
Top Finance Position	18	\$639,811		\$156,701	\$221,028	\$498,054	
Top Human Resources Position	8	\$496,219			\$216,729		
Top Legal Position	5	\$886,267			\$754,432		
Top Marketing Position	5	\$322,781			\$219,131		
Top Operations Position	15	\$540,793		\$170,948	\$226,796	\$432,058	
Top Technology Position	8	\$366,006			\$294,582		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$104,767		\$74,221	\$84,000	\$120,258	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$124,009			\$120,000		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	54	\$56,293	\$23,178	\$32,528	\$49,300	\$73,549	\$94,794
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$97,988	\$57,986	\$71,457	\$95,826	\$119,341	\$124,747
Between \$1 million and \$5 million							
CEO/Executive Director	55	\$106,033	\$64,268	\$82,358	\$102,039	\$123,510	\$147,369
Top Operations Position	6	\$75,312			\$82,953		
Greater than \$5 million							
CEO/Executive Director	36	\$202,168	\$121,347	\$153,027	\$191,618	\$230,037	\$277,364
Top Development Position	10	\$125,537		\$107,962	\$123,920	\$134,179	
Top Finance Position	25	\$134,634	\$96,969	\$103,942	\$120,927	\$173,123	\$192,425
Top Human Resources Position	7	\$120,883			\$121,442		
Top Operations Position	8	\$162,049			\$159,471		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	16	\$49,217		\$28,163	\$38,602	\$64,013	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	11	\$55,732		\$40,230	\$51,691	\$73,068	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$82,958			\$70,000		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$143,927		\$99,231	\$135,560	\$171,345	
Greater than \$5 million							
CEO/Executive Director	8	\$239,915			\$193,362		
Top Finance Position	6	\$226,483			\$217,588		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	11	\$53,875		\$43,738	\$49,400	\$62,119	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$118,155			\$108,026		
Public, Society Benefit—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$109,427			\$109,148		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	\$37,371			\$30,000		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$121,926		\$111,950	\$121,534	\$132,718	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Recreation, Sports, Leisure, Athletics							
Greater than \$5 million							
CEO/Executive Director	5	\$273,381			\$270,546		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	63	\$59,418	\$21,000	\$34,382	\$55,341	\$74,441	\$104,977
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$90,470		\$65,973	\$87,603	\$97,857	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$134,018			\$124,000		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	25	\$56,435	\$16,238	\$34,800	\$50,200	\$72,100	\$87,191
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$84,011		\$72,840	\$81,109	\$91,155	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$140,520		\$98,825	\$141,156	\$153,220	
Greater than \$5 million							
CEO/Executive Director	5	\$226,057			\$166,848		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Des Moines, IA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	\$67,732		\$46,317	\$57,549	\$74,875	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$129,575			\$99,636		
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$96,521			\$87,162		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	5	\$60,200			\$60,724		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$78,922			\$89,091		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$132,911			\$77,721		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$151,489			\$128,015		
Greater than \$5 million							
CEO/Executive Director	9	\$316,492			\$215,000		
Top Administrative Position	5	\$174,420			\$185,214		
Top Education Position	5	\$234,114			\$201,104		
Top Finance Position	7	\$149,154			\$126,954		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Des Moines, IA							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	15	\$425,690		\$183,504	\$314,201	\$547,390	
Top Finance Position	8	\$375,008			\$282,789		
Top Human Resources Position	7	\$177,349			\$126,275		
Top Operations Position	8	\$380,037			\$208,370		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$106,978			\$106,308		
Greater than \$5 million							
CEO/Executive Director	6	\$177,902			\$171,537		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$47,539			\$41,560		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$91,026		\$68,370	\$82,143	\$105,888	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$116,764			\$107,978		
Greater than \$5 million							
CEO/Executive Director	9	\$240,016			\$205,265		
Top Finance Position	6	\$161,571			\$117,803		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	\$66,314			\$62,600		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Des Moines, IA							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$106,782			\$96,598		
Detroit, MI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	25	\$42,812	\$24,904	\$31,176	\$37,154	\$50,200	\$71,817
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$68,963		\$49,738	\$60,500	\$89,140	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$199,468		\$96,754	\$134,293	\$215,338	
Greater than \$5 million							
CEO/Executive Director	9	\$332,185			\$366,336		
Top Finance Position	5	\$187,003			\$214,640		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	20	\$62,784	\$35,195	\$44,616	\$60,478	\$78,890	\$87,352
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$121,993			\$108,526		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$161,263		\$99,146	\$147,106	\$209,925	
Greater than \$5 million							
CEO/Executive Director	5	\$230,287			\$208,421		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Crime, Legal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$83,284			\$81,841		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	11	\$53,967		\$36,244	\$51,925	\$60,784	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$93,881			\$92,500		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$143,214		\$109,458	\$141,303	\$168,031	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	19	\$43,313		\$27,148	\$38,769	\$53,311	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$84,074			\$71,852		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$150,505	\$62,424	\$73,746	\$158,214	\$187,958	\$243,520
Greater than \$5 million							
CEO/Executive Director	23	\$321,136	\$132,055	\$176,709	\$255,712	\$463,029	\$568,150
Top Development Position	9	\$180,268			\$181,062		
Top Education Position	11	\$189,699		\$138,109	\$157,778	\$223,132	
Top Finance Position	13	\$163,198		\$106,932	\$144,000	\$218,211	
Top Operations Position	5	\$167,844			\$152,600		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	5	\$178,550			\$179,062		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	8	\$46,409			\$39,034		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	7	\$68,480			\$65,293		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$120,964			\$104,000		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$127,760			\$121,011		
Greater than \$5 million							
CEO/Executive Director	30	\$675,037	\$120,661	\$176,728	\$341,219	\$589,789	\$1,993,488
Top Administrative Position	5	\$230,563			\$184,190		
Top Finance Position	18	\$359,651		\$120,028	\$169,665	\$344,611	
Top Operations Position	16	\$516,144		\$145,581	\$253,270	\$501,863	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	9	\$51,413			\$52,352		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$71,462			\$73,335		
Top Administrative Position	7	\$57,815			\$59,427		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$118,403		\$77,742	\$109,176	\$121,976	
Greater than \$5 million							
CEO/Executive Director	5	\$242,771			\$263,216		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	35	\$45,501	\$24,969	\$30,834	\$44,033	\$53,072	\$71,113
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$68,225	\$33,000	\$46,772	\$63,575	\$83,313	\$117,321
Between \$1 million and \$5 million							
CEO/Executive Director	61	\$112,623	\$53,256	\$70,000	\$93,481	\$132,194	\$182,800
Top Finance Position	8	\$61,829			\$58,072		
Top Operations Position	5	\$84,833			\$77,299		
Greater than \$5 million							
CEO/Executive Director	63	\$195,254	\$98,050	\$131,489	\$172,389	\$247,194	\$312,574
Top Administrative Position	8	\$158,363			\$132,041		
Top Development Position	8	\$155,854			\$146,167		
Top Finance Position	35	\$145,251	\$75,898	\$107,439	\$139,095	\$176,533	\$232,054
Top Human Resources Position	12	\$138,377		\$113,271	\$131,187	\$159,473	
Top Operations Position	15	\$160,480		\$128,626	\$144,326	\$191,529	
Top Program Position	6	\$136,977			\$129,528		
Top Technology Position	8	\$151,354			\$146,336		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	5	\$27,105			\$22,400		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	8	\$42,502			\$42,229		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$148,904		\$84,467	\$95,123	\$116,117	
Greater than \$5 million							
CEO/Executive Director	20	\$225,569	\$158,663	\$168,538	\$206,111	\$260,637	\$306,532
Top Finance Position	10	\$131,299		\$93,149	\$127,562	\$147,574	
Top Operations Position	6	\$144,485			\$143,024		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	9	\$48,545			\$48,000		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$156,503			\$150,000		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	\$52,519			\$33,500		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$107,529		\$74,877	\$104,482	\$130,756	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	26	\$54,299	\$24,553	\$27,613	\$44,059	\$73,110	\$98,657
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$114,126			\$102,565		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	15	\$52,584		\$38,304	\$51,301	\$60,699	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$117,063		\$102,944	\$120,727	\$133,884	
Dubuque, IA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	\$283,746			\$260,939		
Duluth-Superior, MN-WI							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$95,376			\$77,283		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Duluth-Superior, MN-WI							
Health—General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	6	\$258,167			\$230,732		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$85,944			\$82,926		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$54,715			\$51,677		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$101,289			\$92,499		

Dutchess County, NY

Arts, Culture, and Humanities

\$500 thousand or less

CEO/Executive Director	9	\$51,795			\$45,637		
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Educational Institutions and Related Activities

\$500 thousand or less

CEO/Executive Director	6	\$61,245			\$56,889		
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501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dutchess County, NY							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	9	\$436,546			\$351,495		
Top Business Position	5	\$190,428			\$129,866		
Top Development Position	6	\$249,335			\$270,275		
Top Finance Position	6	\$278,865			\$293,081		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$37,218			\$36,340		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$91,706			\$89,014		
Greater than \$5 million							
CEO/Executive Director	7	\$199,752			\$196,412		
Top Finance Position	7	\$135,416			\$143,923		
Eau Claire, WI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$42,838			\$47,500		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$55,090			\$60,753		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
El Paso, TX							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$196,888			\$205,602		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$58,232			\$49,441		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$126,255			\$101,174		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$30,454			\$22,600		
Elkhart-Goshen, IN							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$40,634			\$41,429		
Erie, PA							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	\$78,466			\$78,600		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Erie, PA							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	\$308,367			\$191,677		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$74,013			\$76,721		
Greater than \$5 million							
CEO/Executive Director	11	\$214,666		\$123,861	\$178,200	\$234,193	
Top Finance Position	6	\$148,348			\$124,538		
Mental Health, Crisis Intervention							
Greater than \$5 million							
Top Finance Position	5	\$101,055			\$98,104		

Eugene-Springfield, OR

Arts, Culture, and Humanities

\$500 thousand or less

CEO/Executive Director	9	\$46,300			\$50,000		
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Between \$500 thousand and \$1 million

CEO/Executive Director	5	\$55,391			\$63,968		
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Educational Institutions and Related Activities

Between \$500 thousand and \$1 million

CEO/Executive Director	5	\$67,422			\$62,548		
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501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Eugene-Springfield, OR							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$104,580			\$117,582		
Greater than \$5 million							
CEO/Executive Director	5	\$256,512			\$212,707		
Top Finance Position	5	\$129,574			\$143,108		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	7	\$58,587			\$61,041		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$105,803			\$110,032		
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$62,553			\$65,642		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$71,144			\$71,339		
Greater than \$5 million							
CEO/Executive Director	9	\$183,696			\$130,985		
Top Finance Position	6	\$107,756			\$78,425		
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	\$146,111			\$135,305		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Eugene-Springfield, OR							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	\$51,253			\$48,500		
Evansville-Henderson, IN-KY							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	8	\$395,810			\$242,992		
Top Finance Position	6	\$304,071			\$233,829		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$98,004		\$82,624	\$86,010	\$103,308	
Top Finance Position	6	\$57,656			\$43,811		
Greater than \$5 million							
CEO/Executive Director	5	\$153,685			\$134,577		
Fargo-Moorhead, ND-MN							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$60,051			\$55,384		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fargo-Moorhead, ND-MN							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$388,604			\$261,652		
Top Finance Position	6	\$230,460			\$177,384		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$104,254			\$103,795		
Greater than \$5 million							
CEO/Executive Director	9	\$165,957			\$161,965		
Top Finance Position	7	\$95,049			\$88,779		
Fayetteville-Springdale-Rogers, AR							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	9	\$56,876			\$49,000		
Greater than \$5 million							
CEO/Executive Director	7	\$305,097			\$277,651		
Top Finance Position	5	\$208,781			\$164,906		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$46,812			\$44,371		
Greater than \$5 million							
CEO/Executive Director	6	\$125,009			\$132,524		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fayetteville-Springdale-Rogers, AR							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	11	\$45,253		\$22,828	\$45,171	\$63,436	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$96,684			\$100,003		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$53,402			\$43,403		

Flagstaff, AZ-UT

Arts, Culture, and Humanities

\$500 thousand or less							
CEO/Executive Director	8	\$41,214			\$28,815		

Educational Institutions and Related Activities

\$500 thousand or less							
CEO/Executive Director	5	\$32,485			\$33,899		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$85,170		\$58,880	\$72,083	\$96,988	
Greater than \$5 million							
CEO/Executive Director	5	\$160,982			\$177,454		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Flagstaff, AZ-UT							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	\$44,851			\$44,509		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$440,042			\$308,763		
Top Finance Position	5	\$301,160			\$201,233		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$47,159			\$31,515		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$80,299			\$71,089		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$81,835			\$79,134		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	11	\$48,946		\$22,280	\$48,604	\$71,119	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$53,453			\$53,656		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Flint, MI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$40,518			\$40,061		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$1,512,074			\$346,241		
Top Finance Position	6	\$476,446			\$241,223		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$34,768			\$39,780		
Greater than \$5 million							
CEO/Executive Director	6	\$195,380			\$183,216		
Fort Collins-Loveland, CO							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	\$38,271			\$32,240		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	\$51,893			\$41,240		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$129,195			\$104,995		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Collins-Loveland, CO							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$47,586			\$44,763		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$70,659		\$60,554	\$75,344	\$85,903	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$78,393			\$78,547		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$69,114			\$59,587		
Fort Lauderdale-Hollywood, FL							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	6	\$46,023			\$41,150		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	12	\$50,552		\$35,964	\$52,000	\$61,505	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$90,380			\$86,423		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$96,029			\$79,420		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Lauderdale-Hollywood, FL							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	9	\$41,199			\$32,208		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$87,410			\$75,818		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$124,612		\$102,739	\$123,500	\$159,693	
Greater than \$5 million							
CEO/Executive Director	9	\$387,545			\$334,592		
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$102,543			\$115,319		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$173,104			\$123,350		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$55,589			\$48,927		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$89,063			\$82,552		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$122,009		\$94,422	\$110,000	\$142,205	
Top Finance Position	5	\$101,885			\$92,282		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Lauderdale-Hollywood, FL							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	25	\$221,807	\$117,643	\$157,687	\$201,822	\$247,339	\$345,301
Top Finance Position	14	\$129,794		\$110,300	\$115,567	\$129,407	
Top Operations Position	10	\$141,489		\$107,900	\$145,560	\$156,576	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	28	\$48,398	\$17,550	\$30,147	\$45,590	\$57,290	\$89,195
Fort Myers-Cape Coral, FL							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$44,479			\$44,867		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$108,670			\$120,225		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$59,434			\$45,950		
Greater than \$5 million							
CEO/Executive Director	5	\$161,083			\$127,148		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Myers-Cape Coral, FL							
Health—General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	6	\$154,198			\$125,948		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$42,276			\$47,840		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$59,514			\$57,068		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$101,712			\$99,368		
Greater than \$5 million							
CEO/Executive Director	5	\$360,652			\$310,539		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$41,594			\$50,000		

Fort Pierce-Port St. Lucie, FL

Human Services—Multipurpose and Other

\$500 thousand or less							
CEO/Executive Director	5	\$48,003			\$40,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$92,254			\$97,642		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Wayne, IN							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	15	\$47,423		\$36,225	\$44,888	\$53,714	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$80,589			\$71,961		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$117,517			\$103,785		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	\$72,605			\$74,850		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$91,131			\$104,679		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	9	\$433,719			\$143,850		
Top Finance Position	6	\$279,395			\$92,199		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	\$41,237			\$37,717		
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$59,374		\$39,797	\$61,960	\$73,556	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Wayne, IN							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$101,206	\$68,796	\$81,350	\$99,785	\$121,493	\$134,395
Greater than \$5 million							
CEO/Executive Director	14	\$155,514		\$112,548	\$159,920	\$187,172	
Top Finance Position	11	\$116,755		\$103,599	\$115,709	\$129,750	
Top Operations Position	5	\$124,377			\$136,944		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	\$50,050		\$37,355	\$47,687	\$61,055	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$105,549			\$113,905		
Fort Worth, TX							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	11	\$40,914		\$33,025	\$40,500	\$46,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$77,073			\$65,872		
Greater than \$5 million							
CEO/Executive Director	6	\$304,451			\$336,820		
Top Finance Position	5	\$211,638			\$246,916		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Worth, TX							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	14	\$59,283		\$28,807	\$44,975	\$89,563	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$92,159		\$68,641	\$73,827	\$96,170	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$109,613		\$72,818	\$105,640	\$143,952	
Greater than \$5 million							
CEO/Executive Director	15	\$245,245		\$150,088	\$242,149	\$320,646	
Top Development Position	5	\$275,829			\$147,585		
Top Finance Position	12	\$198,289		\$90,969	\$155,485	\$193,246	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	7	\$43,849			\$34,500		
Greater than \$5 million							
CEO/Executive Director	16	\$707,454		\$310,922	\$545,702	\$914,595	
Top Finance Position	12	\$431,964		\$170,186	\$293,354	\$430,537	
Top Human Resources Position	5	\$343,990			\$242,094		
Top Operations Position	6	\$561,493			\$355,897		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	26	\$42,629	\$19,408	\$25,185	\$39,676	\$52,425	\$65,338
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$75,155		\$54,497	\$71,928	\$98,003	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Worth, TX							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$109,514	\$61,394	\$74,252	\$94,383	\$133,202	\$166,301
Top Finance Position	6	\$103,697			\$98,583		
Greater than \$5 million							
CEO/Executive Director	12	\$219,633		\$143,319	\$205,736	\$237,121	
Top Finance Position	9	\$149,798			\$138,859		
Top Operations Position	5	\$189,151			\$211,180		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	5	\$43,272			\$35,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$123,930			\$97,468		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	5	\$86,659			\$72,600		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	61	\$72,372	\$30,920	\$41,207	\$63,000	\$91,156	\$124,611
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$108,505		\$87,040	\$107,515	\$137,677	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Worth, TX							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	10	\$59,183		\$42,050	\$68,778	\$75,428	
Fresno, CA							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$94,324			\$73,500		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$44,866			\$45,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$99,400			\$95,580		
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	9	\$142,165			\$123,068		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	12	\$264,394		\$213,605	\$277,961	\$319,093	
Top Finance Position	6	\$285,254			\$242,755		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fresno, CA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	13	\$62,138		\$36,059	\$42,609	\$71,200	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$81,017		\$66,060	\$84,000	\$94,964	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$99,542		\$74,993	\$107,652	\$125,961	
Greater than \$5 million							
CEO/Executive Director	11	\$181,774		\$140,021	\$180,087	\$204,079	
Top Finance Position	8	\$162,003			\$137,320		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$73,751			\$72,000		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	\$57,661			\$59,930		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$46,762			\$48,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$71,656			\$72,294		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$143,506			\$120,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Gainesville, FL							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$106,045			\$89,968		
Greater than \$5 million							
CEO/Executive Director	5	\$292,376			\$141,657		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$86,624			\$84,751		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$60,226			\$52,560		

Galveston-Texas City, TX

Arts, Culture, and Humanities

\$500 thousand or less

CEO/Executive Director	5	\$52,421			\$55,000		
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Human Services—Multipurpose and Other

Between \$1 million and \$5 million

CEO/Executive Director	5	\$74,084			\$73,080		
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501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Gary-Hammond-East Chicago, IN							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$98,616			\$94,117		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$335,102			\$290,135		
Top Finance Position	6	\$220,427			\$173,943		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$50,334			\$53,498		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$66,246			\$62,841		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$92,597			\$76,923		
Greater than \$5 million							
CEO/Executive Director	8	\$160,051			\$166,309		
Top Finance Position	6	\$84,119			\$94,510		
Grand Forks, ND-MN							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$112,475			\$110,188		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Junction, CO							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$272,104			\$285,066		
Top Finance Position	6	\$185,103			\$205,412		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$44,207			\$40,867		
Grand Rapids-Muskegon-Holland, MI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	\$53,290		\$31,500	\$52,000	\$63,518	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$107,021		\$87,107	\$104,995	\$117,130	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	\$43,129			\$41,591		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	8	\$63,553			\$65,501		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	9	\$70,066			\$59,740		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$88,281			\$79,161		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$100,150		\$80,945	\$96,000	\$111,597	
Greater than \$5 million							
CEO/Executive Director	17	\$186,212		\$114,112	\$139,249	\$183,772	
Top Education Position	5	\$167,916			\$160,191		
Top Finance Position	7	\$175,737			\$143,502		
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$105,198			\$88,523		
Health—General and Rehabilitative							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$58,387			\$48,407		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$119,556			\$105,112		
Greater than \$5 million							
CEO/Executive Director	20	\$592,862	\$165,680	\$242,396	\$331,569	\$584,974	\$927,153
Top Finance Position	14	\$276,193		\$181,132	\$264,468	\$340,645	
Top Human Resources Position	5	\$288,812			\$141,671		
Top Operations Position	10	\$380,812		\$165,488	\$218,767	\$281,396	
Top Technology Position	7	\$355,925			\$174,006		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	7	\$50,424			\$50,180		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$105,048			\$86,968		
Greater than \$5 million							
CEO/Executive Director	6	\$169,384			\$157,297		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	30	\$52,859	\$33,407	\$38,500	\$52,361	\$63,875	\$73,104
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$65,793			\$64,718		
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$86,564	\$38,682	\$60,490	\$88,478	\$114,749	\$131,199
Greater than \$5 million							
CEO/Executive Director	13	\$145,334		\$120,023	\$134,264	\$145,327	
Top Finance Position	10	\$114,341		\$99,250	\$107,429	\$127,180	
Top Operations Position	5	\$126,955			\$123,137		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$133,056			\$111,638		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	29	\$54,983	\$32,507	\$39,290	\$49,980	\$66,100	\$84,361

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$120,394		\$65,045	\$96,300	\$148,803	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$104,673		\$79,132	\$92,011	\$124,981	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	\$69,048			\$62,379		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$106,233			\$89,255		
Great Falls, MT							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$43,625			\$49,440		
Greeley, CO							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$57,275			\$43,388		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greeley, CO							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$42,878			\$48,963		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	\$54,295			\$49,797		
Green Bay, WI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$52,259			\$49,825		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$39,495			\$41,000		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$89,876			\$87,205		
Greater than \$5 million							
CEO/Executive Director	7	\$159,676			\$171,741		
Top Finance Position	8	\$97,201			\$98,719		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro—Winston-Salem—High Point, NC							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	27	\$46,969	\$24,000	\$30,955	\$42,391	\$63,509	\$72,086
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$76,566			\$81,250		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$113,351		\$90,491	\$99,829	\$115,821	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	18	\$64,707		\$42,123	\$62,107	\$78,791	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$111,156			\$90,493		
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$99,895			\$118,533		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	\$48,436		\$37,353	\$48,172	\$65,217	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$84,398			\$84,931		
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$105,687	\$62,815	\$72,895	\$103,311	\$120,000	\$159,792

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro—Winston-Salem—High Point, NC							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	22	\$365,321	\$107,610	\$121,405	\$220,064	\$364,403	\$559,884
Top Development Position	7	\$303,290			\$186,473		
Top Education Position	9	\$217,373			\$126,815		
Top Finance Position	13	\$250,246		\$68,636	\$166,715	\$218,432	
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$126,273			\$130,173		
Greater than \$5 million							
CEO/Executive Director	22	\$564,086	\$134,678	\$185,749	\$478,169	\$615,383	\$662,091
Top Finance Position	13	\$440,532		\$106,073	\$254,762	\$522,724	
Top Operations Position	10	\$466,186		\$168,476	\$332,819	\$605,699	
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$98,911			\$99,676		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	33	\$43,555	\$25,702	\$31,998	\$42,851	\$52,108	\$60,300
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$70,247		\$63,000	\$74,658	\$80,016	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$96,094	\$64,909	\$69,357	\$84,900	\$110,597	\$125,359

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro—Winston-Salem—High Point, NC							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	20	\$220,910	\$118,785	\$166,511	\$195,897	\$263,240	\$359,827
Top Finance Position	17	\$154,838		\$114,241	\$148,791	\$163,912	
Top Operations Position	7	\$189,190			\$161,059		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	9	\$49,692			\$35,417		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$73,569			\$75,462		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	7	\$238,395			\$225,946		
Top Finance Position	5	\$117,266			\$108,117		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	\$60,190			\$74,353		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	14	\$61,054		\$42,987	\$54,315	\$58,350	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$87,754			\$93,346		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro—Winston-Salem—High Point, NC							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	\$49,570			\$53,563		
Greenville, NC							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	\$514,959			\$353,106		
Greenville-Spartanburg-Anderson, SC							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$38,110			\$46,000		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$92,056			\$92,872		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	\$60,161			\$51,220		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$51,686			\$48,577		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greenville-Spartanburg-Anderson, SC							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$69,904			\$80,000		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$118,497		\$94,909	\$108,667	\$134,813	
Greater than \$5 million							
CEO/Executive Director	12	\$316,063		\$202,235	\$278,207	\$444,718	
Top Administrative Position	7	\$149,055			\$131,520		
Top Development Position	7	\$159,693			\$142,106		
Top Education Position	8	\$171,769			\$173,789		
Top Finance Position	8	\$158,009			\$148,546		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$75,962			\$66,216		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$86,496			\$87,850		
Greater than \$5 million							
CEO/Executive Director	10	\$471,166		\$197,140	\$339,281	\$651,118	
Top Finance Position	9	\$331,649			\$201,694		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	7	\$42,320			\$37,500		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greenville-Spartanburg-Anderson, SC							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	21	\$49,224	\$27,000	\$31,200	\$37,332	\$52,955	\$94,391
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$71,805		\$50,666	\$76,140	\$89,136	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$106,788		\$92,226	\$105,156	\$117,364	
Greater than \$5 million							
CEO/Executive Director	11	\$183,842		\$124,298	\$172,706	\$217,293	
Top Finance Position	6	\$110,050			\$93,043		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	\$56,739			\$50,730		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$103,690			\$89,910		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	26	\$41,766	\$25,100	\$30,263	\$37,934	\$50,061	\$69,805
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$102,709			\$105,065		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	\$70,437			\$75,750		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hagerstown, MD							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$309,549			\$173,796		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$156,981			\$124,029		
Greater than \$5 million							
CEO/Executive Director	9	\$156,749			\$164,100		
Hamilton-Middletown, OH							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$76,793			\$83,097		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$56,150			\$50,865		
Harrisburg-Lebanon-Carlisle, PA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	17	\$45,359		\$24,950	\$44,424	\$52,764	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Harrisburg-Lebanon-Carlisle, PA							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$56,651			\$54,140		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	5	\$62,512			\$53,257		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	\$57,952			\$58,601		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$122,864			\$109,655		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$141,067			\$125,166		
Greater than \$5 million							
CEO/Executive Director	12	\$285,381		\$155,240	\$232,914	\$398,163	
Top Administrative Position	5	\$227,588			\$195,974		
Top Finance Position	7	\$211,404			\$221,745		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$131,755			\$135,822		
Greater than \$5 million							
CEO/Executive Director	11	\$287,278		\$151,437	\$206,260	\$252,192	
Top Finance Position	9	\$190,746			\$110,481		
Top Operations Position	6	\$204,233			\$134,213		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Harrisburg-Lebanon-Carlisle, PA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	20	\$50,398	\$23,018	\$27,148	\$46,487	\$63,522	\$72,911
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$69,631			\$72,540		
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$125,210	\$74,279	\$88,100	\$106,136	\$130,391	\$182,466
Greater than \$5 million							
CEO/Executive Director	20	\$190,190	\$59,374	\$91,049	\$155,891	\$237,225	\$337,797
Top Administrative Position	6	\$118,580			\$118,402		
Top Finance Position	13	\$128,234		\$97,422	\$116,975	\$138,675	
Mental Health, Crisis Intervention							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$101,087			\$105,736		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$74,502			\$81,100		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	\$52,029		\$26,520	\$49,825	\$56,400	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$49,862			\$43,240		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	30	\$47,839	\$26,422	\$34,050	\$43,702	\$59,844	\$72,337
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$78,232			\$78,579		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$132,667		\$94,931	\$133,235	\$164,534	
Greater than \$5 million							
CEO/Executive Director	6	\$321,266			\$307,538		
Top Development Position	5	\$145,421			\$147,570		
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$129,838			\$140,857		
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$84,206			\$85,500		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$143,201			\$129,468		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	15	\$69,263		\$36,913	\$64,518	\$89,937	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$94,664			\$81,959		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$129,073	\$99,995	\$108,090	\$119,613	\$159,642	\$174,978
Greater than \$5 million							
CEO/Executive Director	22	\$486,209	\$175,877	\$230,039	\$476,899	\$589,485	\$820,815
Top Administrative Position	6	\$252,672			\$291,560		
Top Development Position	14	\$221,522		\$157,608	\$219,695	\$252,816	
Top Education Position	12	\$202,765		\$124,479	\$171,540	\$237,906	
Top Finance Position	17	\$264,912		\$147,510	\$298,296	\$357,920	
Top Operations Position	6	\$280,409			\$284,503		
Top PR/Communications Position	5	\$244,073			\$277,008		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	6	\$59,589			\$58,943		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	11	\$67,968		\$49,025	\$66,584	\$82,535	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$140,692			\$130,801		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	27	\$557,644	\$167,751	\$197,693	\$245,110	\$517,060	\$1,032,012
Top Administrative Position	5	\$302,962			\$222,796		
Top Finance Position	19	\$284,707		\$152,174	\$215,497	\$338,067	
Top Human Resources Position	7	\$285,134			\$195,617		
Top Operations Position	11	\$381,962		\$161,814	\$195,230	\$324,149	
Top Technology Position	7	\$302,817			\$246,817		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$134,484			\$134,303		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	16	\$61,121		\$43,933	\$56,579	\$76,945	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$80,836			\$77,000		
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$108,853	\$60,905	\$80,970	\$104,039	\$125,733	\$171,551
Top Finance Position	5	\$83,155			\$69,311		
Greater than \$5 million							
CEO/Executive Director	31	\$187,814	\$102,387	\$124,118	\$177,213	\$235,672	\$321,995
Top Finance Position	22	\$123,411	\$68,987	\$91,061	\$121,532	\$151,248	\$173,424
Top Human Resources Position	5	\$128,365			\$122,999		
Top Operations Position	9	\$112,771			\$113,476		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	\$70,792			\$69,563		
Greater than \$5 million							
CEO/Executive Director	12	\$220,390		\$144,118	\$194,285	\$262,210	
Top Finance Position	8	\$159,488			\$158,041		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$198,489			\$144,476		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$46,631			\$50,517		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	\$48,585			\$50,209		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$109,254			\$96,000		

Hickory-Morganton-Lenoir, NC

Arts, Culture, and Humanities

\$500 thousand or less							
CEO/Executive Director	8	\$44,391			\$41,249		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hickory-Morganton-Lenoir, NC							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$76,875			\$84,057		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$43,397			\$43,312		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$76,150			\$79,346		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$89,505			\$76,704		
Greater than \$5 million							
CEO/Executive Director	7	\$162,664			\$162,891		

Honolulu, HI

Arts, Culture, and Humanities

\$500 thousand or less							
CEO/Executive Director	8	\$65,762			\$64,703		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$78,922			\$82,949		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$102,106		\$75,126	\$93,428	\$141,933	
Greater than \$5 million							
CEO/Executive Director	5	\$221,691			\$187,394		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Honolulu, HI							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	9	\$72,522			\$70,541		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$65,492			\$63,900		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$107,555		\$89,128	\$108,849	\$125,600	
Greater than \$5 million							
CEO/Executive Director	20	\$323,952	\$144,476	\$175,867	\$234,127	\$387,491	\$690,164
Top Development Position	5	\$210,469			\$199,944		
Top Finance Position	13	\$214,904		\$116,563	\$169,000	\$265,780	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	8	\$68,625			\$62,322		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$58,898			\$49,547		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$180,239		\$110,294	\$149,925	\$180,679	
Top Finance Position	6	\$83,715			\$89,126		
Greater than \$5 million							
CEO/Executive Director	14	\$552,301		\$204,828	\$284,588	\$538,534	
Top Finance Position	9	\$382,078			\$240,998		
Top Operations Position	10	\$264,813		\$157,254	\$169,871	\$219,834	
Top Technology Position	5	\$407,436			\$236,461		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Honolulu, HI							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	\$95,142			\$74,067		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$128,313			\$138,483		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	\$59,654		\$27,167	\$49,678	\$70,250	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$79,513			\$75,527		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$110,270		\$89,884	\$104,981	\$126,019	
Greater than \$5 million							
CEO/Executive Director	14	\$182,654		\$126,658	\$172,742	\$231,913	
Top Finance Position	7	\$112,941			\$131,721		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$118,136			\$97,161		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	\$46,530			\$40,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Honolulu, HI							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	\$50,920			\$54,435		
Unknown							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$99,667			\$98,102		
Houston, TX							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$79,407			\$75,260		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	27	\$43,004	\$19,600	\$25,998	\$37,878	\$58,209	\$71,979
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$78,510		\$69,721	\$77,901	\$90,018	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$123,461		\$97,791	\$116,539	\$148,585	
Greater than \$5 million							
CEO/Executive Director	10	\$334,646		\$206,952	\$341,126	\$446,570	
Top Development Position	7	\$225,929			\$182,061		
Top Finance Position	10	\$205,876		\$126,885	\$167,253	\$203,521	
Top Operations Position	6	\$211,733			\$179,647		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	\$42,131			\$39,326		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$128,918			\$108,588		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$147,551		\$111,146	\$124,216	\$191,865	
Greater than \$5 million							
CEO/Executive Director	5	\$341,699			\$325,186		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	6	\$43,952			\$30,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$146,377			\$132,276		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	7	\$71,600			\$75,000		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	21	\$39,989	\$16,335	\$22,239	\$31,054	\$52,196	\$82,745
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$70,472		\$55,782	\$66,786	\$73,422	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	53	\$123,141	\$65,423	\$88,480	\$120,000	\$146,463	\$195,390
Top Administrative Position	8	\$114,374			\$110,190		
Top Finance Position	7	\$90,739			\$101,053		
Greater than \$5 million							
CEO/Executive Director	46	\$265,242	\$108,901	\$125,998	\$198,446	\$280,721	\$479,857
Top Administrative Position	14	\$163,872		\$110,785	\$134,914	\$149,435	
Top Development Position	11	\$203,383		\$118,370	\$183,491	\$228,027	
Top Education Position	12	\$184,497		\$109,037	\$141,302	\$203,953	
Top Finance Position	27	\$164,971	\$78,285	\$93,454	\$125,000	\$193,566	\$290,634
Top Human Resources Position	6	\$145,952			\$140,955		
Top Operations Position	12	\$154,948		\$108,499	\$136,661	\$198,870	
Top Technology Position	5	\$220,938			\$170,231		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	\$67,797			\$75,418		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$128,698			\$118,942		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$169,051			\$168,300		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	6	\$42,689			\$41,129		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Health—General and Rehabilitative							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$72,083			\$64,219		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$131,134		\$93,872	\$107,467	\$142,101	
Top Operations Position	5	\$126,541			\$120,650		
Greater than \$5 million							
CEO/Executive Director	29	\$546,421	\$147,282	\$169,770	\$265,540	\$577,683	\$1,234,322
Top Business Position	5	\$346,080			\$212,509		
Top Development Position	5	\$165,378			\$131,185		
Top Finance Position	25	\$258,509	\$105,401	\$124,836	\$155,002	\$370,855	\$474,295
Top Human Resources Position	5	\$594,756			\$408,962		
Top Operations Position	15	\$319,423		\$155,267	\$234,299	\$428,491	
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$116,086			\$90,129		
Greater than \$5 million							
CEO/Executive Director	6	\$236,261			\$229,573		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	47	\$53,118	\$23,487	\$34,000	\$46,667	\$72,978	\$93,297
Top Program Position	5	\$42,511			\$41,704		
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$76,656	\$44,367	\$54,675	\$65,000	\$92,000	\$125,000

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	53	\$116,147	\$59,838	\$78,892	\$95,060	\$131,000	\$192,782
Top Finance Position	7	\$86,545			\$93,287		
Top Operations Position	8	\$85,858			\$98,204		
Greater than \$5 million							
CEO/Executive Director	29	\$211,168	\$111,339	\$136,053	\$193,222	\$235,771	\$348,004
Top Development Position	8	\$138,745			\$147,277		
Top Finance Position	16	\$154,598		\$108,699	\$150,765	\$182,038	
Top Human Resources Position	5	\$150,156			\$148,267		
Top Operations Position	6	\$140,648			\$141,222		
Top Program Position	6	\$141,170			\$122,407		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	8	\$41,389			\$35,690		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	11	\$58,624		\$42,961	\$58,773	\$65,000	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$169,453			\$152,750		
Greater than \$5 million							
CEO/Executive Director	5	\$182,100			\$155,044		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	5	\$47,918			\$33,840		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$155,285			\$124,781		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$62,002			\$57,639		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$177,667			\$117,126		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	10	\$60,487		\$36,025	\$42,882	\$83,845	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$112,473			\$100,680		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	81	\$50,526	\$19,329	\$30,000	\$48,000	\$64,800	\$87,780
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$77,844		\$58,574	\$75,000	\$88,596	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$119,532		\$60,000	\$124,800	\$161,855	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	15	\$66,151		\$46,442	\$60,075	\$78,625	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$158,962			\$157,178		
Greater than \$5 million							
CEO/Executive Director	5	\$361,346			\$334,292		
Huntington-Ashland, WV-KY-OH							
Health—General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	5	\$288,297			\$284,565		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$73,490			\$61,988		
Greater than \$5 million							
CEO/Executive Director	6	\$126,895			\$120,474		
Top Finance Position	5	\$89,919			\$90,526		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Huntsville, AL							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	\$43,788		\$28,935	\$39,893	\$55,278	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$76,151			\$78,584		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$80,838			\$85,746		
Greater than \$5 million							
CEO/Executive Director	5	\$147,946			\$148,648		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$53,343			\$53,391		
Indianapolis, IN							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	21	\$42,573	\$24,000	\$29,800	\$40,000	\$51,100	\$69,421
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$79,432		\$60,816	\$71,449	\$91,129	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$109,622		\$82,127	\$100,352	\$139,024	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	13	\$319,556		\$192,343	\$234,108	\$288,772	
Top Finance Position	11	\$178,192		\$139,651	\$163,298	\$188,195	
Top Marketing Position	5	\$153,560			\$146,217		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	6	\$89,969			\$69,773		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	13	\$61,995		\$41,000	\$55,000	\$89,438	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$77,525			\$75,905		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$139,374		\$64,671	\$97,514	\$165,241	
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$117,610			\$119,284		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	\$58,540			\$60,189		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$68,988			\$76,023		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	32	\$57,939	\$25,000	\$31,973	\$49,163	\$80,000	\$88,654
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$80,418		\$54,357	\$84,082	\$106,635	
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$116,155	\$62,330	\$85,178	\$109,147	\$131,119	\$169,547
Greater than \$5 million							
CEO/Executive Director	32	\$263,411	\$95,508	\$131,509	\$192,743	\$342,879	\$523,407
Top Administrative Position	5	\$210,287			\$175,394		
Top Development Position	9	\$186,216			\$181,244		
Top Education Position	7	\$180,562			\$148,162		
Top Finance Position	21	\$173,340	\$75,499	\$99,470	\$122,434	\$177,074	\$358,278
Top Legal Position	5	\$223,895			\$193,137		
Top Marketing Position	6	\$192,498			\$206,286		
Top Operations Position	6	\$184,761			\$194,278		
Top PR/Communications Position	5	\$184,776			\$196,549		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	\$57,556			\$66,156		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$86,164			\$92,208		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	9	\$47,929			\$52,500		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	7	\$84,524			\$78,250		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$158,334		\$88,926	\$110,333	\$144,611	
Top Operations Position	8	\$145,125			\$146,834		
Greater than \$5 million							
CEO/Executive Director	31	\$480,938	\$167,284	\$223,251	\$283,450	\$471,617	\$702,659
Top Administrative Position	6	\$242,138			\$200,394		
Top Finance Position	20	\$297,392	\$109,327	\$129,402	\$173,150	\$396,491	\$628,653
Top Operations Position	22	\$285,772	\$134,493	\$181,105	\$250,914	\$310,408	\$396,656
Top Technology Position	5	\$337,724			\$196,366		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$69,111			\$70,000		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$136,708			\$128,009		
Greater than \$5 million							
CEO/Executive Director	5	\$177,878			\$137,535		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	29	\$55,744	\$22,801	\$36,205	\$57,282	\$71,684	\$82,466
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$70,072		\$57,831	\$76,929	\$84,648	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$96,623	\$61,500	\$72,062	\$87,645	\$110,073	\$154,764
Greater than \$5 million							
CEO/Executive Director	22	\$205,411	\$112,680	\$136,863	\$171,782	\$263,552	\$337,419
Top Finance Position	14	\$130,279		\$96,362	\$111,654	\$158,858	
Top Marketing Position	5	\$163,525			\$165,858		
Top Operations Position	6	\$146,089			\$148,136		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	6	\$43,704			\$33,360		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	10	\$43,856		\$27,758	\$39,109	\$47,121	
Greater than \$5 million							
CEO/Executive Director	5	\$218,142			\$223,514		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	7	\$51,781			\$45,813		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$91,912			\$85,452		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$117,065		\$82,523	\$87,910	\$139,907	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	\$54,713			\$50,000		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$106,348			\$114,752		
Greater than \$5 million							
CEO/Executive Director	7	\$800,837			\$317,637		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	32	\$49,472	\$25,583	\$34,116	\$48,450	\$63,090	\$75,605
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$85,232			\$76,809		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$101,836			\$95,989		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	16	\$50,261		\$25,497	\$52,500	\$64,805	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$71,674		\$59,750	\$76,496	\$83,565	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$131,329		\$93,987	\$108,167	\$178,093	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa City, IA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$88,969			\$88,141		
Jackson, MI							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$91,171			\$97,097		
Jackson, MS							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$98,122			\$89,318		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$87,858			\$91,097		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$137,009			\$132,032		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jackson, MS							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	15	\$254,787		\$162,598	\$235,230	\$295,691	
Top Development Position	5	\$147,973			\$129,475		
Top Education Position	5	\$185,007			\$195,206		
Top Finance Position	8	\$138,877			\$140,703		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	12	\$397,175		\$193,152	\$254,418	\$474,655	
Top Finance Position	11	\$226,180		\$102,013	\$131,937	\$270,997	
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$103,325			\$92,090		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	\$39,495		\$30,977	\$34,383	\$44,983	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$135,682		\$95,982	\$126,349	\$140,068	
Greater than \$5 million							
CEO/Executive Director	5	\$126,045			\$129,839		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	\$68,209		\$43,000	\$61,832	\$78,866	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jackson, TN							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	\$243,589			\$224,432		
Jacksonville, FL							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	\$53,947		\$35,746	\$53,125	\$74,000	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	\$60,884			\$55,982		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$116,013		\$83,875	\$97,282	\$159,467	
Greater than \$5 million							
CEO/Executive Director	15	\$254,110		\$169,036	\$221,200	\$292,688	
Top Finance Position	7	\$155,994			\$113,495		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$56,332			\$54,827		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jacksonville, FL							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	11	\$1,265,122		\$213,222	\$348,625	\$775,124	
Top Administrative Position	6	\$205,254			\$193,543		
Top Finance Position	9	\$380,776			\$298,949		
Top Operations Position	7	\$1,770,143			\$575,277		
Top Technology Position	6	\$328,266			\$270,007		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$93,245			\$79,749		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	21	\$49,996	\$21,471	\$30,000	\$52,769	\$61,000	\$74,093
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$103,002	\$73,579	\$82,463	\$97,704	\$109,758	\$146,207
Top Finance Position	5	\$77,084			\$74,972		
Greater than \$5 million							
CEO/Executive Director	17	\$257,986		\$154,136	\$191,483	\$346,888	
Top Finance Position	14	\$132,068		\$91,922	\$107,440	\$133,084	
Top Operations Position	6	\$229,167			\$228,152		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	\$53,150			\$50,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jacksonville, FL							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	22	\$63,773	\$24,600	\$30,398	\$58,106	\$80,735	\$99,832
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$83,910			\$78,792		
Jamestown, NY							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$136,623			\$89,190		
Janesville-Beloit, WI							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$136,953			\$102,053		
Jersey City, NJ							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	\$403,913			\$267,605		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jersey City, NJ							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$110,543			\$100,000		
Johnson City-Kingsport-Bristol, TN-VA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$62,808			\$43,480		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	10	\$439,786		\$126,339	\$207,908	\$483,058	
Top Finance Position	6	\$301,645			\$267,047		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	\$34,407			\$28,800		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$61,782			\$51,769		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	\$48,825			\$56,707		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Johnstown, PA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$45,501			\$45,826		
Greater than \$5 million							
CEO/Executive Director	5	\$106,978			\$109,717		
Jonesboro, AR							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	\$112,436			\$124,000		
Kalamazoo-Battle Creek, MI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	11	\$43,506		\$32,748	\$40,779	\$46,539	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	7	\$48,185			\$52,000		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$34,404			\$35,426		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kalamazoo-Battle Creek, MI							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$388,405			\$348,095		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	\$55,856		\$50,688	\$56,000	\$60,889	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$108,808			\$101,835		
Greater than \$5 million							
CEO/Executive Director	10	\$168,577		\$138,673	\$153,324	\$177,026	
Top Finance Position	9	\$93,975			\$85,533		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$44,348			\$46,301		
Kansas City, MO-KS							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$123,443			\$87,680		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	17	\$43,421		\$33,537	\$50,000	\$52,938	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$70,699			\$71,396		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$113,305		\$84,222	\$101,249	\$131,209	
Greater than \$5 million							
CEO/Executive Director	10	\$351,896		\$295,122	\$334,537	\$450,875	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	12	\$63,533		\$39,231	\$61,464	\$82,911	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$135,331			\$126,815		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$154,793		\$107,007	\$132,960	\$172,696	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$25,306			\$23,077		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	10	\$50,519		\$28,303	\$45,905	\$53,586	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	21	\$58,411	\$23,042	\$38,540	\$58,646	\$70,625	\$99,733

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$75,140		\$43,570	\$62,164	\$107,927	
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$115,636	\$70,547	\$78,873	\$108,937	\$137,220	\$174,437
Greater than \$5 million							
CEO/Executive Director	29	\$257,165	\$117,274	\$140,545	\$211,010	\$282,561	\$489,945
Top Administrative Position	12	\$149,979		\$114,199	\$138,269	\$174,312	
Top Development Position	6	\$147,122			\$167,278		
Top Education Position	10	\$195,202		\$146,912	\$192,030	\$211,255	
Top Finance Position	17	\$181,623		\$116,622	\$154,306	\$200,638	
Top Operations Position	8	\$220,544			\$179,985		
Top Technology Position	5	\$141,827			\$128,614		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$147,857			\$131,350		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	7	\$45,084			\$42,285		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$90,964			\$90,475		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	8	\$51,541			\$46,495		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Health—General and Rehabilitative							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$81,598			\$75,953		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$136,169			\$102,300		
Greater than \$5 million							
CEO/Executive Director	25	\$567,695	\$155,397	\$187,569	\$316,691	\$560,062	\$953,513
Top Finance Position	24	\$280,193	\$121,653	\$134,195	\$186,149	\$312,518	\$555,733
Top Human Resources Position	9	\$262,512			\$212,392		
Top Operations Position	16	\$334,522		\$181,882	\$242,985	\$304,878	
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$91,297			\$87,832		
Greater than \$5 million							
CEO/Executive Director	5	\$159,938			\$147,581		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	38	\$49,141	\$21,338	\$37,390	\$49,345	\$59,294	\$74,254
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$65,358		\$54,985	\$61,804	\$73,797	
Between \$1 million and \$5 million							
CEO/Executive Director	40	\$100,643	\$63,187	\$78,714	\$98,229	\$118,942	\$136,025
Top Finance Position	7	\$86,044			\$75,499		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	26	\$238,514	\$122,268	\$157,729	\$197,012	\$307,696	\$368,385
Top Development Position	6	\$132,153			\$141,789		
Top Finance Position	22	\$151,110	\$102,827	\$112,056	\$131,874	\$175,993	\$202,323
Top Human Resources Position	7	\$140,290			\$161,839		
Top Operations Position	11	\$149,259		\$111,498	\$135,894	\$174,916	
Top Technology Position	6	\$122,733			\$118,174		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	5	\$37,149			\$36,577		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$115,851			\$115,205		
Greater than \$5 million							
CEO/Executive Director	9	\$270,141			\$161,583		
Top Finance Position	5	\$219,880			\$126,477		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	5	\$59,543			\$55,000		
Greater than \$5 million							
CEO/Executive Director	7	\$231,669			\$205,504		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Public, Society Benefit—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	\$284,350			\$303,272		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	\$43,698			\$49,430		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$106,449			\$101,703		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	30	\$51,455	\$27,072	\$33,845	\$45,655	\$66,133	\$89,269
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$82,634			\$88,440		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	\$62,329			\$56,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$72,652			\$85,075		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$167,193			\$170,693		
Greater than \$5 million							
CEO/Executive Director	5	\$207,266			\$174,259		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Killeen-Temple, TX							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$735,145			\$800,524		
Top Finance Position	5	\$401,234			\$262,055		
Top Operations Position	7	\$222,644			\$252,296		
Knoxville, TN							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	\$38,955		\$24,783	\$32,650	\$52,701	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$76,612			\$76,968		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$121,722			\$128,919		
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$158,283			\$182,310		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	\$38,417			\$32,125		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Knoxville, TN							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$47,773			\$41,644		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$99,542			\$107,776		
Greater than \$5 million							
CEO/Executive Director	7	\$283,837			\$192,514		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$138,481			\$91,407		
Greater than \$5 million							
CEO/Executive Director	10	\$659,206		\$232,765	\$289,934	\$1,136,385	
Top Finance Position	13	\$271,976		\$158,268	\$205,442	\$238,547	
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$88,323			\$79,990		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	\$53,514			\$48,750		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$64,896			\$69,042		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$78,839		\$69,082	\$75,601	\$89,146	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Knoxville, TN							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	9	\$161,740			\$139,968		
Mental Health, Crisis Intervention							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$65,501			\$63,600		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	27	\$62,940	\$23,056	\$28,124	\$56,000	\$82,542	\$91,432
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$130,175			\$109,838		
La Crosse, WI-MN							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$75,606			\$69,410		
Lafayette, IN							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	\$63,640			\$68,134		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lafayette, LA							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$75,378			\$83,450		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$40,034			\$41,787		
Lakeland-Winter Haven, FL							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	11	\$238,719		\$163,441	\$197,346	\$242,413	
Top Finance Position	7	\$132,399			\$126,092		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$37,915			\$40,495		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	\$47,916			\$39,539		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$62,564			\$60,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lancaster, PA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$42,415			\$46,059		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	9	\$32,283			\$28,875		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$114,907		\$85,285	\$104,969	\$154,941	
Greater than \$5 million							
CEO/Executive Director	6	\$297,794			\$254,801		
Top Education Position	5	\$179,311			\$138,460		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$134,016			\$138,041		
Greater than \$5 million							
CEO/Executive Director	8	\$471,185			\$201,872		
Top Finance Position	6	\$252,166			\$128,497		
Top Operations Position	6	\$205,867			\$141,325		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$60,374			\$63,225		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$72,068			\$72,527		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lancaster, PA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$128,128			\$116,142		
Greater than \$5 million							
CEO/Executive Director	18	\$228,556		\$141,043	\$199,065	\$220,986	
Top Finance Position	14	\$150,219		\$129,853	\$153,561	\$184,573	
Top Human Resources Position	6	\$176,479			\$154,459		
Top Operations Position	9	\$170,700			\$153,238		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	15	\$50,313		\$27,104	\$39,869	\$64,687	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$89,017			\$88,894		
Lansing-East Lansing, MI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	\$50,584			\$45,400		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$103,132			\$96,012		
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$158,328			\$157,192		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lansing-East Lansing, MI							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$71,819			\$66,442		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$123,257			\$111,164		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$182,204			\$182,348		
Greater than \$5 million							
CEO/Executive Director	7	\$242,681			\$210,575		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	10	\$404,733		\$256,368	\$282,656	\$427,962	
Top Finance Position	7	\$262,855			\$185,133		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$94,375			\$95,168		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$49,330			\$48,139		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$75,606			\$61,789		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$107,146		\$87,607	\$113,243	\$126,200	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lansing-East Lansing, MI							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	8	\$146,052			\$140,178		
Las Vegas, NV-AZ							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$85,984			\$82,977		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$84,158		\$45,935	\$90,886	\$103,498	
Greater than \$5 million							
CEO/Executive Director	14	\$221,386		\$128,334	\$180,576	\$290,666	
Top Finance Position	5	\$158,562			\$146,880		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$131,050			\$96,561		
Greater than \$5 million							
CEO/Executive Director	7	\$420,669			\$455,889		
Top Finance Position	6	\$272,761			\$256,723		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	\$48,519		\$31,410	\$45,283	\$61,944	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Las Vegas, NV-AZ							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$72,449			\$60,380		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$133,785	\$45,426	\$88,927	\$112,946	\$164,679	\$195,559
Greater than \$5 million							
CEO/Executive Director	8	\$211,920			\$201,788		
Top Finance Position	6	\$139,866			\$112,293		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	\$33,514			\$26,630		
Lawrence, KS							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$59,733			\$61,808		
Lawrence-Haverhill, MA-NH							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$68,414			\$73,346		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lawrence-Haverhill, MA-NH							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$44,834			\$33,215		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$126,568			\$115,471		
Greater than \$5 million							
CEO/Executive Director	9	\$341,488			\$200,007		
Top Education Position	5	\$227,049			\$252,885		
Top Finance Position	7	\$221,858			\$192,651		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$329,081			\$245,045		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	\$44,921		\$30,419	\$38,393	\$63,168	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$90,911			\$80,524		
Greater than \$5 million							
CEO/Executive Director	14	\$178,771		\$131,686	\$160,008	\$169,364	
Top Finance Position	9	\$135,817			\$122,411		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$39,268			\$34,313		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lewiston-Auburn, ME							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$92,914			\$93,024		
Greater than \$5 million							
CEO/Executive Director	6	\$131,732			\$122,465		
Lexington, KY							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	\$52,379			\$42,900		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	\$64,274			\$68,345		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	\$53,274			\$49,467		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$96,006			\$86,110		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$90,837		\$56,102	\$73,242	\$119,193	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lexington, KY							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	12	\$315,435		\$275,045	\$301,601	\$354,749	
Top Administrative Position	5	\$130,404			\$138,116		
Top Education Position	7	\$169,968			\$184,637		
Top Finance Position	9	\$146,424			\$134,170		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	5	\$40,902			\$40,000		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	\$337,318			\$215,680		
Top Finance Position	5	\$202,326			\$188,438		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	\$44,755			\$47,892		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$60,269			\$53,722		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$85,559		\$61,069	\$84,995	\$108,895	
Greater than \$5 million							
CEO/Executive Director	6	\$152,941			\$125,833		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lexington, KY							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	12	\$54,194		\$24,583	\$53,803	\$59,651	
Lima, OH							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$321,124			\$180,169		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$80,313			\$65,325		
Lincoln, NE							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	\$67,693			\$58,000		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$122,729			\$102,820		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$108,670			\$105,468		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lincoln, NE							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	\$337,385			\$349,019		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	8	\$520,642			\$396,702		
Top Finance Position	6	\$292,567			\$145,939		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	\$52,653		\$39,925	\$50,946	\$65,985	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$75,063			\$75,808		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$91,981		\$82,164	\$98,611	\$111,748	
Greater than \$5 million							
CEO/Executive Director	6	\$154,384			\$146,755		
Top Finance Position	5	\$116,464			\$117,677		
Little Rock-North Little Rock, AR							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$59,821			\$70,615		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Little Rock-North Little Rock, AR							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$64,685			\$61,533		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$104,280		\$61,188	\$86,539	\$130,226	
Greater than \$5 million							
CEO/Executive Director	9	\$217,601			\$199,028		
Top Finance Position	7	\$114,432			\$101,884		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$315,113			\$192,077		
Top Administrative Position	6	\$383,848			\$355,779		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	17	\$51,740		\$36,000	\$44,000	\$70,304	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$91,187			\$93,511		
Greater than \$5 million							
CEO/Executive Director	9	\$158,195			\$168,702		
Top Finance Position	8	\$114,397			\$118,818		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$57,510			\$57,500		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Longview-Marshall, TX							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	\$38,473			\$35,302		
Los Angeles-Long Beach, CA							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	22	\$54,245	\$20,925	\$30,571	\$53,817	\$72,688	\$80,605
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$57,447			\$62,250		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$103,368	\$56,801	\$76,747	\$99,705	\$123,304	\$136,771
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	98	\$47,212	\$20,210	\$26,580	\$44,645	\$62,159	\$77,373
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	\$79,676	\$49,650	\$61,980	\$75,500	\$93,441	\$110,080
Top Finance Position	6	\$66,387			\$63,997		
Between \$1 million and \$5 million							
CEO/Executive Director	71	\$141,916	\$78,182	\$103,307	\$131,722	\$166,947	\$220,418
Top Finance Position	5	\$117,090			\$120,000		
Top Operations Position	7	\$104,752			\$109,090		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	36	\$451,494	\$151,087	\$203,121	\$294,815	\$559,898	\$747,708
Top Development Position	21	\$243,941	\$122,968	\$159,414	\$256,373	\$296,724	\$343,866
Top Education Position	8	\$212,682			\$202,141		
Top Finance Position	23	\$215,273	\$109,556	\$166,368	\$189,361	\$259,178	\$306,909
Top Human Resources Position	7	\$204,017			\$186,501		
Top Legal Position	5	\$271,045			\$218,719		
Top Marketing Position	8	\$196,891			\$194,219		
Top Operations Position	16	\$242,151		\$145,100	\$175,867	\$287,751	
Top PR/Communications Position	8	\$167,990			\$157,982		
Top Program Position	5	\$189,972			\$149,850		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	9	\$65,101			\$58,314		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$90,799		\$72,265	\$85,175	\$100,604	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$124,083		\$88,087	\$129,783	\$143,829	
Greater than \$5 million							
CEO/Executive Director	11	\$229,532		\$208,687	\$236,219	\$262,908	
Top Finance Position	7	\$156,374			\$161,857		
Top Legal Position	7	\$203,142			\$203,408		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	20	\$74,531	\$35,214	\$48,835	\$75,591	\$86,937	\$116,412
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$130,920		\$84,639	\$99,500	\$184,179	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$139,635	\$74,383	\$97,425	\$126,755	\$157,904	\$201,220
Top Finance Position	6	\$118,220			\$115,881		
Greater than \$5 million							
CEO/Executive Director	15	\$275,050		\$151,054	\$240,843	\$361,558	
Top Finance Position	10	\$189,744		\$129,295	\$192,016	\$218,238	
Top Operations Position	6	\$221,835			\$168,579		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	9	\$51,095			\$45,504		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$87,212			\$67,351		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$133,746		\$105,531	\$145,408	\$173,197	
Greater than \$5 million							
CEO/Executive Director	5	\$211,082			\$241,500		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	17	\$69,562		\$39,140	\$60,000	\$69,000	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Diseases, Disorders, Medical Disciplines							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$118,431			\$113,083		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$143,575		\$95,469	\$140,095	\$183,849	
Greater than \$5 million							
CEO/Executive Director	9	\$329,508			\$320,672		
Top Finance Position	7	\$162,568			\$170,763		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	69	\$55,330	\$21,982	\$30,250	\$46,154	\$70,747	\$85,983
Top Finance Position	6	\$31,031			\$22,555		
Between \$500 thousand and \$1 million							
CEO/Executive Director	43	\$97,285	\$51,164	\$60,104	\$84,385	\$121,930	\$159,914
Top Finance Position	7	\$79,684			\$64,970		
Between \$1 million and \$5 million							
CEO/Executive Director	125	\$134,568	\$70,774	\$93,150	\$125,300	\$162,207	\$208,004
Top Administrative Position	7	\$93,667			\$90,658		
Top Development Position	6	\$99,338			\$102,489		
Top Finance Position	15	\$104,744		\$86,539	\$117,023	\$126,392	
Top Operations Position	9	\$97,550			\$100,731		
Top Program Position	5	\$133,449			\$124,133		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	226	\$327,550	\$136,799	\$166,287	\$246,521	\$404,541	\$598,370
Top Administrative Position	59	\$209,084	\$118,901	\$132,561	\$167,503	\$241,106	\$339,568
Top Business Position	19	\$180,597		\$122,525	\$158,351	\$227,135	
Top Development Position	56	\$241,848	\$111,047	\$146,756	\$199,549	\$270,206	\$383,908
Top Education Position	67	\$232,286	\$121,087	\$143,382	\$190,349	\$258,078	\$400,433
Top Facilities Position	9	\$178,076			\$175,223		
Top Finance Position	117	\$224,541	\$105,871	\$141,978	\$190,825	\$263,697	\$347,769
Top Human Resources Position	26	\$172,533	\$128,790	\$140,590	\$159,849	\$205,751	\$245,097
Top Legal Position	13	\$317,776		\$214,986	\$267,891	\$310,205	
Top Marketing Position	8	\$170,411			\$166,613		
Top Operations Position	60	\$200,024	\$109,839	\$144,018	\$179,882	\$251,141	\$297,564
Top PR/Communications Position	18	\$171,805		\$139,337	\$154,613	\$199,530	
Top Program Position	10	\$184,843		\$114,985	\$162,043	\$188,209	
Top Technology Position	31	\$253,291	\$121,049	\$137,367	\$182,659	\$257,350	\$392,536
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	8	\$70,945			\$70,986		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$89,805			\$89,853		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$109,145			\$103,532		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	13	\$307,628		\$167,442	\$212,661	\$259,930	
Top Finance Position	10	\$155,622		\$113,552	\$156,850	\$175,637	
Top Human Resources Position	5	\$158,775			\$129,563		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	14	\$72,544		\$43,575	\$63,250	\$85,619	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$87,181			\$75,000		
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$115,951	\$75,550	\$93,319	\$107,790	\$140,595	\$158,228
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	9	\$54,074			\$59,707		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$88,035			\$98,856		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	16	\$58,744		\$30,470	\$52,794	\$72,665	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$103,022		\$79,219	\$94,375	\$122,500	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	46	\$164,808	\$69,423	\$84,231	\$144,621	\$232,665	\$315,329
Top Finance Position	9	\$126,554			\$112,392		
Greater than \$5 million							
CEO/Executive Director	69	\$528,745	\$141,218	\$199,700	\$290,220	\$521,429	\$1,220,395
Top Administrative Position	12	\$257,388		\$156,056	\$204,142	\$267,355	
Top Business Position	6	\$204,635			\$195,436		
Top Development Position	8	\$199,193			\$204,564		
Top Facilities Position	5	\$312,376			\$344,122		
Top Finance Position	55	\$312,635	\$111,472	\$143,634	\$186,806	\$307,725	\$574,671
Top Human Resources Position	11	\$228,621		\$171,013	\$195,813	\$300,322	
Top Operations Position	42	\$279,599	\$123,647	\$137,389	\$197,942	\$294,639	\$521,823
Top PR/Communications Position	10	\$331,696		\$217,232	\$261,777	\$280,183	
Top Technology Position	13	\$292,019		\$205,255	\$252,335	\$359,701	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	15	\$80,179		\$60,232	\$71,500	\$102,245	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$121,792			\$80,000		
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$154,586	\$81,097	\$92,500	\$127,550	\$190,579	\$234,203
Top Finance Position	6	\$121,250			\$119,456		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Housing, Shelter							
Greater than \$5 million							
CEO/Executive Director	23	\$308,131	\$156,068	\$172,640	\$241,370	\$328,924	\$489,365
Top Development Position	11	\$170,335		\$135,056	\$145,269	\$173,284	
Top Finance Position	17	\$189,900		\$137,178	\$165,198	\$232,564	
Top Human Resources Position	5	\$256,917			\$221,224		
Top Operations Position	7	\$205,104			\$150,737		
Top Program Position	5	\$134,177			\$127,881		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	65	\$53,847	\$25,370	\$33,222	\$50,491	\$70,931	\$83,388
Top Program Position	6	\$30,179			\$23,765		
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	\$80,043	\$37,353	\$53,812	\$73,250	\$95,135	\$117,659
Between \$1 million and \$5 million							
CEO/Executive Director	103	\$115,579	\$60,720	\$82,983	\$111,044	\$139,390	\$188,630
Top Finance Position	18	\$94,737		\$57,760	\$84,849	\$109,311	
Top Operations Position	8	\$165,303			\$112,083		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	119	\$226,359	\$104,737	\$148,477	\$203,753	\$274,186	\$371,574
Top Administrative Position	24	\$148,682	\$101,477	\$119,774	\$142,719	\$166,019	\$209,579
Top Development Position	28	\$160,690	\$119,134	\$133,836	\$151,404	\$177,831	\$227,352
Top Education Position	7	\$135,388			\$124,957		
Top Finance Position	72	\$161,374	\$107,165	\$129,777	\$145,274	\$187,920	\$224,072
Top Human Resources Position	25	\$153,687	\$103,010	\$121,120	\$137,335	\$168,525	\$234,757
Top Operations Position	36	\$185,596	\$113,120	\$126,642	\$161,839	\$209,505	\$305,701
Top PR/Communications Position	11	\$137,956		\$122,059	\$124,544	\$143,924	
Top Program Position	31	\$135,449	\$94,451	\$112,189	\$133,655	\$158,661	\$173,767
Top Technology Position	15	\$168,135		\$134,570	\$148,591	\$173,609	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	11	\$50,292		\$33,000	\$37,500	\$57,784	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$166,455		\$90,998	\$112,567	\$160,662	
Medical Research							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$180,037			\$165,000		
Greater than \$5 million							
CEO/Executive Director	5	\$241,959			\$227,761		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	19	\$60,679		\$36,067	\$48,000	\$74,750	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$84,571		\$80,618	\$92,655	\$98,971	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$163,187	\$82,865	\$97,942	\$125,025	\$180,966	\$240,650
Top Finance Position	6	\$103,840			\$87,841		
Greater than \$5 million							
CEO/Executive Director	43	\$241,442	\$128,330	\$165,710	\$216,919	\$283,018	\$350,725
Top Administrative Position	5	\$146,629			\$128,464		
Top Development Position	8	\$155,981			\$151,456		
Top Finance Position	26	\$176,997	\$86,075	\$125,083	\$170,685	\$221,496	\$249,392
Top Human Resources Position	10	\$148,842		\$136,123	\$147,054	\$163,444	
Top Operations Position	16	\$225,787		\$131,115	\$181,419	\$241,337	
Top Program Position	11	\$138,697		\$108,409	\$130,820	\$156,157	
Top Technology Position	5	\$168,319			\$137,905		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	10	\$70,800		\$31,500	\$46,857	\$73,807	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$181,254		\$122,507	\$152,864	\$203,505	
Greater than \$5 million							
CEO/Executive Director	9	\$312,540			\$249,526		
Top Finance Position	6	\$184,607			\$139,806		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Public Safety, Disaster Preparedness, and Relief							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$181,881			\$175,557		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$70,997			\$82,492		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$86,491		\$56,236	\$90,521	\$102,673	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$126,845		\$92,760	\$130,359	\$156,181	
Greater than \$5 million							
CEO/Executive Director	14	\$325,021		\$184,064	\$250,614	\$303,421	
Top Finance Position	7	\$204,990			\$162,678		
Top Operations Position	9	\$187,488			\$182,315		
Top Program Position	6	\$115,525			\$115,444		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	14	\$51,794		\$34,109	\$53,600	\$71,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$81,078		\$60,750	\$72,132	\$100,096	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$94,638			\$88,794		
Greater than \$5 million							
CEO/Executive Director	7	\$209,411			\$203,268		
Top Finance Position	5	\$157,257			\$144,846		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	113	\$45,791	\$18,695	\$24,000	\$37,708	\$57,600	\$81,440
Top Finance Position	9	\$38,351			\$30,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$78,883		\$53,440	\$74,024	\$79,900	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$123,809		\$78,475	\$108,840	\$154,557	
Top Finance Position	6	\$96,953			\$105,310		
Greater than \$5 million							
CEO/Executive Director	5	\$215,270			\$257,684		
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$162,556			\$162,082		
Greater than \$5 million							
CEO/Executive Director	5	\$621,599			\$552,126		
Unknown							
\$500 thousand or less							
CEO/Executive Director	8	\$43,588			\$37,432		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$174,525			\$170,202		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	35	\$50,950	\$19,505	\$25,057	\$41,937	\$70,866	\$91,267

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$92,632	\$45,363	\$65,000	\$80,640	\$106,802	\$144,594
Top Finance Position	5	\$68,981			\$65,000		
Between \$1 million and \$5 million							
CEO/Executive Director	44	\$131,846	\$74,578	\$87,439	\$135,970	\$168,061	\$188,150
Top Finance Position	5	\$93,687			\$109,992		
Top Operations Position	8	\$90,684			\$99,571		
Greater than \$5 million							
CEO/Executive Director	17	\$331,050		\$177,019	\$289,060	\$411,984	
Top Development Position	5	\$129,366			\$124,766		
Top Finance Position	10	\$162,743		\$129,400	\$133,568	\$146,565	
Top Operations Position	5	\$295,779			\$203,251		

Louisville, KY-IN

Arts, Culture, and Humanities

\$500 thousand or less							
CEO/Executive Director	18	\$50,940		\$34,041	\$47,665	\$65,208	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$75,722			\$75,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$129,718			\$105,289		
Greater than \$5 million							
CEO/Executive Director	8	\$185,219			\$200,584		
Top Finance Position	5	\$100,681			\$98,499		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisville, KY-IN							
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	\$79,019			\$74,097		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$141,384			\$93,692		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	\$54,298			\$50,002		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$114,656	\$61,194	\$80,875	\$108,394	\$129,119	\$192,380
Top Finance Position	7	\$53,178			\$47,659		
Greater than \$5 million							
CEO/Executive Director	8	\$319,371			\$270,432		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	\$72,774			\$80,885		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	14	\$54,135		\$38,895	\$60,764	\$67,985	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$128,474			\$130,469		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisville, KY-IN							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	11	\$575,585		\$231,975	\$446,569	\$548,381	
Top Finance Position	10	\$323,515		\$154,716	\$248,537	\$456,369	
Top Human Resources Position	5	\$455,075			\$253,861		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	7	\$38,745			\$33,785		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$88,208			\$87,081		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	16	\$47,870		\$29,575	\$44,614	\$60,071	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$57,259		\$47,846	\$51,588	\$78,004	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$107,770	\$67,420	\$73,838	\$103,718	\$138,028	\$153,379
Top Finance Position	5	\$69,233			\$67,380		
Greater than \$5 million							
CEO/Executive Director	22	\$196,031	\$91,254	\$129,445	\$158,066	\$236,224	\$271,444
Top Finance Position	16	\$134,156		\$99,819	\$135,997	\$172,271	
Mental Health, Crisis Intervention							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$70,521			\$70,946		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisville, KY-IN							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	\$172,030			\$169,273		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	\$79,715			\$62,250		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	\$58,320		\$30,000	\$60,200	\$76,234	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$154,681			\$142,726		

Lowell, MA-NH

Human Services—Multipurpose and Other

Between \$1 million and \$5 million

CEO/Executive Director	5	\$99,500			\$89,169		
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501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lubbock, TX							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$75,311			\$77,255		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$65,857			\$68,775		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$70,474			\$72,818		
Greater than \$5 million							
CEO/Executive Director	5	\$167,005			\$155,465		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	\$41,153		\$25,425	\$40,897	\$53,585	

Lynchburg, VA

Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$101,123			\$105,722		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	\$60,025			\$42,100		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Macon, GA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	\$214,804			\$183,497		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$724,208			\$392,887		
Top Administrative Position	7	\$183,938			\$144,125		
Top Operations Position	6	\$269,513			\$174,029		
Madison, WI							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$43,548			\$50,100		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	17	\$51,573		\$37,890	\$47,979	\$72,500	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$134,352			\$110,436		
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$131,207			\$115,612		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Madison, WI							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	12	\$65,632		\$54,481	\$61,923	\$76,325	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$86,155			\$73,075		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$141,790	\$70,575	\$81,767	\$122,277	\$174,598	\$218,868
Greater than \$5 million							
CEO/Executive Director	9	\$263,907			\$206,356		
Top Finance Position	5	\$190,632			\$216,525		
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$83,086			\$88,630		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$139,158			\$118,032		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$165,720			\$167,865		
Greater than \$5 million							
CEO/Executive Director	9	\$323,126			\$265,940		
Top Finance Position	5	\$337,899			\$242,375		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$118,880			\$108,114		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Madison, WI							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	18	\$54,741		\$48,371	\$55,538	\$67,308	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$78,037		\$65,321	\$73,551	\$88,133	
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$100,788	\$68,068	\$75,942	\$88,057	\$104,853	\$153,680
Greater than \$5 million							
CEO/Executive Director	9	\$217,230			\$197,295		
Top Finance Position	6	\$196,480			\$167,702		
Top Operations Position	6	\$177,005			\$130,433		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	\$55,100			\$54,109		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$54,950			\$73,416		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$167,732			\$125,027		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Manchester, NH							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	12	\$46,143		\$20,072	\$47,703	\$55,665	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$109,120			\$116,581		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$102,946			\$90,381		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$110,657			\$105,610		
Greater than \$5 million							
CEO/Executive Director	7	\$448,847			\$355,987		
Top Finance Position	6	\$263,416			\$219,121		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	\$595,586			\$285,508		
Top Finance Position	6	\$292,896			\$247,929		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$113,088			\$117,277		
Greater than \$5 million							
CEO/Executive Director	13	\$204,765		\$167,284	\$178,818	\$209,699	
Top Finance Position	10	\$140,631		\$107,538	\$117,624	\$144,148	
Top Operations Position	7	\$139,054			\$130,347		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Manchester, NH							
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$72,995			\$67,328		
McAllen-Edinburg-Mission, TX							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$215,646			\$186,660		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$45,454			\$50,000		
Medford-Ashland, OR							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$90,810			\$90,898		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$416,398			\$210,373		
Top Finance Position	5	\$238,739			\$151,536		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medford-Ashland, OR							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$100,142			\$91,376		
Greater than \$5 million							
CEO/Executive Director	5	\$283,763			\$142,055		
Melbourne-Titusville-Palm Bay, FL							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$347,262			\$249,893		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$68,618			\$47,726		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$109,082			\$124,078		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	14	\$57,383		\$32,982	\$49,998	\$91,623	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Memphis, TN-AR-MS							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	12	\$49,855		\$29,220	\$32,938	\$58,278	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$107,637		\$74,745	\$102,522	\$135,353	
Greater than \$5 million							
CEO/Executive Director	6	\$235,714			\$233,060		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	8	\$47,354			\$39,477		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$150,375		\$93,750	\$134,277	\$176,292	
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$100,178			\$77,670		
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$119,703	\$56,632	\$89,259	\$106,032	\$138,578	\$185,111
Top Finance Position	5	\$80,725			\$88,150		
Top Operations Position	5	\$104,666			\$112,375		
Greater than \$5 million							
CEO/Executive Director	27	\$228,382	\$107,320	\$148,420	\$199,465	\$273,072	\$344,393
Top Development Position	8	\$155,746			\$139,004		
Top Education Position	6	\$177,662			\$152,239		
Top Finance Position	12	\$134,219		\$99,585	\$121,041	\$157,081	
Top Operations Position	7	\$150,946			\$127,417		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Memphis, TN-AR-MS							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$120,752		\$89,552	\$100,531	\$152,148	
Greater than \$5 million							
CEO/Executive Director	24	\$498,058	\$173,604	\$206,476	\$348,112	\$442,135	\$1,187,051
Top Administrative Position	7	\$558,048			\$256,691		
Top Finance Position	16	\$332,917		\$149,992	\$227,607	\$403,314	
Top Human Resources Position	5	\$339,212			\$237,307		
Top Operations Position	8	\$296,930			\$166,112		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$96,160			\$85,415		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	19	\$52,548		\$38,656	\$48,100	\$69,220	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$68,823			\$64,425		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$115,992		\$91,261	\$102,063	\$135,040	
Greater than \$5 million							
CEO/Executive Director	8	\$186,557			\$201,200		
Top Finance Position	5	\$120,801			\$113,184		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Memphis, TN-AR-MS							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	7	\$48,467			\$36,000		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$129,330			\$138,506		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	14	\$58,593		\$33,542	\$57,917	\$77,638	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	\$60,951			\$48,604		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$155,419		\$113,280	\$153,992	\$188,043	
Miami, FL							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	24	\$40,458	\$18,778	\$24,375	\$35,293	\$50,148	\$63,646
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$87,430			\$90,500		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$119,657		\$68,656	\$90,168	\$153,184	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	11	\$344,017		\$187,766	\$313,307	\$423,957	
Top Finance Position	8	\$175,307			\$156,854		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	7	\$52,830			\$41,600		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$134,573		\$103,180	\$117,518	\$159,218	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	\$48,689			\$49,842		
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$82,786		\$62,500	\$74,600	\$89,361	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$131,411	\$88,905	\$102,088	\$120,221	\$151,821	\$176,845
Greater than \$5 million							
CEO/Executive Director	31	\$308,971	\$116,792	\$148,592	\$174,067	\$225,799	\$339,331
Top Education Position	6	\$216,252			\$185,402		
Top Finance Position	10	\$380,738		\$156,463	\$190,062	\$275,134	
Top Operations Position	5	\$245,106			\$149,894		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	7	\$47,144			\$48,967		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	8	\$77,059			\$81,300		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$79,946			\$89,628		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$159,511			\$141,170		
Greater than \$5 million							
CEO/Executive Director	23	\$607,906	\$165,741	\$241,002	\$376,068	\$567,956	\$1,692,047
Top Administrative Position	9	\$195,036			\$174,621		
Top Finance Position	12	\$306,363		\$130,298	\$177,714	\$297,201	
Top Human Resources Position	5	\$277,911			\$237,206		
Top Operations Position	13	\$351,169		\$178,783	\$295,130	\$375,942	
Top Technology Position	5	\$471,090			\$547,756		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$85,093			\$56,576		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	18	\$47,350		\$25,000	\$41,795	\$53,075	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$115,895		\$90,787	\$114,882	\$139,458	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	16	\$246,788		\$168,234	\$220,575	\$301,320	
Top Development Position	7	\$152,176			\$132,392		
Top Finance Position	11	\$152,154		\$121,499	\$134,886	\$161,653	
Top Operations Position	8	\$154,693			\$142,569		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	8	\$48,759			\$47,466		
Greater than \$5 million							
CEO/Executive Director	7	\$208,138			\$149,553		
Top Finance Position	5	\$127,598			\$115,220		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	\$51,390			\$52,200		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$125,669			\$87,530		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	14	\$40,473		\$21,077	\$36,421	\$44,573	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$121,209			\$100,485		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$61,368			\$65,000		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$118,066		\$99,709	\$117,385	\$136,491	
Middlesex-Somerset-Hunterdon, NJ							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	\$50,070			\$38,917		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	5	\$47,994			\$49,007		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	\$61,229			\$60,840		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$148,145		\$90,921	\$144,653	\$185,867	
Greater than \$5 million							
CEO/Executive Director	12	\$326,055		\$184,877	\$288,017	\$468,271	
Top Development Position	5	\$198,260			\$163,994		
Top Education Position	6	\$146,564			\$138,185		
Top Finance Position	7	\$216,955			\$220,393		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Middlesex-Somerset-Hunterdon, NJ							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$229,652			\$156,014		
Greater than \$5 million							
CEO/Executive Director	9	\$441,744			\$488,892		
Top Operations Position	5	\$321,040			\$365,618		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$39,015			\$35,616		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$86,943		\$78,375	\$94,350	\$101,812	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$116,190		\$80,038	\$125,863	\$144,938	
Greater than \$5 million							
CEO/Executive Director	22	\$240,274	\$136,245	\$165,308	\$185,977	\$241,692	\$414,462
Top Finance Position	17	\$142,334		\$105,378	\$134,025	\$183,319	
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$107,462			\$97,042		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$34,109			\$29,897		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	23	\$50,386	\$28,794	\$35,138	\$54,650	\$61,202	\$68,375
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$87,214			\$77,400		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$136,295		\$109,473	\$141,017	\$160,583	
Top Finance Position	5	\$99,426			\$106,999		
Greater than \$5 million							
CEO/Executive Director	8	\$301,290			\$251,264		
Top Finance Position	7	\$124,146			\$124,685		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	16	\$64,198		\$32,056	\$51,629	\$87,222	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$98,860			\$104,755		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$216,073			\$139,264		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$72,472			\$71,247		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$148,893			\$106,328		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Diseases, Disorders, Medical Disciplines							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$115,342			\$121,032		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$153,183			\$119,169		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	20	\$53,495	\$23,571	\$28,625	\$43,894	\$68,194	\$106,644
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$79,528			\$73,560		
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$119,746	\$67,389	\$86,308	\$114,728	\$137,026	\$186,632
Greater than \$5 million							
CEO/Executive Director	28	\$294,095	\$88,479	\$128,166	\$205,305	\$300,772	\$608,402
Top Administrative Position	5	\$320,091			\$203,939		
Top Development Position	7	\$311,475			\$246,053		
Top Education Position	8	\$323,012			\$164,641		
Top Finance Position	15	\$214,820		\$120,474	\$154,910	\$204,548	
Top Operations Position	7	\$316,338			\$162,207		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	\$64,322			\$63,107		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$85,929			\$86,889		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	5	\$58,917			\$55,682		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	9	\$76,836			\$66,446		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$206,626			\$115,620		
Greater than \$5 million							
CEO/Executive Director	25	\$625,125	\$162,470	\$228,206	\$287,744	\$653,377	\$1,505,435
Top Administrative Position	6	\$272,335			\$181,751		
Top Finance Position	16	\$380,778		\$140,996	\$165,896	\$406,925	
Top Human Resources Position	7	\$307,887			\$196,681		
Top Operations Position	15	\$436,573		\$157,637	\$227,805	\$436,719	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	\$65,059			\$56,633		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$86,265		\$69,679	\$85,412	\$106,627	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	36	\$51,153	\$23,727	\$30,633	\$54,421	\$67,023	\$74,866
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$90,033		\$73,065	\$79,147	\$112,266	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$125,584	\$80,453	\$95,054	\$114,620	\$144,557	\$169,228
Top Finance Position	7	\$98,408			\$90,206		
Greater than \$5 million							
CEO/Executive Director	30	\$250,046	\$139,536	\$170,149	\$223,520	\$328,629	\$355,441
Top Administrative Position	9	\$179,288			\$167,664		
Top Finance Position	23	\$158,525	\$119,198	\$129,626	\$138,000	\$173,112	\$218,489
Top Operations Position	13	\$157,577		\$124,027	\$154,417	\$189,525	
Top Program Position	5	\$151,503			\$126,949		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	8	\$40,219			\$43,813		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	5	\$249,198			\$336,106		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$38,392			\$39,623		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	\$56,670			\$57,605		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$88,510		\$80,321	\$88,198	\$98,708	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	\$72,117		\$55,740	\$65,708	\$80,980	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$110,291			\$121,048		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	\$47,386			\$34,696		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$159,903			\$164,754		
Minneapolis-St. Paul, MN-WI							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	10	\$34,222		\$26,085	\$30,543	\$42,707	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$84,963			\$78,618		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$101,758			\$104,103		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	86	\$47,364	\$21,359	\$33,786	\$45,220	\$56,800	\$71,172
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	\$77,800	\$50,360	\$61,177	\$75,395	\$83,356	\$105,655
Between \$1 million and \$5 million							
CEO/Executive Director	59	\$111,488	\$59,485	\$78,417	\$97,075	\$131,146	\$164,590
Top Finance Position	8	\$83,123			\$78,776		
Greater than \$5 million							
CEO/Executive Director	18	\$309,027		\$218,582	\$266,763	\$378,909	
Top Administrative Position	5	\$194,021			\$156,823		
Top Business Position	5	\$252,880			\$229,550		
Top Development Position	11	\$197,911		\$166,886	\$175,002	\$218,374	
Top Education Position	6	\$146,138			\$134,863		
Top Finance Position	15	\$199,072		\$131,693	\$145,126	\$164,675	
Top Human Resources Position	5	\$169,877			\$144,133		
Top Marketing Position	5	\$132,705			\$131,641		
Top Operations Position	7	\$219,039			\$205,538		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	10	\$60,836		\$50,696	\$61,739	\$71,800	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$85,654		\$78,528	\$89,923	\$96,429	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	44	\$63,025	\$40,894	\$46,442	\$58,808	\$79,788	\$96,291
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$82,856			\$79,455		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$134,810		\$88,514	\$136,696	\$162,430	
Greater than \$5 million							
CEO/Executive Director	6	\$422,595			\$425,527		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	11	\$67,374		\$61,959	\$64,002	\$69,611	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$96,372		\$71,897	\$97,213	\$121,438	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	\$61,422			\$59,197		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$95,531			\$103,724		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$142,994		\$96,946	\$132,055	\$173,407	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	38	\$60,659	\$19,534	\$24,749	\$52,474	\$91,495	\$110,462

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$93,426	\$59,558	\$64,343	\$75,412	\$105,727	\$152,701
Between \$1 million and \$5 million							
CEO/Executive Director	80	\$121,629	\$51,266	\$72,830	\$100,680	\$128,124	\$182,969
Top Administrative Position	10	\$83,777		\$65,553	\$88,824	\$94,667	
Top Business Position	8	\$53,723			\$40,133		
Top Finance Position	18	\$76,880		\$56,301	\$69,842	\$88,726	
Greater than \$5 million							
CEO/Executive Director	91	\$227,222	\$103,735	\$119,365	\$149,696	\$277,123	\$419,101
Top Administrative Position	12	\$185,386		\$139,756	\$167,838	\$224,048	
Top Business Position	6	\$175,963			\$169,898		
Top Development Position	18	\$189,388		\$129,980	\$166,343	\$191,235	
Top Education Position	15	\$193,364		\$153,878	\$165,478	\$239,159	
Top Finance Position	46	\$140,268	\$48,568	\$63,311	\$110,403	\$185,053	\$240,934
Top Operations Position	12	\$164,055		\$117,676	\$167,989	\$198,150	
Top Technology Position	5	\$222,049			\$182,440		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$143,185			\$134,654		
Greater than \$5 million							
CEO/Executive Director	7	\$230,797			\$201,788		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	10	\$66,149		\$34,403	\$72,056	\$94,886	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$83,979			\$81,000		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$136,789		\$91,852	\$142,825	\$184,938	
Greater than \$5 million							
CEO/Executive Director	5	\$156,778			\$149,966		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	8	\$58,894			\$55,003		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$110,022		\$82,145	\$97,548	\$109,899	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	18	\$58,699		\$48,484	\$56,951	\$68,752	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$107,136			\$107,000		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$154,434	\$71,780	\$100,198	\$122,688	\$193,972	\$227,660

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	47	\$496,714	\$139,058	\$192,739	\$299,651	\$494,462	\$1,068,220
Top Administrative Position	21	\$178,908	\$114,869	\$125,182	\$136,457	\$210,094	\$255,966
Top Business Position	5	\$422,635			\$398,037		
Top Development Position	9	\$293,015			\$298,994		
Top Finance Position	32	\$359,249	\$105,952	\$122,601	\$211,057	\$463,165	\$971,865
Top Human Resources Position	13	\$341,994		\$168,809	\$287,367	\$419,905	
Top Legal Position	6	\$810,505			\$529,889		
Top Marketing Position	6	\$640,056			\$328,148		
Top Operations Position	30	\$339,874	\$115,317	\$135,532	\$256,389	\$344,766	\$632,368
Top PR/Communications Position	8	\$356,034			\$345,003		
Top Technology Position	15	\$346,877		\$173,582	\$345,662	\$436,347	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	13	\$55,039		\$35,620	\$52,171	\$76,800	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$97,349		\$75,136	\$91,233	\$109,933	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$142,320		\$103,730	\$135,331	\$170,228	
Top Finance Position	6	\$86,077			\$72,345		
Greater than \$5 million							
CEO/Executive Director	16	\$182,771		\$143,091	\$155,599	\$218,783	
Top Administrative Position	6	\$119,485			\$115,120		
Top Finance Position	11	\$132,013		\$114,559	\$130,000	\$169,040	
Top Operations Position	6	\$174,077			\$144,688		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	78	\$50,638	\$23,813	\$32,760	\$52,501	\$65,313	\$72,337
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	\$87,317	\$46,285	\$66,248	\$81,710	\$104,091	\$132,245
Top Finance Position	5	\$62,052			\$44,850		
Between \$1 million and \$5 million							
CEO/Executive Director	86	\$115,113	\$78,085	\$90,240	\$105,656	\$127,558	\$164,184
Top Finance Position	16	\$93,198		\$74,030	\$85,194	\$102,165	
Greater than \$5 million							
CEO/Executive Director	71	\$204,797	\$122,335	\$134,368	\$178,971	\$223,484	\$303,637
Top Administrative Position	9	\$167,134			\$146,279		
Top Development Position	12	\$160,589		\$133,629	\$144,202	\$173,746	
Top Finance Position	40	\$137,994	\$84,216	\$94,972	\$112,052	\$148,215	\$212,960
Top Human Resources Position	6	\$176,331			\$152,419		
Top Operations Position	19	\$158,724		\$119,967	\$134,294	\$169,388	
Top Program Position	6	\$143,098			\$157,726		
Top Technology Position	7	\$179,191			\$169,223		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	14	\$47,849		\$23,252	\$42,000	\$70,454	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$66,395			\$55,041		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$109,648			\$104,766		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	10	\$77,056		\$54,928	\$74,803	\$91,757	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$87,586			\$89,597		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$130,140	\$68,114	\$94,035	\$131,237	\$161,538	\$171,061
Greater than \$5 million							
CEO/Executive Director	17	\$236,792		\$176,435	\$198,798	\$248,752	
Top Administrative Position	6	\$185,737			\$149,753		
Top Development Position	5	\$153,224			\$142,525		
Top Finance Position	11	\$148,873		\$113,173	\$134,660	\$176,330	
Top Human Resources Position	5	\$188,850			\$175,797		
Top Operations Position	8	\$198,574			\$152,237		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	16	\$61,808		\$49,747	\$57,374	\$70,364	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$103,313			\$98,007		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$95,250			\$93,140		
Greater than \$5 million							
CEO/Executive Director	8	\$278,502			\$285,447		
Top Development Position	5	\$143,900			\$136,728		
Top Finance Position	7	\$166,601			\$162,073		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$54,101			\$59,625		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$123,213		\$95,677	\$120,381	\$154,302	
Greater than \$5 million							
CEO/Executive Director	5	\$264,387			\$197,995		
Top Finance Position	5	\$162,414			\$160,373		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	15	\$51,423		\$35,000	\$54,050	\$66,500	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$94,240	\$64,458	\$72,254	\$93,945	\$112,626	\$123,912
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	73	\$53,114	\$19,673	\$26,644	\$46,365	\$69,236	\$98,709
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$66,719		\$36,515	\$75,108	\$82,995	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$131,483			\$106,008		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	18	\$54,256		\$42,625	\$52,901	\$61,293	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$75,736		\$66,186	\$71,661	\$87,392	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$139,097	\$74,596	\$93,752	\$132,938	\$174,040	\$198,214
Top Finance Position	7	\$89,480			\$81,817		
Greater than \$5 million							
CEO/Executive Director	5	\$240,187			\$193,997		
Missoula, MT							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	11	\$47,641		\$37,858	\$48,000	\$58,559	
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$77,762			\$80,024		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$71,231			\$77,691		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	13	\$44,603		\$40,234	\$45,857	\$48,164	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missoula, MT							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$91,819			\$96,127		
Greater than \$5 million							
CEO/Executive Director	5	\$88,537			\$86,714		
Mobile, AL							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$47,050			\$46,900		
Greater than \$5 million							
CEO/Executive Director	5	\$216,325			\$280,475		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$453,348			\$404,605		
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$55,402			\$54,407		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$83,581			\$76,417		
Greater than \$5 million							
CEO/Executive Director	5	\$131,715			\$108,763		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mobile, AL							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	16	\$56,534		\$25,015	\$34,626	\$80,768	
Modesto, CA							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$57,127			\$51,176		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$92,634			\$90,121		
Greater than \$5 million							
CEO/Executive Director	6	\$135,666			\$108,775		
Monmouth-Ocean, NJ							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$54,275			\$49,000		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	\$44,446			\$46,385		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Monmouth-Ocean, NJ							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$107,067		\$63,410	\$110,645	\$147,501	
Greater than \$5 million							
CEO/Executive Director	9	\$308,714			\$292,730		
Top Finance Position	7	\$190,420			\$203,612		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	9	\$1,065,277			\$491,343		
Top Finance Position	9	\$584,575			\$276,009		
Top Operations Position	7	\$485,379			\$445,384		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$50,826			\$36,000		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$114,903		\$80,102	\$98,669	\$127,879	
Greater than \$5 million							
CEO/Executive Director	13	\$197,953		\$148,321	\$178,856	\$213,403	
Top Finance Position	8	\$162,277			\$154,872		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$212,117			\$130,206		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Monmouth-Ocean, NJ							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	7	\$280,811			\$212,670		
Top Finance Position	9	\$209,740			\$182,544		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	\$57,598			\$49,464		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$81,944			\$68,039		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$135,484			\$139,966		

Montgomery, AL

Educational Institutions and Related Activities

Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$90,630			\$76,962		
Greater than \$5 million							
CEO/Executive Director	8	\$186,332			\$159,199		
Top Finance Position	5	\$119,507			\$117,915		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montgomery, AL							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$117,081			\$86,332		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$40,346			\$38,881		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$105,693			\$101,629		
Greater than \$5 million							
CEO/Executive Director	6	\$138,892			\$137,460		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$45,768			\$37,949		
Myrtle Beach, SC							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$50,329			\$51,153		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	\$34,632			\$33,200		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Naples, FL							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$124,016		\$107,984	\$130,529	\$141,751	
Greater than \$5 million							
CEO/Executive Director	7	\$240,802			\$195,691		
Top Finance Position	5	\$157,185			\$175,569		
Nashua, NH							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$99,755			\$100,025		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$49,679			\$47,790		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$130,335			\$100,294		
Nashville, TN							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	19	\$43,141		\$29,000	\$39,000	\$55,577	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$70,024			\$64,818		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$132,169		\$89,661	\$133,327	\$170,533	
Greater than \$5 million							
CEO/Executive Director	10	\$244,028		\$175,439	\$255,570	\$288,674	
Top Operations Position	6	\$186,009			\$169,332		
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$106,705			\$107,607		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	13	\$61,344		\$55,317	\$61,255	\$72,997	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$110,072			\$100,570		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$142,132			\$128,935		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	6	\$60,502			\$54,788		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	9	\$48,126			\$51,000		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	22	\$58,166	\$23,876	\$30,557	\$57,546	\$77,063	\$106,290
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$79,930		\$56,083	\$74,895	\$108,333	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$161,034	\$70,172	\$97,689	\$129,684	\$219,557	\$295,662
Greater than \$5 million							
CEO/Executive Director	38	\$290,393	\$112,537	\$139,269	\$191,921	\$371,696	\$709,681
Top Development Position	14	\$167,945		\$126,854	\$151,292	\$205,524	
Top Education Position	12	\$206,161		\$119,833	\$142,432	\$263,532	
Top Finance Position	24	\$169,760	\$75,180	\$114,354	\$143,715	\$194,228	\$325,969
Top Operations Position	8	\$165,830			\$138,792		
Top Technology Position	5	\$144,489			\$128,390		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	\$60,180			\$63,250		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	6	\$97,770			\$61,899		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$119,645		\$100,917	\$114,313	\$132,867	
Greater than \$5 million							
CEO/Executive Director	17	\$509,554		\$138,481	\$305,730	\$357,841	
Top Finance Position	14	\$284,986		\$135,283	\$192,371	\$291,460	
Top Operations Position	8	\$323,959			\$183,604		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	11	\$46,526		\$27,500	\$46,756	\$62,791	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$60,967			\$66,693		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$91,218		\$64,189	\$87,418	\$120,025	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	52	\$54,979	\$18,780	\$31,125	\$51,513	\$75,923	\$86,731
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$75,152	\$39,323	\$59,755	\$68,779	\$81,188	\$96,352
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$103,037	\$65,036	\$81,374	\$99,226	\$128,843	\$134,059
Top Finance Position	5	\$81,857			\$75,000		
Greater than \$5 million							
CEO/Executive Director	20	\$167,626	\$83,125	\$109,301	\$136,347	\$174,051	\$258,490
Top Finance Position	12	\$120,523		\$81,418	\$117,475	\$143,295	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
International, Foreign Affairs, and National Security							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$72,478			\$58,848		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	16	\$53,966		\$32,233	\$46,603	\$65,802	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$92,413			\$85,403		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$168,905		\$82,440	\$109,002	\$127,200	
Greater than \$5 million							
CEO/Executive Director	6	\$304,195			\$272,643		
Top Operations Position	7	\$165,427			\$140,991		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$67,550			\$59,913		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$109,882			\$96,000		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	8	\$45,577			\$42,632		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	69	\$58,286	\$19,809	\$32,328	\$51,228	\$77,000	\$95,606
Top Finance Position	6	\$38,143			\$32,410		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$91,555		\$68,630	\$101,800	\$105,888	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$125,075		\$95,381	\$118,048	\$157,205	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	13	\$44,012		\$19,920	\$40,000	\$55,000	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$110,981			\$97,620		
Nassau-Suffolk, NY							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	9	\$44,469			\$35,000		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	36	\$56,079	\$24,172	\$31,475	\$53,639	\$79,878	\$91,443
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$86,126		\$67,814	\$87,851	\$94,953	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$131,283	\$79,100	\$88,782	\$114,701	\$167,025	\$212,115
Top Finance Position	5	\$108,258			\$107,493		
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$202,236			\$167,315		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	5	\$48,245			\$38,394		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$273,140			\$137,158		
Greater than \$5 million							
CEO/Executive Director	8	\$644,537			\$425,181		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	11	\$59,048		\$42,307	\$55,385	\$70,076	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$95,883			\$89,954		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$150,605		\$113,000	\$126,000	\$164,781	
Top Administrative Position	5	\$83,317			\$79,518		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	43	\$414,617	\$164,509	\$194,168	\$254,638	\$544,187	\$861,874
Top Administrative Position	8	\$251,976			\$195,099		
Top Business Position	5	\$168,067			\$151,743		
Top Development Position	10	\$229,424		\$151,831	\$198,455	\$288,213	
Top Education Position	8	\$356,958			\$322,449		
Top Facilities Position	6	\$177,134			\$140,295		
Top Finance Position	25	\$220,926	\$115,782	\$142,476	\$183,833	\$282,744	\$374,816
Top Human Resources Position	8	\$152,752			\$130,027		
Top Operations Position	5	\$207,142			\$153,418		
Top Technology Position	8	\$281,676			\$282,198		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	7	\$55,907			\$46,759		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	6	\$78,348			\$66,978		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$212,235			\$175,068		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	38	\$990,724	\$265,973	\$426,972	\$741,912	\$964,462	\$1,236,302
Top Administrative Position	12	\$290,816		\$159,049	\$224,187	\$270,121	
Top Finance Position	25	\$443,240	\$162,586	\$185,700	\$285,720	\$548,333	\$1,036,288
Top Human Resources Position	10	\$432,621		\$214,736	\$258,346	\$572,580	
Top Operations Position	18	\$627,712		\$360,227	\$411,953	\$592,268	
Top Technology Position	5	\$374,326			\$319,519		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	\$51,732			\$42,231		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$48,772			\$39,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$147,777			\$116,980		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	21	\$49,975	\$23,000	\$32,000	\$47,663	\$56,600	\$74,997
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$98,240		\$79,247	\$95,504	\$114,088	
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$118,656	\$59,669	\$77,386	\$101,248	\$152,490	\$191,587
Top Finance Position	5	\$99,907			\$102,320		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	34	\$321,260	\$179,846	\$221,211	\$294,906	\$382,405	\$522,323
Top Administrative Position	5	\$200,925			\$156,079		
Top Development Position	7	\$143,814			\$124,455		
Top Finance Position	25	\$190,676	\$106,694	\$143,000	\$181,610	\$226,850	\$242,692
Top Human Resources Position	11	\$171,951		\$152,087	\$183,544	\$191,941	
Top Operations Position	14	\$197,059		\$160,131	\$183,058	\$243,721	
Top Program Position	8	\$196,101			\$202,908		
Top Technology Position	5	\$158,591			\$149,557		
Mental Health, Crisis Intervention							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$101,448			\$106,945		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$142,571			\$146,051		
Top Finance Position	5	\$105,846			\$98,801		
Greater than \$5 million							
CEO/Executive Director	14	\$245,214		\$177,962	\$207,091	\$269,300	
Top Finance Position	6	\$166,019			\$169,087		
Top Operations Position	5	\$170,488			\$155,721		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	\$42,266			\$41,520		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$156,506			\$118,880		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	18	\$40,950		\$24,206	\$30,626	\$51,734	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$56,585			\$43,000		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	\$62,803			\$66,682		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$165,454		\$116,414	\$182,917	\$207,754	
New Bedford, MA							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	\$212,796			\$204,508		
Top Finance Position	5	\$176,328			\$163,585		
New Haven-Meriden, CT							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$45,032			\$49,775		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Haven-Meriden, CT							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$59,349			\$58,914		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	11	\$62,056		\$33,625	\$61,750	\$83,857	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$104,133		\$71,470	\$81,976	\$130,000	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$147,735		\$111,385	\$141,183	\$189,026	
Greater than \$5 million							
CEO/Executive Director	26	\$410,570	\$145,704	\$175,078	\$232,188	\$316,803	\$918,359
Top Administrative Position	5	\$204,860			\$163,081		
Top Development Position	9	\$317,981			\$216,974		
Top Education Position	8	\$345,921			\$208,646		
Top Finance Position	10	\$295,952		\$191,283	\$287,383	\$405,165	
Top Marketing Position	5	\$422,053			\$217,289		
Top Operations Position	5	\$291,222			\$126,452		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	13	\$638,332		\$229,215	\$294,334	\$660,143	
Top Finance Position	10	\$196,451		\$146,224	\$185,568	\$236,997	
Top Operations Position	8	\$391,372			\$197,843		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Haven-Meriden, CT							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$50,296			\$49,774		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$80,593		\$55,534	\$81,355	\$98,286	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$102,715		\$89,253	\$108,664	\$124,493	
Greater than \$5 million							
CEO/Executive Director	17	\$162,627		\$112,200	\$147,366	\$204,793	
Top Finance Position	8	\$135,359			\$128,455		
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$105,900			\$85,000		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$60,452			\$57,097		
New London-Norwich, CT-RI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$41,188			\$42,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New London-Norwich, CT-RI							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$112,087			\$108,375		
Greater than \$5 million							
CEO/Executive Director	7	\$282,089			\$289,638		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$285,680			\$231,691		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$56,959			\$56,452		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$93,843		\$76,170	\$105,292	\$114,036	
Greater than \$5 million							
CEO/Executive Director	7	\$146,654			\$146,142		
Top Finance Position	5	\$104,568			\$95,915		

New Orleans, LA

Arts, Culture, and Humanities

\$500 thousand or less							
CEO/Executive Director	23	\$57,478	\$24,751	\$34,142	\$56,900	\$71,582	\$97,259
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$57,410			\$55,302		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$117,685		\$62,500	\$102,377	\$174,200	
Greater than \$5 million							
CEO/Executive Director	6	\$185,938			\$147,585		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	7	\$54,147			\$62,239		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$95,545			\$84,975		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$175,939			\$187,461		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$53,500			\$44,298		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$104,271			\$104,230		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	14	\$57,702		\$39,870	\$57,454	\$67,250	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$78,134			\$78,923		
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$133,427	\$81,674	\$94,326	\$116,405	\$163,489	\$223,019

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	43	\$227,427	\$124,225	\$150,729	\$188,042	\$236,739	\$364,369
Top Administrative Position	5	\$141,225			\$125,258		
Top Development Position	7	\$197,400			\$150,809		
Top Education Position	8	\$251,236			\$145,278		
Top Finance Position	23	\$152,353	\$94,667	\$112,450	\$130,726	\$170,764	\$235,897
Top Operations Position	11	\$182,093		\$124,451	\$140,944	\$154,807	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$52,212			\$42,540		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$183,393			\$103,660		
Greater than \$5 million							
CEO/Executive Director	14	\$654,925		\$250,537	\$331,746	\$717,536	
Top Finance Position	14	\$251,058		\$135,808	\$164,285	\$312,151	
Top Operations Position	10	\$296,282		\$155,111	\$301,729	\$371,301	
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$114,630		\$92,061	\$110,465	\$129,545	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	22	\$55,926	\$27,916	\$39,909	\$61,561	\$69,600	\$81,540

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$78,846			\$75,087		
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$107,390	\$72,500	\$77,416	\$112,664	\$119,083	\$148,954
Greater than \$5 million							
CEO/Executive Director	18	\$189,150		\$128,371	\$180,884	\$198,961	
Top Finance Position	9	\$106,653			\$106,385		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$91,248			\$84,635		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	15	\$65,134		\$38,497	\$57,176	\$85,653	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	\$50,822			\$47,610		
New York, NY-NJ							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	13	\$31,676		\$20,992	\$25,000	\$45,894	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Animal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$85,186			\$75,250		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$148,341			\$110,717		
Greater than \$5 million							
CEO/Executive Director	12	\$435,071		\$192,877	\$257,952	\$479,923	
Top Finance Position	5	\$265,739			\$232,415		
Top Marketing Position	5	\$154,993			\$148,956		
Top Operations Position	6	\$340,441			\$298,372		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	252	\$52,301	\$21,005	\$30,646	\$47,641	\$66,623	\$90,680
Top Finance Position	22	\$41,605	\$17,875	\$22,305	\$37,711	\$55,105	\$65,875
Between \$500 thousand and \$1 million							
CEO/Executive Director	132	\$83,356	\$36,217	\$55,982	\$79,250	\$107,182	\$127,148
Top Finance Position	11	\$65,917		\$42,085	\$63,750	\$75,503	
Between \$1 million and \$5 million							
CEO/Executive Director	264	\$157,678	\$75,733	\$100,862	\$141,241	\$194,910	\$261,558
Top Administrative Position	13	\$136,237		\$113,795	\$134,565	\$154,588	
Top Business Position	5	\$143,178			\$158,858		
Top Development Position	21	\$137,784	\$109,532	\$119,189	\$139,472	\$151,648	\$167,611
Top Finance Position	45	\$130,544	\$73,627	\$89,829	\$123,449	\$154,588	\$182,319
Top Operations Position	12	\$132,224		\$92,993	\$134,998	\$164,611	
Top Program Position	8	\$141,080			\$136,201		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	140	\$417,603	\$163,470	\$220,754	\$302,001	\$457,221	\$835,602
Top Administrative Position	35	\$288,633	\$130,979	\$154,139	\$203,374	\$289,172	\$425,236
Top Business Position	12	\$240,532		\$136,303	\$212,349	\$263,845	
Top Development Position	69	\$231,158	\$129,771	\$157,210	\$192,926	\$263,376	\$369,505
Top Education Position	18	\$202,779		\$134,259	\$161,984	\$224,792	
Top Facilities Position	14	\$216,834		\$139,984	\$199,262	\$254,192	
Top Finance Position	101	\$237,665	\$123,606	\$147,120	\$189,779	\$283,922	\$428,308
Top Human Resources Position	15	\$203,251		\$142,486	\$172,342	\$191,413	
Top Legal Position	16	\$348,485		\$209,226	\$277,858	\$387,564	
Top Marketing Position	28	\$199,645	\$120,622	\$138,216	\$159,387	\$215,397	\$302,674
Top Operations Position	44	\$293,860	\$147,723	\$170,648	\$204,083	\$320,632	\$498,842
Top PR/Communications Position	26	\$220,775	\$123,043	\$155,464	\$186,235	\$229,447	\$365,316
Top Program Position	27	\$212,609	\$146,237	\$166,560	\$190,891	\$235,681	\$283,295
Top Technology Position	23	\$198,314	\$113,110	\$130,715	\$160,964	\$212,021	\$378,887
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	21	\$79,119	\$38,000	\$55,000	\$70,000	\$84,500	\$115,067
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$95,305		\$86,677	\$101,025	\$107,311	
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$151,627	\$81,781	\$107,145	\$139,205	\$196,637	\$249,383
Top Development Position	5	\$115,792			\$117,024		
Top Legal Position	5	\$169,916			\$165,867		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Civil Rights, Social Action, Advocacy							
Greater than \$5 million							
CEO/Executive Director	32	\$282,613	\$147,556	\$193,766	\$270,277	\$305,885	\$406,954
Top Administrative Position	9	\$196,683			\$187,905		
Top Business Position	6	\$152,957			\$142,893		
Top Development Position	20	\$190,608	\$118,514	\$143,895	\$178,053	\$220,263	\$277,327
Top Finance Position	23	\$181,339	\$134,685	\$147,434	\$185,657	\$198,805	\$235,848
Top Human Resources Position	7	\$188,195			\$178,974		
Top Legal Position	16	\$216,105		\$166,678	\$211,415	\$244,443	
Top Operations Position	13	\$175,529		\$145,115	\$186,812	\$213,847	
Top PR/Communications Position	12	\$167,649		\$140,666	\$151,026	\$189,062	
Top Program Position	12	\$173,143		\$146,837	\$159,915	\$198,423	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	50	\$67,582	\$24,795	\$44,346	\$60,000	\$82,241	\$100,596
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	\$105,147	\$58,502	\$75,729	\$94,445	\$122,604	\$159,670
Between \$1 million and \$5 million							
CEO/Executive Director	77	\$165,339	\$80,486	\$107,222	\$153,645	\$216,762	\$262,094
Top Business Position	5	\$154,050			\$148,494		
Top Development Position	5	\$134,642			\$131,126		
Top Finance Position	12	\$124,695		\$82,754	\$128,512	\$136,111	
Top Operations Position	11	\$160,282		\$123,263	\$151,512	\$176,629	
Top Program Position	7	\$149,346			\$150,861		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Community Improvement, Capacity Building							
Greater than \$5 million							
CEO/Executive Director	44	\$311,381	\$143,494	\$175,338	\$304,289	\$391,866	\$489,520
Top Business Position	6	\$194,803			\$188,185		
Top Development Position	5	\$230,247			\$206,262		
Top Finance Position	33	\$212,903	\$121,659	\$140,732	\$199,164	\$247,714	\$328,171
Top Human Resources Position	5	\$213,213			\$158,207		
Top Legal Position	10	\$240,753		\$188,309	\$223,197	\$233,237	
Top Marketing Position	6	\$287,338			\$275,812		
Top Operations Position	20	\$188,851	\$134,836	\$154,094	\$184,832	\$228,640	\$241,620
Top Program Position	9	\$161,574			\$147,073		
Top Technology Position	8	\$172,896			\$153,373		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	17	\$72,299		\$37,662	\$63,333	\$91,539	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$95,518			\$90,406		
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$163,524	\$102,341	\$122,782	\$150,466	\$207,062	\$241,993
Top Finance Position	6	\$137,862			\$139,282		
Top Legal Position	7	\$137,861			\$133,879		
Greater than \$5 million							
CEO/Executive Director	22	\$277,292	\$173,434	\$195,985	\$235,453	\$260,377	\$397,140
Top Finance Position	14	\$207,824		\$163,310	\$174,709	\$196,706	
Top Legal Position	15	\$204,299		\$152,926	\$190,907	\$211,659	
Top Operations Position	6	\$181,237			\$184,953		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	13	\$75,720		\$51,100	\$74,217	\$86,922	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$116,771		\$70,139	\$101,000	\$156,813	
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$171,621	\$105,001	\$114,500	\$170,267	\$205,974	\$264,421
Greater than \$5 million							
CEO/Executive Director	34	\$354,639	\$175,704	\$262,543	\$343,691	\$404,512	\$561,591
Top Business Position	5	\$190,415			\$183,562		
Top Development Position	15	\$216,180		\$165,565	\$207,480	\$233,077	
Top Finance Position	19	\$249,931		\$170,138	\$260,698	\$317,480	
Top Human Resources Position	7	\$208,665			\$176,226		
Top Marketing Position	9	\$235,417			\$215,225		
Top Operations Position	14	\$234,335		\$181,832	\$223,150	\$289,801	
Top PR/Communications Position	5	\$199,762			\$184,144		
Top Program Position	8	\$201,051			\$164,980		
Top Technology Position	7	\$207,849			\$212,778		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	79	\$69,437	\$27,394	\$43,891	\$64,000	\$84,776	\$112,143
Top Finance Position	14	\$55,144		\$31,411	\$41,773	\$68,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	56	\$105,578	\$57,556	\$65,792	\$87,880	\$121,916	\$183,819

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	207	\$159,374	\$79,917	\$111,090	\$148,100	\$193,488	\$255,920
Top Administrative Position	15	\$119,015		\$94,565	\$131,661	\$139,956	
Top Business Position	6	\$155,612			\$133,508		
Top Development Position	11	\$138,419		\$113,686	\$132,015	\$155,575	
Top Education Position	12	\$154,947		\$110,572	\$123,941	\$131,330	
Top Finance Position	31	\$118,839	\$35,716	\$59,355	\$112,736	\$144,796	\$209,246
Top Operations Position	25	\$133,897	\$91,311	\$117,305	\$134,234	\$163,133	\$180,684
Top PR/Communications Position	6	\$133,902			\$119,283		
Top Program Position	16	\$155,195		\$126,396	\$140,431	\$169,368	
Greater than \$5 million							
CEO/Executive Director	336	\$403,087	\$155,904	\$188,371	\$262,793	\$409,414	\$752,891
Top Administrative Position	71	\$226,162	\$125,112	\$147,262	\$190,915	\$254,433	\$423,050
Top Business Position	24	\$204,110	\$121,917	\$140,858	\$170,914	\$207,780	\$329,674
Top Development Position	102	\$220,270	\$130,901	\$152,686	\$211,635	\$256,223	\$326,289
Top Education Position	117	\$313,681	\$118,755	\$132,852	\$180,027	\$278,045	\$456,233
Top Facilities Position	27	\$268,538	\$162,906	\$197,515	\$235,716	\$277,307	\$376,627
Top Finance Position	192	\$242,138	\$120,688	\$144,805	\$196,024	\$318,077	\$433,274
Top Human Resources Position	36	\$202,987	\$129,695	\$138,292	\$178,321	\$230,517	\$276,812
Top Legal Position	22	\$360,284	\$174,441	\$223,564	\$284,666	\$492,530	\$692,204
Top Marketing Position	14	\$251,965		\$177,337	\$211,438	\$277,502	
Top Operations Position	109	\$209,264	\$115,674	\$139,120	\$169,412	\$247,567	\$317,914
Top PR/Communications Position	30	\$234,746	\$147,698	\$161,851	\$193,102	\$248,141	\$393,836
Top Program Position	29	\$202,149	\$114,186	\$133,981	\$159,423	\$222,566	\$276,546
Top Technology Position	57	\$264,090	\$139,934	\$163,080	\$209,814	\$274,411	\$368,247

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	12	\$56,498		\$25,734	\$39,500	\$89,114	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$171,455		\$110,013	\$169,747	\$209,363	
Top Education Position	6	\$220,984			\$228,628		
Greater than \$5 million							
CEO/Executive Director	19	\$276,838		\$214,919	\$266,859	\$310,047	
Top Finance Position	14	\$191,127		\$133,382	\$203,120	\$222,851	
Top Operations Position	7	\$178,949			\$205,474		
Top Program Position	6	\$155,740			\$153,961		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	19	\$59,700		\$37,903	\$60,000	\$82,535	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$105,962			\$88,541		
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$186,085	\$93,000	\$107,563	\$158,605	\$227,574	\$313,242
Top Development Position	5	\$179,833			\$178,931		
Top Finance Position	5	\$146,860			\$143,010		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Environmental Quality, Protection, and Beautification							
Greater than \$5 million							
CEO/Executive Director	15	\$367,695		\$257,654	\$287,031	\$436,582	
Top Development Position	10	\$210,601		\$134,495	\$160,694	\$255,013	
Top Finance Position	8	\$280,332			\$272,572		
Top Legal Position	5	\$293,055			\$271,177		
Top Operations Position	7	\$171,778			\$166,452		
Top Program Position	5	\$276,612			\$292,816		
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$111,036		\$95,015	\$107,129	\$129,408	
Greater than \$5 million							
CEO/Executive Director	7	\$326,023			\$308,284		
Top Operations Position	5	\$222,918			\$223,453		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	31	\$61,648	\$26,000	\$35,500	\$58,704	\$82,230	\$107,250
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$147,126		\$103,000	\$124,488	\$157,937	
Between \$1 million and \$5 million							
CEO/Executive Director	39	\$181,460	\$87,840	\$125,248	\$166,801	\$235,606	\$305,215
Top Development Position	9	\$167,136			\$140,201		
Top Finance Position	6	\$127,712			\$119,728		
Top Operations Position	9	\$135,532			\$123,408		
Top Program Position	8	\$138,485			\$127,735		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	144	\$690,879	\$185,896	\$231,840	\$396,342	\$677,326	\$1,367,249
Top Administrative Position	40	\$240,685	\$140,275	\$186,518	\$241,085	\$290,228	\$348,878
Top Business Position	19	\$433,693		\$183,454	\$265,346	\$483,200	
Top Development Position	33	\$327,871	\$134,454	\$175,721	\$235,346	\$299,649	\$609,047
Top Education Position	8	\$214,041			\$176,595		
Top Facilities Position	12	\$353,579		\$151,716	\$210,427	\$407,239	
Top Finance Position	114	\$343,084	\$133,589	\$171,292	\$248,734	\$393,405	\$657,738
Top Human Resources Position	32	\$391,719	\$156,911	\$187,927	\$224,037	\$343,493	\$852,607
Top Legal Position	23	\$578,955	\$213,982	\$261,518	\$398,065	\$496,918	\$995,016
Top Marketing Position	6	\$213,222			\$221,512		
Top Operations Position	70	\$450,321	\$146,715	\$184,673	\$292,269	\$452,393	\$679,780
Top PR/Communications Position	19	\$287,622		\$178,578	\$242,824	\$321,552	
Top Program Position	21	\$203,214	\$123,699	\$149,260	\$191,996	\$234,577	\$261,867
Top Technology Position	32	\$377,177	\$180,705	\$215,246	\$257,215	\$347,572	\$540,710
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	12	\$76,972		\$50,746	\$72,815	\$94,344	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$103,097		\$77,830	\$101,906	\$121,477	
Between \$1 million and \$5 million							
CEO/Executive Director	44	\$158,889	\$85,357	\$100,572	\$130,484	\$170,786	\$245,252
Top Finance Position	15	\$98,153		\$72,487	\$96,295	\$121,174	
Top Operations Position	7	\$151,945			\$162,077		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Housing, Shelter							
Greater than \$5 million							
CEO/Executive Director	41	\$252,481	\$127,878	\$172,984	\$221,474	\$294,243	\$362,577
Top Administrative Position	7	\$159,876			\$161,870		
Top Development Position	9	\$157,341			\$131,282		
Top Facilities Position	8	\$156,001			\$127,915		
Top Finance Position	25	\$206,872	\$134,129	\$142,748	\$188,167	\$213,301	\$318,735
Top Human Resources Position	8	\$166,982			\$160,192		
Top Legal Position	5	\$229,825			\$164,653		
Top Operations Position	17	\$226,463		\$143,106	\$177,055	\$222,567	
Top Program Position	8	\$170,491			\$174,462		
Top Technology Position	6	\$205,816			\$153,984		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	72	\$62,582	\$27,668	\$40,375	\$56,171	\$77,752	\$99,219
Between \$500 thousand and \$1 million							
CEO/Executive Director	69	\$97,577	\$51,812	\$66,200	\$85,208	\$120,000	\$165,781
Top Finance Position	6	\$57,282			\$55,748		
Between \$1 million and \$5 million							
CEO/Executive Director	182	\$134,672	\$73,451	\$96,224	\$126,047	\$157,018	\$198,014
Top Administrative Position	7	\$92,238			\$107,071		
Top Development Position	11	\$130,235		\$102,168	\$130,769	\$145,962	
Top Education Position	7	\$106,655			\$89,000		
Top Finance Position	34	\$100,196	\$54,516	\$79,924	\$100,855	\$113,879	\$142,135
Top Operations Position	11	\$114,898		\$75,883	\$126,521	\$143,564	
Top Program Position	9	\$112,247			\$103,581		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	225	\$254,704	\$115,127	\$173,068	\$226,058	\$305,103	\$413,301
Top Administrative Position	17	\$166,694		\$98,282	\$185,476	\$210,735	
Top Business Position	5	\$177,588			\$147,614		
Top Development Position	37	\$178,541	\$120,713	\$140,785	\$158,574	\$195,814	\$231,882
Top Education Position	9	\$159,074			\$146,159		
Top Facilities Position	12	\$176,466		\$130,654	\$158,978	\$197,172	
Top Finance Position	149	\$174,818	\$92,807	\$130,306	\$168,227	\$207,473	\$248,572
Top Human Resources Position	31	\$159,451	\$103,654	\$129,416	\$152,721	\$184,002	\$222,306
Top Legal Position	19	\$190,746		\$152,405	\$195,894	\$206,306	
Top Marketing Position	9	\$182,527			\$165,567		
Top Operations Position	74	\$184,026	\$110,596	\$131,780	\$162,802	\$219,604	\$261,773
Top PR/Communications Position	13	\$201,758		\$173,548	\$201,326	\$224,280	
Top Program Position	65	\$171,005	\$119,448	\$126,720	\$163,878	\$202,506	\$251,761
Top Technology Position	20	\$168,188	\$118,992	\$136,188	\$156,069	\$205,328	\$241,779
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	28	\$71,291	\$26,593	\$41,344	\$58,798	\$87,400	\$110,914
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$106,106	\$61,786	\$71,575	\$99,270	\$126,634	\$151,734

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
International, Foreign Affairs, and National Security							
Between \$1 million and \$5 million							
CEO/Executive Director	59	\$190,712	\$70,764	\$112,709	\$163,751	\$209,914	\$384,142
Top Administrative Position	8	\$175,571			\$160,826		
Top Development Position	8	\$158,844			\$153,638		
Top Finance Position	8	\$152,631			\$142,175		
Top Operations Position	10	\$132,104		\$114,379	\$139,985	\$161,371	
Top Program Position	6	\$147,114			\$155,893		
Greater than \$5 million							
CEO/Executive Director	45	\$388,006	\$184,227	\$249,929	\$300,162	\$455,894	\$627,906
Top Administrative Position	6	\$219,455			\$199,971		
Top Business Position	8	\$180,690			\$160,810		
Top Development Position	16	\$231,220		\$154,138	\$190,098	\$320,319	
Top Finance Position	31	\$205,507	\$95,304	\$134,798	\$185,989	\$246,813	\$321,789
Top Human Resources Position	9	\$236,688			\$159,240		
Top Legal Position	10	\$255,592		\$167,801	\$251,928	\$328,458	
Top Operations Position	22	\$242,160	\$132,423	\$178,564	\$236,236	\$295,561	\$349,618
Top PR/Communications Position	12	\$209,863		\$166,016	\$195,177	\$226,944	
Top Program Position	16	\$199,237		\$153,843	\$166,478	\$244,370	
Top Technology Position	8	\$225,867			\$184,712		
Medical Research							
\$500 thousand or less							
CEO/Executive Director	5	\$54,389			\$59,651		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$214,264		\$147,760	\$187,730	\$243,964	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Medical Research							
Greater than \$5 million							
CEO/Executive Director	20	\$744,922	\$309,276	\$441,824	\$626,045	\$752,272	\$912,046
Top Development Position	9	\$208,279			\$176,237		
Top Finance Position	16	\$384,740		\$151,042	\$311,755	\$403,894	
Top Marketing Position	5	\$198,493			\$182,630		
Top Operations Position	9	\$557,573			\$294,614		
Top PR/Communications Position	13	\$247,412		\$164,595	\$238,897	\$298,113	
Top Program Position	6	\$248,203			\$243,758		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	14	\$68,614		\$40,056	\$51,322	\$89,731	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$102,846		\$71,775	\$96,996	\$127,713	
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$148,854	\$86,850	\$107,552	\$152,902	\$182,009	\$206,833
Top Finance Position	12	\$121,792		\$92,429	\$119,765	\$131,231	
Top Operations Position	5	\$117,708			\$122,711		
Top Program Position	5	\$146,943			\$136,574		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	57	\$304,286	\$143,990	\$184,117	\$246,722	\$374,082	\$475,653
Top Administrative Position	9	\$223,177			\$222,435		
Top Development Position	10	\$182,458		\$132,898	\$168,686	\$216,160	
Top Finance Position	41	\$191,660	\$107,683	\$144,330	\$192,729	\$228,308	\$274,026
Top Human Resources Position	9	\$162,187			\$164,090		
Top Legal Position	6	\$248,446			\$204,919		
Top Operations Position	19	\$237,547		\$178,787	\$247,784	\$284,847	
Top PR/Communications Position	9	\$174,222			\$178,943		
Top Program Position	8	\$223,825			\$203,080		
Top Technology Position	10	\$200,743		\$158,596	\$175,222	\$191,930	
Mutual/Membership Benefit Organizations, Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$243,032			\$244,088		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	15	\$79,714		\$42,802	\$75,943	\$90,500	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$110,911		\$67,505	\$87,417	\$159,946	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$183,513	\$92,095	\$126,275	\$183,846	\$208,930	\$270,886
Top Operations Position	5	\$136,495			\$107,714		
Top Program Position	5	\$136,975			\$134,844		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	32	\$495,682	\$170,760	\$248,360	\$350,813	\$602,128	\$928,770
Top Administrative Position	5	\$221,407			\$206,213		
Top Development Position	12	\$249,974		\$174,189	\$204,971	\$310,499	
Top Finance Position	24	\$282,036	\$128,445	\$156,071	\$222,682	\$354,718	\$441,282
Top Legal Position	5	\$489,513			\$383,000		
Top Marketing Position	6	\$272,119			\$234,224		
Top Operations Position	13	\$245,358		\$187,380	\$205,688	\$230,375	
Top PR/Communications Position	9	\$211,054			\$200,151		
Top Program Position	11	\$228,947		\$172,385	\$188,241	\$247,732	
Top Technology Position	6	\$250,027			\$211,797		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	16	\$97,435		\$50,288	\$79,164	\$135,882	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$113,336			\$110,006		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$209,491	\$117,497	\$148,186	\$188,899	\$264,799	\$285,959
Top Finance Position	6	\$169,751			\$162,788		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Public, Society Benefit—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	21	\$498,017	\$159,616	\$188,653	\$370,222	\$586,569	\$1,204,912
Top Administrative Position	7	\$232,239			\$199,678		
Top Business Position	5	\$310,449			\$261,646		
Top Finance Position	11	\$253,388		\$161,687	\$206,127	\$335,656	
Top Marketing Position	6	\$340,986			\$265,918		
Top Operations Position	10	\$279,951		\$173,926	\$242,734	\$366,123	
Top PR/Communications Position	5	\$281,587			\$207,954		
Top Technology Position	6	\$293,289			\$275,462		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	22	\$44,782	\$19,685	\$27,250	\$42,500	\$60,250	\$73,715
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$130,360			\$130,000		
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$178,712	\$71,528	\$98,947	\$160,358	\$216,821	\$265,387
Greater than \$5 million							
CEO/Executive Director	11	\$370,598		\$220,778	\$277,920	\$497,257	
Top Finance Position	9	\$225,877			\$163,089		
Top Operations Position	7	\$348,839			\$213,671		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	59	\$46,384	\$18,000	\$22,840	\$32,500	\$52,664	\$92,001

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$77,262		\$35,468	\$68,958	\$91,745	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$154,192	\$53,544	\$95,145	\$160,167	\$210,811	\$245,142
Top Finance Position	8	\$96,531			\$93,622		
Greater than \$5 million							
CEO/Executive Director	18	\$285,395		\$195,516	\$243,576	\$295,990	
Top Development Position	6	\$190,290			\$188,928		
Top Finance Position	10	\$185,393		\$118,395	\$168,816	\$230,387	
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$196,574			\$160,283		
Greater than \$5 million							
CEO/Executive Director	5	\$603,923			\$469,339		
Social Science Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$216,986			\$150,000		
Greater than \$5 million							
CEO/Executive Director	5	\$474,590			\$451,866		
Unknown							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$206,807			\$158,026		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	45	\$63,626	\$26,947	\$41,750	\$58,269	\$82,477	\$97,387
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$98,764	\$61,250	\$85,000	\$91,917	\$123,536	\$142,078
Between \$1 million and \$5 million							
CEO/Executive Director	70	\$147,670	\$94,634	\$112,402	\$140,852	\$175,550	\$217,030
Top Development Position	8	\$138,619			\$133,053		
Top Finance Position	5	\$135,044			\$151,408		
Greater than \$5 million							
CEO/Executive Director	30	\$312,614	\$146,877	\$191,584	\$301,428	\$413,294	\$511,761
Top Development Position	17	\$203,126		\$154,852	\$187,367	\$200,096	
Top Finance Position	23	\$188,834	\$111,015	\$135,161	\$159,518	\$202,968	\$272,217
Top Human Resources Position	7	\$174,097			\$157,530		
Top Operations Position	10	\$259,606		\$214,147	\$244,951	\$315,262	
Top Program Position	5	\$165,588			\$124,576		

Newark, NJ

Animal-Related

Between \$1 million and \$5 million

CEO/Executive Director	5	\$75,032			\$77,916		
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Arts, Culture, and Humanities

\$500 thousand or less

CEO/Executive Director	24	\$42,807	\$19,530	\$21,751	\$40,341	\$55,570	\$71,616
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501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$101,144		\$78,915	\$100,852	\$116,908	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$116,338		\$96,539	\$117,500	\$152,000	
Greater than \$5 million							
CEO/Executive Director	5	\$329,415			\$211,190		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	12	\$86,413		\$69,384	\$76,875	\$94,425	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$92,941			\$94,006		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$144,727			\$130,205		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	10	\$49,866		\$45,317	\$56,140	\$60,000	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	16	\$40,842		\$24,260	\$47,122	\$50,575	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$115,454		\$72,530	\$87,718	\$116,749	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$174,892	\$90,954	\$114,252	\$138,697	\$212,600	\$287,260
Top Finance Position	5	\$109,738			\$128,572		
Greater than \$5 million							
CEO/Executive Director	50	\$267,856	\$133,963	\$155,502	\$230,160	\$329,795	\$479,174
Top Administrative Position	12	\$186,384		\$133,524	\$156,869	\$217,415	
Top Business Position	9	\$171,698			\$171,078		
Top Development Position	13	\$206,798		\$141,598	\$205,027	\$230,921	
Top Education Position	13	\$183,260		\$135,665	\$180,057	\$199,411	
Top Finance Position	22	\$205,671	\$83,145	\$133,564	\$182,847	\$289,373	\$369,611
Top Operations Position	6	\$170,657			\$179,782		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	8	\$58,380			\$54,854		
Greater than \$5 million							
CEO/Executive Director	26	\$588,283	\$154,972	\$198,998	\$323,918	\$640,205	\$1,317,723
Top Finance Position	17	\$378,366		\$164,317	\$234,588	\$458,281	
Top Human Resources Position	11	\$297,402		\$202,640	\$255,217	\$321,643	
Top Operations Position	8	\$475,664			\$493,990		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$86,586			\$85,265		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$135,705		\$92,335	\$117,244	\$149,061	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	17	\$52,159		\$35,364	\$50,234	\$63,234	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$80,824		\$59,849	\$79,945	\$100,422	
Between \$1 million and \$5 million							
CEO/Executive Director	51	\$122,042	\$70,198	\$97,805	\$113,285	\$139,385	\$174,419
Top Finance Position	7	\$79,278			\$75,128		
Greater than \$5 million							
CEO/Executive Director	43	\$241,488	\$136,983	\$177,552	\$219,766	\$257,763	\$373,314
Top Finance Position	27	\$156,043	\$105,467	\$119,531	\$147,868	\$189,258	\$210,527
Top Human Resources Position	8	\$142,919			\$127,907		
Top Marketing Position	5	\$141,800			\$129,814		
Top Operations Position	19	\$169,440		\$122,314	\$166,268	\$185,552	
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$158,181		\$100,669	\$135,642	\$154,331	
Greater than \$5 million							
CEO/Executive Director	13	\$207,291		\$139,029	\$150,000	\$192,688	
Top Finance Position	6	\$107,999			\$107,057		
Top Operations Position	6	\$138,872			\$131,883		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	17	\$52,232		\$28,600	\$40,000	\$70,000	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$85,169			\$95,354		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$183,614			\$167,709		
Newburgh-Middletown, NY							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	6	\$228,182			\$212,664		
Top Finance Position	5	\$188,412			\$198,261		
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	9	\$254,165			\$238,529		
Top Finance Position	6	\$158,152			\$161,869		
Norfolk-Virginia Beach-Newport News, VA-NC							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	18	\$50,259		\$28,451	\$37,699	\$58,229	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Norfolk-Virginia Beach-Newport News, VA-NC							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$74,666		\$62,943	\$67,559	\$83,508	
Greater than \$5 million							
CEO/Executive Director	6	\$317,754			\$229,368		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	\$59,915			\$63,478		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	15	\$42,852		\$25,032	\$38,000	\$54,035	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$93,288			\$87,500		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$108,170	\$45,668	\$68,742	\$95,173	\$146,996	\$174,186
Top Finance Position	5	\$74,109			\$58,932		
Greater than \$5 million							
CEO/Executive Director	13	\$283,391		\$159,831	\$244,685	\$286,590	
Top Finance Position	5	\$140,360			\$131,535		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$42,715			\$43,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$71,336			\$71,683		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Norfolk-Virginia Beach-Newport News, VA-NC							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	14	\$566,470		\$175,057	\$420,604	\$665,366	
Top Finance Position	7	\$409,216			\$382,672		
Top Operations Position	7	\$470,749			\$425,944		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	9	\$57,595			\$57,679		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	20	\$43,076	\$17,960	\$26,168	\$42,270	\$53,571	\$68,385
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$72,381			\$74,616		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$115,426		\$89,859	\$114,779	\$137,775	
Greater than \$5 million							
CEO/Executive Director	19	\$214,797		\$129,942	\$208,544	\$267,875	
Top Finance Position	13	\$132,158		\$96,367	\$122,420	\$143,283	
Top Operations Position	6	\$165,343			\$157,757		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	\$44,450			\$43,916		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Norfolk-Virginia Beach-Newport News, VA-NC							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	\$49,123			\$39,583		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	14	\$63,564		\$29,120	\$39,485	\$79,540	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$123,693			\$125,000		
Oakland, CA							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	6	\$67,658			\$74,816		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$129,449			\$144,103		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	42	\$53,420	\$19,472	\$27,296	\$46,000	\$73,436	\$94,963
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$74,311	\$37,536	\$59,203	\$73,670	\$90,642	\$109,950
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$120,571	\$64,333	\$77,596	\$91,301	\$142,438	\$184,632

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	7	\$210,308			\$192,477		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	7	\$57,019			\$54,600		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$136,906		\$113,154	\$137,178	\$159,366	
Top Finance Position	5	\$98,893			\$112,295		
Greater than \$5 million							
CEO/Executive Director	9	\$242,185			\$255,407		
Top Finance Position	5	\$123,553			\$138,253		
Top Operations Position	6	\$179,993			\$170,343		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	11	\$63,690		\$50,878	\$63,800	\$79,907	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$150,675		\$107,061	\$132,213	\$182,502	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	8	\$84,645			\$77,450		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$141,397		\$100,434	\$119,764	\$165,642	
Top Finance Position	7	\$93,887			\$84,684		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	\$75,782			\$83,110		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$155,057			\$160,735		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	30	\$69,654	\$32,674	\$47,086	\$67,760	\$90,450	\$103,207
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$102,139	\$66,000	\$78,000	\$94,268	\$120,000	\$131,106
Between \$1 million and \$5 million							
CEO/Executive Director	73	\$128,968	\$65,124	\$96,428	\$119,022	\$169,168	\$189,681
Top Finance Position	14	\$92,073		\$68,331	\$82,738	\$122,706	
Top Operations Position	6	\$119,233			\$118,296		
Greater than \$5 million							
CEO/Executive Director	70	\$272,394	\$116,136	\$166,550	\$234,742	\$399,236	\$444,793
Top Administrative Position	16	\$190,034		\$144,309	\$187,139	\$212,511	
Top Business Position	7	\$333,286			\$136,866		
Top Development Position	17	\$173,099		\$141,426	\$165,397	\$215,828	
Top Education Position	20	\$190,110	\$132,810	\$141,097	\$175,224	\$212,190	\$273,474
Top Finance Position	41	\$175,992	\$83,597	\$131,026	\$173,828	\$209,880	\$252,543
Top Human Resources Position	8	\$141,025			\$134,229		
Top Operations Position	21	\$178,864	\$134,999	\$151,315	\$166,753	\$204,942	\$229,173
Top PR/Communications Position	6	\$201,121			\$197,238		
Top Program Position	9	\$160,336			\$154,217		
Top Technology Position	9	\$152,952			\$134,814		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Employment, Job-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$122,841			\$114,590		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$168,671			\$150,838		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	11	\$62,246		\$36,387	\$51,750	\$65,505	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$105,338		\$92,226	\$108,214	\$127,888	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$142,596	\$98,957	\$117,784	\$133,530	\$164,915	\$194,450
Top Finance Position	6	\$87,039			\$86,199		
Greater than \$5 million							
CEO/Executive Director	9	\$165,100			\$165,263		
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$101,007			\$99,053		
Greater than \$5 million							
CEO/Executive Director	6	\$174,332			\$193,514		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	9	\$57,121			\$60,291		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Health—General and Rehabilitative							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$95,429			\$86,211		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$140,983		\$88,000	\$132,463	\$159,370	
Greater than \$5 million							
CEO/Executive Director	26	\$368,125	\$137,700	\$227,459	\$316,218	\$388,989	\$585,420
Top Administrative Position	9	\$183,965			\$150,487		
Top Finance Position	18	\$243,312		\$175,514	\$203,575	\$239,606	
Top Human Resources Position	9	\$303,035			\$255,307		
Top Operations Position	14	\$253,791		\$172,114	\$203,847	\$294,909	
Top Technology Position	7	\$316,226			\$282,818		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$81,977			\$97,900		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$174,370		\$97,899	\$111,154	\$170,888	
Greater than \$5 million							
CEO/Executive Director	17	\$232,239		\$161,816	\$211,066	\$242,611	
Top Finance Position	11	\$182,381		\$142,373	\$160,063	\$202,316	
Top Operations Position	8	\$216,122			\$199,505		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	29	\$57,329	\$27,081	\$33,750	\$52,000	\$79,018	\$94,631

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$75,936	\$39,682	\$56,624	\$70,000	\$97,623	\$111,844
Between \$1 million and \$5 million							
CEO/Executive Director	53	\$122,312	\$77,744	\$98,052	\$116,050	\$138,146	\$162,194
Top Finance Position	11	\$87,554		\$54,518	\$62,379	\$77,904	
Top Operations Position	6	\$100,474			\$82,550		
Greater than \$5 million							
CEO/Executive Director	32	\$194,777	\$114,819	\$142,706	\$171,054	\$218,343	\$305,810
Top Administrative Position	6	\$114,435			\$116,543		
Top Development Position	5	\$133,738			\$119,636		
Top Finance Position	17	\$154,590		\$115,346	\$139,873	\$179,505	
Top Operations Position	8	\$174,714			\$169,810		
Top Program Position	9	\$125,361			\$126,236		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	7	\$38,546			\$36,252		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$117,600		\$91,506	\$103,787	\$129,316	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	8	\$52,808			\$50,473		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$124,499			\$107,454		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$123,299		\$99,940	\$114,616	\$150,800	
Top Finance Position	7	\$115,482			\$122,630		
Greater than \$5 million							
CEO/Executive Director	8	\$225,342			\$203,818		
Top Finance Position	6	\$165,458			\$156,827		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	6	\$81,484			\$82,850		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$171,236		\$128,356	\$148,393	\$168,381	
Greater than \$5 million							
CEO/Executive Director	9	\$237,435			\$231,228		
Top Finance Position	5	\$171,282			\$159,063		
Public, Society Benefit—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$148,263			\$153,181		
Greater than \$5 million							
CEO/Executive Director	7	\$233,969			\$235,903		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	10	\$57,869		\$35,451	\$43,500	\$57,750	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Recreation, Sports, Leisure, Athletics							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$123,467			\$101,175		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$145,228			\$132,338		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	14	\$61,214		\$44,063	\$68,763	\$74,355	
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$145,196			\$155,790		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	22	\$65,875	\$35,860	\$42,750	\$68,844	\$79,437	\$86,801
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$101,199	\$63,109	\$82,356	\$88,047	\$106,661	\$119,752
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$135,855	\$69,463	\$99,439	\$127,476	\$146,751	\$196,825
Greater than \$5 million							
CEO/Executive Director	10	\$213,039		\$147,342	\$161,584	\$244,633	
Top Finance Position	6	\$136,953			\$128,824		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Odessa-Midland, TX							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$87,679			\$96,634		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$112,901			\$89,267		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	\$54,632			\$66,104		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$55,205			\$64,890		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$97,465			\$95,455		
Greater than \$5 million							
CEO/Executive Director	7	\$145,832			\$147,062		
Top Finance Position	6	\$89,926			\$77,763		

Oklahoma City, OK

Arts, Culture, and Humanities

\$500 thousand or less

CEO/Executive Director	16	\$51,198	\$26,050	\$52,238	\$70,080
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Between \$500 thousand and \$1 million

CEO/Executive Director	7	\$97,115		\$85,503	
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501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma City, OK							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$140,299			\$134,950		
Greater than \$5 million							
CEO/Executive Director	6	\$255,690			\$232,450		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	16	\$55,469		\$35,762	\$53,974	\$62,179	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$109,111		\$76,041	\$100,583	\$126,022	
Greater than \$5 million							
CEO/Executive Director	14	\$254,567		\$170,993	\$233,002	\$280,315	
Top Education Position	6	\$142,100			\$134,010		
Top Finance Position	9	\$132,134			\$121,872		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	7	\$65,813			\$50,000		
Greater than \$5 million							
CEO/Executive Director	18	\$588,488		\$265,693	\$377,139	\$622,236	
Top Finance Position	12	\$239,074		\$175,907	\$215,318	\$236,236	
Top Operations Position	9	\$326,928			\$191,794		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	28	\$53,820	\$24,390	\$36,710	\$49,961	\$75,500	\$84,200

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma City, OK							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$61,569	\$43,357	\$50,818	\$63,082	\$70,081	\$85,496
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$94,312	\$56,803	\$68,724	\$89,748	\$113,008	\$143,469
Top Finance Position	5	\$81,203			\$64,153		
Greater than \$5 million							
CEO/Executive Director	10	\$155,242		\$119,169	\$163,416	\$172,293	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	\$70,233			\$69,656		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$108,600			\$87,775		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	31	\$58,706	\$22,950	\$32,192	\$50,578	\$78,377	\$105,000
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$58,135			\$56,480		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	\$53,507			\$48,433		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Olympia, WA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$68,923			\$64,000		
Greater than \$5 million							
CEO/Executive Director	5	\$210,395			\$150,743		
Omaha, NE-IA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	18	\$53,193		\$40,730	\$57,911	\$65,663	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$113,776		\$91,823	\$114,024	\$133,336	
Greater than \$5 million							
CEO/Executive Director	5	\$327,882			\$326,167		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	\$70,978			\$70,924		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	\$62,671			\$75,287		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$135,878		\$91,237	\$121,686	\$133,344	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Omaha, NE-IA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	7	\$167,021			\$131,447		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	5	\$34,520			\$22,000		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$149,763		\$101,090	\$126,521	\$144,405	
Greater than \$5 million							
CEO/Executive Director	13	\$579,419		\$319,481	\$492,338	\$619,587	
Top Finance Position	9	\$325,770			\$169,095		
Top Operations Position	6	\$422,547			\$444,685		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$113,922			\$119,071		
Greater than \$5 million							
CEO/Executive Director	5	\$269,789			\$213,302		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	\$61,899			\$57,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$51,223			\$49,425		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Omaha, NE-IA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$113,615		\$78,797	\$112,503	\$120,171	
Greater than \$5 million							
CEO/Executive Director	18	\$226,035		\$134,144	\$169,762	\$276,518	
Top Development Position	5	\$162,178			\$169,483		
Top Finance Position	11	\$165,765		\$97,895	\$113,573	\$230,624	
Top Operations Position	5	\$195,214			\$137,125		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	\$48,841			\$43,324		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	11	\$38,863		\$21,727	\$28,200	\$49,326	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$122,354			\$124,076		

Orange County, CA

Arts, Culture, and Humanities

\$500 thousand or less							
CEO/Executive Director	20	\$58,744	\$22,089	\$39,131	\$53,382	\$70,416	\$100,168

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$145,849			\$140,275		
Greater than \$5 million							
CEO/Executive Director	6	\$397,619			\$380,199		
Top Development Position	5	\$157,799			\$141,168		
Top Finance Position	5	\$187,679			\$178,380		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	\$69,170			\$62,439		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	17	\$54,794		\$22,984	\$26,040	\$57,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$80,114		\$62,964	\$71,958	\$93,468	
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$133,238	\$58,544	\$99,998	\$132,396	\$162,000	\$210,340
Top Finance Position	6	\$92,544			\$86,198		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	34	\$334,042	\$160,448	\$185,378	\$269,828	\$376,143	\$492,907
Top Administrative Position	9	\$199,451			\$182,095		
Top Business Position	7	\$171,577			\$179,238		
Top Development Position	10	\$214,629		\$121,150	\$136,891	\$173,028	
Top Education Position	15	\$253,062		\$179,578	\$198,523	\$271,787	
Top Finance Position	21	\$198,655	\$120,165	\$138,453	\$180,898	\$238,297	\$276,505
Top Operations Position	8	\$266,892			\$218,031		
Top Program Position	5	\$176,958			\$176,236		
Top Technology Position	7	\$205,079			\$191,362		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$163,913			\$181,641		
Top Finance Position	5	\$117,979			\$119,667		
Greater than \$5 million							
CEO/Executive Director	13	\$606,991		\$250,134	\$325,635	\$453,388	
Top Finance Position	10	\$293,336		\$117,444	\$179,239	\$283,381	
Top Operations Position	8	\$544,178			\$250,729		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	6	\$122,857			\$131,657		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$208,206			\$131,784		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$207,148		\$121,701	\$156,868	\$208,135	
Greater than \$5 million							
CEO/Executive Director	8	\$331,291			\$209,976		
Top Finance Position	5	\$162,535			\$129,470		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	26	\$59,266	\$31,021	\$41,550	\$57,121	\$73,748	\$81,891
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$92,787	\$59,359	\$70,886	\$84,712	\$105,095	\$122,853
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$118,326	\$63,858	\$83,000	\$101,403	\$148,492	\$196,427
Greater than \$5 million							
CEO/Executive Director	27	\$224,924	\$94,812	\$143,432	\$183,472	\$308,872	\$358,413
Top Development Position	8	\$142,559			\$135,219		
Top Finance Position	16	\$164,309		\$118,279	\$167,197	\$199,477	
Top Human Resources Position	5	\$144,131			\$109,401		
Top Operations Position	12	\$170,965		\$125,126	\$179,505	\$201,227	
Top Program Position	7	\$116,617			\$118,190		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	\$49,982			\$47,250		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$124,014			\$108,620		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	\$150,296			\$149,024		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	6	\$78,682			\$55,848		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	19	\$55,133		\$31,750	\$45,500	\$73,767	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$86,527			\$80,334		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$123,077			\$116,138		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	51	\$51,960	\$19,225	\$28,200	\$40,000	\$69,525	\$96,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$98,772			\$78,901		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$130,089		\$67,820	\$137,500	\$184,103	
Top Finance Position	5	\$97,250			\$85,572		
Greater than \$5 million							
CEO/Executive Director	5	\$200,891			\$232,126		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	\$63,665			\$65,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$105,892			\$104,421		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$113,156		\$100,000	\$112,447	\$135,464	
Greater than \$5 million							
CEO/Executive Director	8	\$254,137			\$218,100		
Orlando, FL							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	\$49,282		\$35,541	\$49,960	\$59,646	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$80,010			\$85,280		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$110,248		\$81,563	\$89,901	\$159,871	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	\$51,733			\$52,083		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$70,641			\$75,300		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orlando, FL							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$110,829	\$54,970	\$67,373	\$110,939	\$151,880	\$167,617
Greater than \$5 million							
CEO/Executive Director	18	\$223,864		\$108,270	\$129,160	\$352,151	
Top Finance Position	8	\$217,128			\$195,600		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	7	\$48,776			\$48,328		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$133,342			\$112,835		
Greater than \$5 million							
CEO/Executive Director	12	\$960,623		\$230,776	\$509,035	\$871,340	
Top Administrative Position	5	\$551,253			\$172,082		
Top Finance Position	9	\$629,403			\$426,642		
Top Operations Position	8	\$816,946			\$365,765		
Top Technology Position	7	\$635,054			\$406,974		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$67,607			\$68,874		
Greater than \$5 million							
CEO/Executive Director	8	\$188,151			\$145,382		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orlando, FL							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	25	\$44,951	\$20,536	\$30,048	\$41,000	\$59,481	\$65,538
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$73,550			\$75,000		
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$107,065	\$74,817	\$80,959	\$98,955	\$128,639	\$146,960
Greater than \$5 million							
CEO/Executive Director	26	\$221,899	\$124,071	\$141,794	\$169,297	\$300,820	\$398,589
Top Development Position	5	\$122,492			\$116,048		
Top Finance Position	19	\$139,457		\$97,792	\$132,981	\$165,100	
Top Human Resources Position	5	\$161,489			\$171,398		
Top Operations Position	15	\$153,234		\$105,499	\$137,508	\$207,119	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	11	\$49,171		\$32,722	\$53,903	\$61,577	
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$112,922			\$89,805		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	50	\$46,392	\$22,584	\$27,710	\$38,546	\$59,500	\$77,854
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$144,688			\$114,257		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orlando, FL							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$137,484		\$99,392	\$145,449	\$184,393	
Greater than \$5 million							
CEO/Executive Director	5	\$235,626			\$211,534		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	\$59,558			\$38,872		

Pensacola, FL

Educational Institutions and Related Activities

Between \$1 million and \$5 million

CEO/Executive Director	5	\$85,236			\$79,312		
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Human Services—Multipurpose and Other

Greater than \$5 million

CEO/Executive Director	5	\$116,271			\$114,810		
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Religion-Related, Spiritual Development

\$500 thousand or less

CEO/Executive Director	10	\$39,934		\$31,140	\$35,850	\$46,221	
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501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Peoria-Pekin, IL							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$596,791			\$614,270		
Top Finance Position	5	\$316,677			\$161,992		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$103,418			\$109,300		
Greater than \$5 million							
CEO/Executive Director	9	\$140,050			\$139,478		
Top Finance Position	5	\$110,558			\$100,153		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	\$49,439			\$51,118		

Philadelphia, PA-NJ

Animal-Related

\$500 thousand or less

CEO/Executive Director	9	\$37,944			\$39,016		
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Between \$1 million and \$5 million

CEO/Executive Director	6	\$124,289			\$114,202		
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501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	82	\$49,953	\$25,000	\$34,629	\$45,750	\$62,295	\$79,738
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$73,952	\$40,704	\$54,113	\$72,694	\$89,357	\$105,401
Between \$1 million and \$5 million							
CEO/Executive Director	56	\$115,334	\$56,926	\$71,811	\$107,066	\$135,014	\$196,305
Top Finance Position	6	\$111,364			\$114,970		
Greater than \$5 million							
CEO/Executive Director	28	\$384,054	\$169,879	\$191,523	\$336,817	\$545,734	\$693,429
Top Administrative Position	6	\$193,936			\$165,387		
Top Development Position	17	\$205,589		\$160,193	\$199,007	\$235,481	
Top Education Position	6	\$173,702			\$183,347		
Top Finance Position	17	\$199,219		\$135,341	\$174,477	\$249,550	
Top Human Resources Position	5	\$141,857			\$138,967		
Top Operations Position	13	\$250,405		\$153,611	\$262,084	\$299,232	
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	12	\$78,994		\$57,188	\$66,750	\$102,000	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$116,480			\$103,575		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	25	\$69,569	\$41,303	\$51,480	\$67,500	\$80,481	\$104,026

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$90,181		\$73,510	\$95,495	\$115,099	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$209,685	\$80,338	\$106,336	\$140,266	\$206,514	\$231,501
Greater than \$5 million							
CEO/Executive Director	10	\$308,081		\$247,851	\$300,185	\$348,299	
Top Finance Position	5	\$209,055			\$179,766		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	7	\$80,668			\$75,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$131,986			\$85,535		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$123,374		\$111,799	\$119,203	\$138,935	
Greater than \$5 million							
CEO/Executive Director	5	\$181,035			\$193,366		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	12	\$81,697		\$32,067	\$52,000	\$115,674	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$108,593			\$117,076		
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$175,290	\$84,770	\$104,599	\$140,522	\$240,711	\$319,030
Top Finance Position	7	\$147,027			\$95,210		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Diseases, Disorders, Medical Disciplines							
Greater than \$5 million							
CEO/Executive Director	11	\$444,175		\$189,230	\$272,880	\$800,013	
Top Development Position	5	\$198,325			\$220,445		
Top Finance Position	5	\$314,634			\$275,443		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	46	\$61,868	\$22,550	\$40,000	\$58,170	\$78,087	\$109,565
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	\$81,871	\$35,790	\$49,551	\$80,489	\$100,462	\$131,556
Between \$1 million and \$5 million							
CEO/Executive Director	105	\$132,841	\$75,354	\$96,710	\$123,096	\$161,200	\$200,722
Top Administrative Position	8	\$111,848			\$121,358		
Top Business Position	5	\$102,458			\$101,456		
Top Development Position	5	\$133,861			\$134,572		
Top Education Position	5	\$124,598			\$113,124		
Top Finance Position	15	\$97,442		\$72,752	\$102,756	\$126,558	
Top Operations Position	5	\$89,892			\$95,223		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	171	\$323,597	\$130,055	\$159,075	\$203,896	\$306,121	\$545,447
Top Administrative Position	32	\$237,134	\$118,094	\$146,548	\$196,735	\$320,933	\$407,656
Top Business Position	13	\$248,469		\$118,038	\$161,385	\$287,902	
Top Development Position	46	\$273,502	\$129,374	\$153,631	\$193,407	\$282,351	\$449,295
Top Education Position	38	\$338,196	\$134,791	\$165,267	\$222,383	\$310,839	\$426,489
Top Facilities Position	10	\$260,519		\$146,408	\$189,298	\$316,470	
Top Finance Position	74	\$255,598	\$117,488	\$137,416	\$184,462	\$260,140	\$407,797
Top Human Resources Position	15	\$281,122		\$149,831	\$166,954	\$248,334	
Top Legal Position	15	\$393,068		\$199,131	\$278,294	\$437,046	
Top Operations Position	35	\$311,599	\$117,852	\$136,988	\$172,309	\$249,087	\$659,961
Top PR/Communications Position	12	\$248,959		\$161,804	\$206,433	\$291,955	
Top Program Position	7	\$194,871			\$117,545		
Top Technology Position	18	\$270,434		\$135,131	\$208,578	\$305,665	
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$59,163			\$45,469		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$134,428			\$114,752		
Greater than \$5 million							
CEO/Executive Director	7	\$237,433			\$201,822		
Top Finance Position	5	\$156,375			\$147,015		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	9	\$57,572			\$59,168		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$90,717			\$89,856		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$137,228		\$121,569	\$136,335	\$143,830	
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	7	\$38,812			\$30,727		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$82,120			\$64,615		
Greater than \$5 million							
CEO/Executive Director	5	\$143,633			\$168,833		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	13	\$82,231		\$57,000	\$81,931	\$101,615	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$97,186			\$84,410		
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$157,170	\$73,201	\$106,385	\$136,289	\$196,927	\$264,489
Top Administrative Position	5	\$83,406			\$64,080		
Top Finance Position	11	\$120,794		\$87,219	\$123,769	\$146,305	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	78	\$515,833	\$144,999	\$205,049	\$305,580	\$714,768	\$1,134,829
Top Administrative Position	23	\$275,626	\$127,326	\$157,778	\$192,599	\$300,873	\$366,955
Top Business Position	9	\$256,078			\$176,516		
Top Development Position	20	\$283,795	\$144,457	\$173,962	\$212,305	\$316,147	\$521,581
Top Education Position	8	\$248,089			\$143,814		
Top Facilities Position	6	\$282,128			\$218,926		
Top Finance Position	51	\$368,837	\$122,057	\$146,956	\$280,018	\$429,869	\$796,370
Top Human Resources Position	30	\$300,574	\$163,301	\$178,336	\$244,647	\$399,123	\$493,796
Top Legal Position	13	\$439,263		\$299,448	\$454,468	\$502,607	
Top Marketing Position	10	\$249,737		\$170,489	\$207,276	\$322,636	
Top Operations Position	34	\$358,404	\$128,396	\$158,854	\$310,935	\$445,960	\$535,630
Top Technology Position	23	\$305,799	\$127,097	\$178,558	\$285,532	\$421,604	\$506,359
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	14	\$70,791		\$55,325	\$60,600	\$63,600	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$100,271		\$81,250	\$92,320	\$119,894	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$114,132	\$66,031	\$83,416	\$100,031	\$124,353	\$193,143
Greater than \$5 million							
CEO/Executive Director	9	\$224,194			\$201,109		
Top Finance Position	9	\$144,876			\$143,185		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	83	\$53,477	\$25,782	\$36,324	\$50,466	\$70,082	\$82,560
Between \$500 thousand and \$1 million							
CEO/Executive Director	61	\$82,066	\$48,060	\$66,150	\$80,540	\$99,880	\$112,951
Between \$1 million and \$5 million							
CEO/Executive Director	90	\$118,968	\$63,272	\$82,948	\$107,984	\$138,138	\$188,998
Top Finance Position	17	\$125,154		\$87,984	\$110,000	\$123,767	
Top Operations Position	7	\$94,212			\$97,773		
Greater than \$5 million							
CEO/Executive Director	110	\$226,500	\$128,597	\$147,434	\$186,957	\$254,027	\$413,781
Top Administrative Position	5	\$198,005			\$142,184		
Top Business Position	8	\$154,774			\$138,992		
Top Development Position	11	\$157,679		\$123,963	\$155,084	\$187,737	
Top Education Position	5	\$151,678			\$127,223		
Top Facilities Position	6	\$152,489			\$149,544		
Top Finance Position	63	\$168,912	\$102,702	\$109,664	\$150,852	\$202,355	\$279,917
Top Human Resources Position	16	\$162,347		\$134,701	\$149,125	\$171,669	
Top Marketing Position	14	\$150,431		\$128,341	\$143,575	\$162,068	
Top Operations Position	30	\$196,188	\$114,967	\$137,601	\$161,489	\$234,935	\$269,632
Top Program Position	8	\$132,025			\$121,365		
Top Technology Position	10	\$180,328		\$148,654	\$164,894	\$201,794	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	7	\$71,225			\$77,500		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Medical Research							
Greater than \$5 million							
CEO/Executive Director	6	\$401,535			\$360,027		
Top Finance Position	6	\$232,023			\$222,881		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	19	\$55,823		\$36,103	\$48,000	\$73,324	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$77,526			\$83,429		
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$135,483	\$89,423	\$95,426	\$123,654	\$163,898	\$195,214
Top Finance Position	5	\$85,098			\$78,452		
Greater than \$5 million							
CEO/Executive Director	32	\$216,413	\$122,810	\$138,151	\$194,315	\$273,656	\$328,426
Top Finance Position	23	\$153,146	\$104,917	\$119,383	\$142,824	\$172,637	\$198,762
Top Human Resources Position	5	\$156,220			\$132,304		
Top Operations Position	15	\$190,907		\$138,096	\$158,613	\$209,968	
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	8	\$56,803			\$55,048		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$121,954			\$106,312		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$140,748		\$110,130	\$140,560	\$167,198	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	10	\$501,548		\$324,719	\$426,260	\$612,602	
Top Development Position	5	\$284,351			\$300,179		
Top Finance Position	7	\$278,899			\$266,497		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$64,241			\$63,637		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$146,138			\$120,992		
Greater than \$5 million							
CEO/Executive Director	8	\$441,985			\$334,971		
Top Finance Position	6	\$197,020			\$185,673		
Top Operations Position	5	\$250,343			\$243,451		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	10	\$58,772		\$32,912	\$52,575	\$78,663	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$66,305		\$39,594	\$58,808	\$67,709	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$138,850		\$93,594	\$112,572	\$189,377	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	36	\$51,771	\$27,070	\$31,825	\$52,485	\$63,426	\$74,715
Top Finance Position	5	\$27,734			\$27,202		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$124,492			\$116,865		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$116,161		\$80,358	\$116,061	\$149,273	
Greater than \$5 million							
Top Finance Position	5	\$147,219			\$138,791		
Unknown							
\$500 thousand or less							
CEO/Executive Director	5	\$51,465			\$47,692		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	15	\$46,113		\$40,968	\$47,967	\$55,751	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$83,748		\$74,462	\$85,129	\$94,182	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$127,850		\$91,629	\$115,640	\$174,407	
Greater than \$5 million							
CEO/Executive Director	8	\$228,308			\$209,064		
Top Finance Position	7	\$130,261			\$144,719		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	31	\$50,929	\$25,000	\$35,834	\$49,026	\$59,776	\$82,538
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$74,027		\$50,603	\$64,024	\$77,967	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$119,559		\$77,386	\$103,646	\$150,122	
Greater than \$5 million							
CEO/Executive Director	9	\$293,223			\$260,869		
Top Finance Position	6	\$97,871			\$85,193		
Top Operations Position	5	\$188,316			\$181,109		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	13	\$54,372		\$42,000	\$52,070	\$65,750	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$148,292			\$137,491		
Greater than \$5 million							
CEO/Executive Director	6	\$343,983			\$326,973		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	9	\$46,154			\$48,000		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$110,383		\$97,661	\$101,818	\$114,454	
Top Finance Position	5	\$72,126			\$66,150		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	26	\$56,210	\$28,137	\$37,127	\$47,136	\$70,529	\$93,290
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$82,131		\$51,942	\$70,000	\$105,178	
Between \$1 million and \$5 million							
CEO/Executive Director	87	\$120,371	\$68,642	\$83,360	\$104,363	\$132,632	\$189,549
Top Finance Position	15	\$91,790		\$56,984	\$81,869	\$132,966	
Top Operations Position	6	\$136,510			\$142,287		
Greater than \$5 million							
CEO/Executive Director	46	\$163,456	\$88,157	\$104,043	\$121,210	\$189,686	\$278,359
Top Administrative Position	11	\$152,294		\$117,605	\$153,881	\$189,276	
Top Finance Position	12	\$132,248		\$93,796	\$118,451	\$151,684	
Top Operations Position	8	\$119,740			\$141,164		
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$57,570			\$60,055		
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$106,257			\$102,190		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	14	\$45,134		\$29,175	\$39,521	\$59,483	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$200,104			\$171,295		
Greater than \$5 million							
CEO/Executive Director	24	\$859,240	\$166,648	\$210,411	\$284,961	\$513,236	\$976,429
Top Finance Position	17	\$359,652		\$119,493	\$171,014	\$356,326	
Top Human Resources Position	6	\$538,954			\$423,496		
Top Legal Position	5	\$873,882			\$404,524		
Top Operations Position	13	\$546,253		\$174,775	\$198,823	\$343,025	
Top Technology Position	9	\$225,583			\$196,469		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$94,249			\$99,419		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	53	\$47,469	\$24,231	\$34,075	\$44,570	\$53,944	\$76,258
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$77,504		\$54,500	\$72,926	\$90,574	
Between \$1 million and \$5 million							
CEO/Executive Director	47	\$116,755	\$60,076	\$82,749	\$105,122	\$138,794	\$182,213
Top Finance Position	10	\$78,108		\$63,387	\$68,111	\$93,021	
Top Operations Position	8	\$76,396			\$72,913		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	40	\$207,294	\$103,842	\$146,559	\$200,073	\$237,964	\$273,582
Top Development Position	6	\$163,013			\$168,174		
Top Finance Position	24	\$153,025	\$100,323	\$117,200	\$147,729	\$180,653	\$212,541
Top Operations Position	10	\$189,128		\$130,969	\$149,858	\$241,582	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	5	\$49,657			\$35,221		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	8	\$73,346			\$57,329		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$127,643			\$115,003		
Greater than \$5 million							
CEO/Executive Director	14	\$236,198		\$179,441	\$225,970	\$268,843	
Top Finance Position	9	\$131,990			\$130,704		
Top Operations Position	9	\$131,559			\$110,604		
Mutual/Membership Benefit Organizations, Other							
\$500 thousand or less							
CEO/Executive Director	5	\$54,367			\$55,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	5	\$59,655			\$51,422		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$79,292			\$80,320		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$210,378			\$209,013		
Greater than \$5 million							
CEO/Executive Director	5	\$330,490			\$238,269		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$56,104			\$60,828		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$132,568			\$126,251		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	9	\$38,694			\$42,000		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$99,404		\$70,032	\$92,758	\$104,839	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	50	\$53,169	\$24,000	\$32,350	\$47,458	\$70,972	\$82,765
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$82,605		\$65,588	\$80,282	\$100,388	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$130,677		\$77,197	\$120,000	\$197,718	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	18	\$63,856		\$46,950	\$61,744	\$78,054	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$79,183			\$90,000		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$111,922		\$84,543	\$109,596	\$121,328	
Greater than \$5 million							
Top Operations Position	5	\$126,646			\$119,558		
Pittsburgh, PA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	37	\$47,175	\$26,696	\$37,300	\$43,750	\$53,733	\$75,281
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$79,446		\$57,160	\$66,889	\$119,502	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$141,051		\$101,956	\$120,889	\$149,291	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	14	\$320,452		\$248,895	\$264,059	\$358,402	
Top Finance Position	10	\$139,570		\$104,596	\$125,024	\$158,304	
Top Operations Position	5	\$174,088			\$166,057		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	20	\$67,663	\$41,631	\$45,250	\$52,798	\$71,045	\$93,719
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$111,238		\$80,803	\$99,387	\$143,520	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$146,113		\$98,238	\$111,951	\$184,151	
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$129,057			\$115,208		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	\$60,420			\$64,517		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$132,659			\$131,523		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	21	\$43,545	\$19,800	\$27,659	\$40,364	\$47,810	\$54,031

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$64,740		\$44,889	\$58,968	\$73,115	
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$124,118	\$63,614	\$88,841	\$112,028	\$150,000	\$184,378
Top Administrative Position	5	\$90,364			\$81,879		
Greater than \$5 million							
CEO/Executive Director	46	\$306,601	\$123,743	\$160,745	\$216,124	\$336,200	\$621,560
Top Administrative Position	11	\$206,463		\$151,161	\$177,722	\$271,133	
Top Business Position	9	\$237,547			\$217,466		
Top Development Position	18	\$214,546		\$157,700	\$178,577	\$208,621	
Top Education Position	16	\$243,656		\$155,007	\$182,551	\$242,461	
Top Facilities Position	6	\$195,537			\$181,974		
Top Finance Position	25	\$216,980	\$138,281	\$148,838	\$198,088	\$292,740	\$327,677
Top Human Resources Position	6	\$195,662			\$177,701		
Top Legal Position	5	\$386,460			\$298,280		
Top Marketing Position	5	\$263,417			\$205,758		
Top Operations Position	9	\$217,933			\$158,582		
Top PR/Communications Position	5	\$199,601			\$165,009		
Top Technology Position	10	\$216,723		\$151,345	\$170,165	\$242,636	
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$95,858			\$99,442		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	8	\$50,651			\$49,221		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$82,219			\$86,248		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$120,853			\$121,230		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	9	\$58,049			\$49,792		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$151,937		\$110,700	\$124,800	\$173,933	
Top Finance Position	5	\$119,290			\$87,742		
Greater than \$5 million							
CEO/Executive Director	33	\$596,535	\$144,430	\$181,561	\$235,343	\$461,472	\$904,687
Top Administrative Position	10	\$374,946		\$123,224	\$149,007	\$195,143	
Top Finance Position	22	\$319,018	\$99,179	\$132,071	\$175,953	\$315,408	\$482,994
Top Human Resources Position	7	\$233,724			\$167,627		
Top Operations Position	12	\$450,681		\$164,678	\$294,156	\$433,331	
Top Technology Position	9	\$307,289			\$258,128		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	6	\$74,117			\$59,967		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$101,275			\$96,837		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	41	\$44,397	\$18,900	\$30,000	\$40,321	\$59,446	\$68,827
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$78,608	\$46,721	\$55,910	\$76,857	\$99,927	\$106,800
Between \$1 million and \$5 million							
CEO/Executive Director	75	\$113,965	\$64,601	\$80,342	\$102,197	\$131,448	\$176,347
Top Finance Position	20	\$90,964	\$48,997	\$57,294	\$72,174	\$122,974	\$142,505
Greater than \$5 million							
CEO/Executive Director	49	\$187,049	\$111,438	\$134,162	\$177,804	\$228,790	\$260,179
Top Development Position	5	\$140,133			\$141,571		
Top Finance Position	32	\$130,769	\$66,598	\$101,178	\$128,989	\$156,627	\$174,945
Top Human Resources Position	7	\$136,350			\$126,921		
Top Operations Position	14	\$144,970		\$126,053	\$135,253	\$158,571	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	5	\$53,549			\$57,000		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	\$61,154			\$53,462		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$66,430			\$66,934		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$113,205			\$119,706		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	\$166,880			\$134,840		
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$148,259			\$130,274		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	\$44,892			\$45,750		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$77,649			\$73,943		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	16	\$53,410		\$32,696	\$46,317	\$65,144	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$74,824			\$78,713		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$92,374			\$83,582		
Science and Technology Research Institutes, Services							
Greater than \$5 million							
CEO/Executive Director	5	\$325,889			\$286,788		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	10	\$48,145		\$37,869	\$43,025	\$56,102	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$143,913			\$126,993		
Pittsfield, MA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$36,619			\$33,205		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$162,114			\$157,797		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	\$63,726			\$66,688		
Greater than \$5 million							
CEO/Executive Director	7	\$338,472			\$319,183		
Top Finance Position	7	\$185,711			\$138,989		
Health—General and Rehabilitative							
Greater than \$5 million							
Top Administrative Position	11	\$142,765		\$127,043	\$138,270	\$146,787	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsfield, MA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$104,312			\$99,748		
Greater than \$5 million							
CEO/Executive Director	6	\$170,616			\$162,404		
Portland, ME							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	19	\$45,273		\$27,012	\$43,507	\$55,327	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$77,111			\$69,194		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$133,892		\$92,283	\$111,337	\$186,586	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	9	\$66,433			\$65,844		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	12	\$60,281		\$41,425	\$58,554	\$73,824	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$91,340			\$91,163		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, ME							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$112,965			\$91,706		
Greater than \$5 million							
CEO/Executive Director	7	\$286,181			\$217,974		
Top Finance Position	5	\$147,097			\$94,228		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	\$78,888			\$73,562		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$96,047			\$84,654		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	9	\$571,274			\$382,237		
Top Finance Position	9	\$302,649			\$203,465		
Top Operations Position	9	\$294,332			\$212,984		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$140,691			\$83,512		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	\$45,058		\$29,442	\$49,256	\$52,435	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, ME							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$75,308			\$77,631		
Greater than \$5 million							
CEO/Executive Director	15	\$174,135		\$120,394	\$151,466	\$202,214	
Top Finance Position	8	\$109,109			\$105,828		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$98,276			\$86,008		
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$85,847			\$81,997		
Portland, OR-WA							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	12	\$48,251		\$39,905	\$47,402	\$62,210	
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	46	\$48,386	\$23,746	\$35,063	\$47,870	\$60,623	\$73,163
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$69,155	\$35,328	\$52,258	\$73,082	\$82,277	\$102,754

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$110,760	\$67,762	\$83,752	\$109,066	\$129,649	\$164,972
Greater than \$5 million							
CEO/Executive Director	10	\$295,832		\$179,767	\$287,318	\$412,786	
Top Development Position	5	\$167,849			\$164,006		
Top Finance Position	9	\$142,380			\$116,666		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	10	\$46,835		\$28,659	\$36,720	\$52,809	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$86,234			\$88,948		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	17	\$66,389		\$48,050	\$64,698	\$77,826	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$70,209			\$66,055		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$133,868			\$131,221		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	8	\$67,240			\$54,845		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$117,052			\$115,437		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	12	\$59,948		\$39,694	\$68,000	\$76,359	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$75,861			\$66,263		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	38	\$48,061	\$25,040	\$30,213	\$39,325	\$62,540	\$76,974
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$81,493	\$51,228	\$61,919	\$77,742	\$107,540	\$113,052
Between \$1 million and \$5 million							
CEO/Executive Director	57	\$103,669	\$56,664	\$77,500	\$100,734	\$124,363	\$154,791
Top Administrative Position	5	\$71,774			\$56,250		
Greater than \$5 million							
CEO/Executive Director	26	\$268,018	\$105,643	\$157,152	\$217,481	\$352,435	\$494,943
Top Administrative Position	5	\$206,695			\$199,414		
Top Development Position	7	\$208,714			\$219,813		
Top Education Position	9	\$242,270			\$239,553		
Top Finance Position	17	\$169,867		\$82,995	\$177,412	\$214,387	
Top Operations Position	8	\$182,386			\$109,888		
Top Technology Position	6	\$166,516			\$155,615		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$106,946			\$109,565		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	8	\$248,855			\$135,232		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	29	\$59,570	\$24,900	\$40,277	\$56,410	\$73,000	\$86,916
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$88,393		\$68,231	\$79,592	\$101,939	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$137,267		\$86,622	\$125,698	\$193,022	
Top Finance Position	7	\$128,916			\$138,524		
Greater than \$5 million							
CEO/Executive Director	7	\$206,255			\$212,529		
Food, Agriculture, and Nutrition							
Greater than \$5 million							
CEO/Executive Director	5	\$154,501			\$145,799		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	18	\$58,705		\$37,198	\$53,470	\$79,466	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$85,919			\$92,422		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$110,089		\$82,217	\$97,934	\$117,061	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	22	\$481,936	\$116,904	\$167,306	\$212,775	\$497,342	\$582,378
Top Finance Position	9	\$243,287			\$167,655		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	7	\$46,826			\$40,800		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$81,924		\$65,674	\$75,644	\$96,819	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$126,234		\$90,736	\$131,595	\$153,131	
Greater than \$5 million							
CEO/Executive Director	13	\$177,694		\$124,461	\$140,529	\$221,084	
Top Finance Position	5	\$147,722			\$157,440		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	36	\$56,133	\$30,263	\$42,926	\$54,394	\$66,442	\$75,663
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$75,280	\$55,910	\$59,733	\$75,023	\$86,965	\$95,119
Between \$1 million and \$5 million							
CEO/Executive Director	57	\$103,245	\$69,520	\$85,157	\$100,977	\$123,114	\$144,784
Top Finance Position	6	\$73,055			\$72,870		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	40	\$146,406	\$83,319	\$108,873	\$147,735	\$170,382	\$213,128
Top Finance Position	21	\$108,036	\$66,301	\$95,568	\$103,357	\$112,092	\$153,132
Top Operations Position	5	\$97,811			\$95,274		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	12	\$44,618		\$25,500	\$48,600	\$53,615	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	14	\$57,197		\$39,350	\$51,203	\$75,151	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$71,956			\$68,636		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$95,156			\$100,286		
Greater than \$5 million							
CEO/Executive Director	13	\$190,019		\$137,320	\$185,407	\$216,420	
Top Finance Position	8	\$121,531			\$119,019		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	8	\$55,578			\$50,483		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$169,395			\$138,420		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	5	\$289,465			\$230,102		
Top Finance Position	5	\$190,870			\$118,408		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$86,273			\$77,000		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$100,029			\$94,725		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	11	\$68,730		\$33,530	\$59,396	\$103,136	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$73,388			\$73,008		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$118,591			\$110,400		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	37	\$53,360	\$23,694	\$29,000	\$54,000	\$72,000	\$88,268
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$96,474			\$101,549		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Unknown							
\$500 thousand or less							
CEO/Executive Director	8	\$40,802			\$32,420		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	17	\$57,305		\$44,230	\$50,000	\$72,811	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$61,836			\$57,001		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$104,359		\$93,973	\$106,434	\$114,720	
Greater than \$5 million							
CEO/Executive Director	9	\$216,191			\$231,453		
Portsmouth-Dover-Rochester, NH-ME							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$53,100			\$46,417		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$165,969			\$123,699		
Greater than \$5 million							
CEO/Executive Director	7	\$318,653			\$399,560		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portsmouth-Dover-Rochester, NH-ME							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$50,990			\$58,237		
Greater than \$5 million							
CEO/Executive Director	7	\$374,295			\$215,565		
Top Finance Position	8	\$248,711			\$147,286		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	\$58,501		\$42,678	\$54,651	\$74,611	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$76,703			\$79,852		
Greater than \$5 million							
CEO/Executive Director	6	\$142,781			\$149,365		
Top Finance Position	5	\$118,163			\$122,942		
Providence-Fall River-Warwick, RI-MA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	19	\$47,637		\$35,571	\$45,933	\$58,596	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$99,601			\$98,528		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$113,666		\$93,906	\$105,321	\$131,288	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	6	\$421,360			\$254,041		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	\$77,062			\$78,016		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	22	\$53,606	\$21,944	\$35,214	\$49,150	\$71,732	\$79,986
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$88,434		\$63,954	\$75,250	\$97,942	
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$122,764	\$77,701	\$95,250	\$110,088	\$145,201	\$163,315
Top Finance Position	8	\$92,040			\$95,200		
Greater than \$5 million							
CEO/Executive Director	31	\$665,776	\$120,750	\$164,908	\$205,362	\$352,828	\$951,292
Top Administrative Position	7	\$359,412			\$325,800		
Top Business Position	7	\$238,394			\$184,188		
Top Development Position	10	\$240,926		\$147,100	\$224,363	\$263,404	
Top Education Position	7	\$393,657			\$315,369		
Top Finance Position	21	\$271,270	\$105,457	\$142,127	\$213,513	\$383,289	\$523,552
Top Operations Position	10	\$257,466		\$150,442	\$196,661	\$294,410	
Top Technology Position	6	\$245,941			\$214,351		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$115,079			\$116,059		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$45,539			\$44,331		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$155,763			\$161,831		
Greater than \$5 million							
CEO/Executive Director	21	\$401,214	\$157,885	\$261,293	\$366,719	\$458,083	\$667,966
Top Administrative Position	9	\$151,171			\$152,391		
Top Finance Position	19	\$273,136		\$145,676	\$176,747	\$307,720	
Top Human Resources Position	6	\$291,611			\$230,485		
Top Operations Position	10	\$216,782		\$170,778	\$220,558	\$263,859	
Top Technology Position	5	\$301,590			\$217,184		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	\$59,085			\$54,500		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$72,557			\$76,359		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$111,378			\$111,419		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	16	\$47,880		\$36,969	\$45,731	\$64,410	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$76,524		\$60,079	\$72,472	\$94,075	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$110,973		\$95,715	\$104,209	\$123,254	
Greater than \$5 million							
CEO/Executive Director	35	\$191,602	\$117,220	\$146,076	\$182,513	\$205,395	\$290,902
Top Finance Position	19	\$117,385		\$95,926	\$105,161	\$146,135	
Top Operations Position	11	\$164,730		\$148,720	\$160,881	\$181,113	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	8	\$51,098			\$57,584		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$125,018			\$132,044		
Greater than \$5 million							
CEO/Executive Director	12	\$192,962		\$160,961	\$175,935	\$235,505	
Top Finance Position	7	\$126,188			\$138,902		
Top Operations Position	6	\$169,453			\$154,972		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	\$54,530			\$55,635		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$124,214		\$104,633	\$124,151	\$157,699	
Top Finance Position	5	\$100,549			\$99,157		
Provo-Orem, UT							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$90,470			\$73,873		
Greater than \$5 million							
CEO/Executive Director	5	\$136,013			\$133,424		
Pueblo, CO							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$34,767			\$33,531		
Racine, WI							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$45,775			\$47,590		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	26	\$57,108	\$25,027	\$33,913	\$37,775	\$48,715	\$74,358
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$81,430			\$71,467		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$92,062		\$68,459	\$76,809	\$102,417	
Greater than \$5 million							
CEO/Executive Director	6	\$244,829			\$202,606		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	10	\$59,316		\$51,325	\$60,678	\$75,665	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$137,013			\$124,527		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	16	\$61,169		\$37,423	\$56,324	\$65,754	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$122,271			\$118,499		
Greater than \$5 million							
CEO/Executive Director	6	\$443,373			\$166,591		
Top Finance Position	5	\$207,417			\$132,789		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	11	\$63,317		\$42,481	\$52,092	\$66,824	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	7	\$54,832			\$44,161		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	28	\$54,993	\$22,309	\$39,393	\$52,375	\$69,218	\$84,300
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$82,007		\$48,128	\$67,677	\$113,261	
Between \$1 million and \$5 million							
CEO/Executive Director	48	\$115,782	\$58,039	\$73,993	\$96,475	\$129,818	\$193,171
Greater than \$5 million							
CEO/Executive Director	43	\$241,024	\$106,321	\$121,942	\$192,396	\$331,200	\$434,826
Top Administrative Position	10	\$218,270		\$134,012	\$147,099	\$204,101	
Top Development Position	12	\$161,896		\$144,687	\$170,091	\$189,235	
Top Education Position	10	\$257,831		\$138,107	\$144,011	\$153,826	
Top Finance Position	27	\$171,852	\$94,485	\$114,668	\$177,009	\$209,900	\$225,730
Top Operations Position	5	\$173,355			\$185,676		
Top Technology Position	6	\$136,475			\$134,773		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	14	\$73,616		\$55,129	\$73,207	\$82,261	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$145,955			\$109,980		
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$95,212			\$86,484		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	8	\$47,881			\$34,924		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$102,676			\$90,559		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$125,870		\$78,802	\$123,150	\$154,716	
Greater than \$5 million							
CEO/Executive Director	14	\$493,339		\$202,532	\$298,287	\$451,912	
Top Finance Position	11	\$343,011		\$145,945	\$204,061	\$411,990	
Top Operations Position	6	\$410,999			\$421,358		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$90,408			\$90,071		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$126,271			\$99,908		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Housing, Shelter							
Greater than \$5 million							
CEO/Executive Director	6	\$245,983			\$179,525		
Top Finance Position	5	\$126,452			\$110,987		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	46	\$50,944	\$26,500	\$33,602	\$52,823	\$61,728	\$80,699
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$80,936		\$57,249	\$64,605	\$93,467	
Between \$1 million and \$5 million							
CEO/Executive Director	39	\$99,157	\$70,950	\$78,281	\$91,936	\$109,683	\$128,596
Greater than \$5 million							
CEO/Executive Director	17	\$260,119		\$128,763	\$200,224	\$307,176	
Top Finance Position	12	\$171,710		\$124,708	\$178,317	\$211,506	
Top Operations Position	9	\$204,071			\$157,168		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	\$43,306			\$39,195		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$120,692		\$90,014	\$102,419	\$144,770	
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	5	\$46,841			\$48,424		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$156,812			\$155,186		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$94,902			\$95,479		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$115,107			\$82,431		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	\$52,682			\$47,500		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$116,057			\$106,254		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	25	\$55,714	\$24,546	\$32,650	\$44,863	\$65,994	\$103,589
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$91,510			\$92,450		
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$190,127			\$173,964		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	10	\$48,139		\$33,959	\$45,225	\$56,155	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$75,595		\$64,942	\$75,489	\$87,392	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$129,489			\$133,569		
Rapid City, SD							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$62,243			\$65,903		
Reading, PA							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$121,445			\$102,145		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$37,615			\$43,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Reading, PA							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$810,759			\$552,258		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$132,204			\$114,113		
Greater than \$5 million							
CEO/Executive Director	10	\$234,091		\$121,196	\$139,828	\$251,751	
Redding, CA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$47,642			\$44,778		
Reno, NV							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$37,257			\$33,590		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$150,215			\$148,139		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Reno, NV							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$120,566			\$129,700		
Greater than \$5 million							
CEO/Executive Director	5	\$201,522			\$216,328		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	8	\$352,305			\$268,050		
Top Operations Position	5	\$300,759			\$159,092		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$52,562			\$50,753		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$85,916			\$84,430		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	\$47,803			\$47,611		

Richland-Kennewick-Pasco, WA

Religion-Related, Spiritual Development

\$500 thousand or less							
CEO/Executive Director	5	\$54,465			\$44,553		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	17	\$47,134		\$34,786	\$45,000	\$55,854	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$107,324			\$92,573		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$112,628			\$104,809		
Greater than \$5 million							
CEO/Executive Director	7	\$175,280			\$136,738		
Civil Rights, Social Action, Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$92,929			\$100,232		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	8	\$42,818			\$48,374		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$134,715			\$122,004		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$140,009			\$106,523		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	16	\$45,165		\$29,672	\$45,561	\$52,500	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$77,463		\$52,736	\$60,368	\$103,290	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$124,345	\$53,463	\$78,501	\$104,308	\$165,437	\$204,493
Greater than \$5 million							
CEO/Executive Director	12	\$415,398		\$182,914	\$235,866	\$333,177	
Top Finance Position	6	\$202,113			\$198,580		
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$94,875			\$92,477		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	8	\$65,918			\$60,105		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$169,187			\$134,984		
Greater than \$5 million							
CEO/Executive Director	22	\$338,735	\$178,951	\$238,762	\$292,932	\$366,679	\$516,215
Top Finance Position	11	\$237,801		\$175,116	\$214,635	\$274,374	
Top Operations Position	9	\$203,433			\$175,281		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$168,179			\$167,316		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	25	\$48,124	\$25,805	\$30,000	\$47,840	\$60,755	\$74,573
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$78,476			\$72,976		
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$105,258	\$71,178	\$81,094	\$101,422	\$122,195	\$136,198
Top Finance Position	6	\$84,478			\$92,447		
Greater than \$5 million							
CEO/Executive Director	18	\$239,408		\$165,364	\$199,976	\$274,507	
Top Development Position	5	\$147,583			\$141,660		
Top Finance Position	10	\$152,940		\$118,642	\$151,643	\$166,183	
Top Operations Position	6	\$126,271			\$129,561		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	\$52,761			\$57,022		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	12	\$47,753		\$23,563	\$37,516	\$74,363	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$93,139			\$82,500		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	\$45,258			\$46,369		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$115,955			\$130,279		
Riverside-San Bernardino-Ontario, CA							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	6	\$44,233			\$25,535		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$82,661			\$89,250		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	14	\$52,219		\$30,175	\$48,750	\$71,715	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$88,059			\$63,023		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$105,126			\$91,000		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	\$47,746		\$30,059	\$43,689	\$64,375	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$79,988			\$88,104		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$104,612		\$89,600	\$109,995	\$123,717	
Greater than \$5 million							
CEO/Executive Director	33	\$221,281	\$111,932	\$131,292	\$175,612	\$217,748	\$286,324
Top Administrative Position	9	\$217,070			\$187,263		
Top Development Position	5	\$199,406			\$199,782		
Top Education Position	6	\$219,182			\$169,498		
Top Finance Position	9	\$183,230			\$133,347		
Top Operations Position	6	\$169,788			\$152,257		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	8	\$48,150			\$47,750		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$122,382			\$111,415		
Greater than \$5 million							
CEO/Executive Director	10	\$620,647		\$263,317	\$402,024	\$522,278	
Top Finance Position	7	\$378,475			\$340,113		
Top Operations Position	5	\$521,852			\$329,615		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	\$75,921			\$65,234		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$59,416		\$47,842	\$67,036	\$71,421	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$120,636		\$96,945	\$115,000	\$145,673	
Greater than \$5 million							
CEO/Executive Director	6	\$204,650			\$196,312		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	20	\$45,381	\$24,993	\$29,790	\$38,047	\$56,669	\$69,704
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$85,044	\$36,905	\$54,444	\$73,037	\$96,727	\$153,787
Between \$1 million and \$5 million							
CEO/Executive Director	47	\$112,636	\$60,000	\$74,607	\$108,000	\$141,544	\$184,946
Top Finance Position	7	\$70,906			\$63,537		
Greater than \$5 million							
CEO/Executive Director	15	\$163,786		\$100,739	\$159,839	\$195,968	
Top Finance Position	7	\$117,158			\$113,087		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	8	\$45,598			\$46,601		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$87,706			\$76,565		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$179,933			\$169,898		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	7	\$170,392			\$166,897		
Top Finance Position	5	\$122,113			\$125,350		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	\$50,794			\$43,394		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	41	\$37,815	\$18,867	\$20,354	\$32,841	\$51,263	\$60,204
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$73,338			\$77,419		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$94,985		\$78,911	\$95,505	\$116,845	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	\$68,118			\$65,400		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$68,045		\$59,036	\$67,413	\$86,606	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$108,413			\$90,886		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Roanoke, VA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$45,005			\$48,396		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$108,094			\$94,921		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$150,945			\$108,401		
Greater than \$5 million							
CEO/Executive Director	5	\$2,589,133			\$245,054		
Top Finance Position	5	\$314,078			\$274,746		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$39,961			\$43,000		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$69,623			\$73,821		
Greater than \$5 million							
CEO/Executive Director	6	\$173,179			\$150,666		

Rochester, MN

Human Services—Multipurpose and Other

Greater than \$5 million							
CEO/Executive Director	7	\$126,644			\$129,268		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rochester, NY							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	12	\$53,916		\$42,437	\$48,699	\$64,346	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$77,552			\$77,507		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$102,986			\$104,397		
Greater than \$5 million							
CEO/Executive Director	5	\$228,020			\$198,116		
Top Finance Position	6	\$111,878			\$102,824		
Top Operations Position	5	\$110,452			\$111,481		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	7	\$64,606			\$62,220		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$96,405			\$105,831		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$99,744		\$67,078	\$84,690	\$126,018	
Greater than \$5 million							
CEO/Executive Director	22	\$271,379	\$121,190	\$142,045	\$159,639	\$239,139	\$421,605
Top Administrative Position	6	\$266,368			\$211,795		
Top Education Position	5	\$292,369			\$170,442		
Top Finance Position	12	\$190,123		\$109,835	\$150,648	\$194,175	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rochester, NY							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	7	\$67,672			\$65,400		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$110,372			\$89,356		
Greater than \$5 million							
CEO/Executive Director	23	\$321,552	\$143,649	\$193,322	\$254,893	\$391,019	\$501,694
Top Administrative Position	8	\$170,392			\$169,983		
Top Finance Position	11	\$160,668		\$121,948	\$145,864	\$187,430	
Top Operations Position	13	\$202,126		\$143,547	\$158,225	\$211,736	
Top Technology Position	6	\$183,719			\$188,416		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	\$60,757			\$43,600		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$80,888			\$76,423		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	13	\$45,504		\$37,938	\$42,167	\$55,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$78,990		\$46,149	\$53,415	\$57,051	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$106,636		\$83,886	\$103,270	\$116,248	
Top Finance Position	7	\$63,971			\$67,045		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rochester, NY							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	26	\$217,247	\$109,374	\$144,507	\$164,656	\$246,833	\$389,737
Top Development Position	5	\$162,611			\$127,088		
Top Finance Position	21	\$126,558	\$68,375	\$79,522	\$111,395	\$165,978	\$195,940
Top Operations Position	10	\$175,581		\$119,436	\$179,572	\$218,056	
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	\$165,794			\$141,976		
Top Finance Position	5	\$114,808			\$110,360		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$52,895			\$48,598		
Rockford, IL							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$44,605			\$42,489		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$315,647			\$273,976		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rockford, IL							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$52,553			\$52,003		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$97,168		\$83,936	\$99,586	\$104,699	
Top Finance Position	5	\$63,710			\$70,335		
Greater than \$5 million							
CEO/Executive Director	7	\$149,724			\$160,668		
Top Finance Position	7	\$110,369			\$102,733		

Sacramento, CA

Arts, Culture, and Humanities

\$500 thousand or less							
CEO/Executive Director	13	\$45,877		\$19,167	\$48,006	\$68,348	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$70,569		\$49,579	\$65,194	\$71,081	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$114,111		\$74,809	\$93,831	\$116,263	

Civil Rights, Social Action, Advocacy

Between \$1 million and \$5 million							
CEO/Executive Director	7	\$150,419			\$124,415		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$202,131			\$105,113		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	\$39,820			\$35,750		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$85,169			\$81,000		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	9	\$54,625			\$41,667		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$84,874		\$72,077	\$87,628	\$96,769	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$134,515	\$77,418	\$100,421	\$125,600	\$167,400	\$178,093
Greater than \$5 million							
CEO/Executive Director	24	\$200,672	\$113,888	\$159,937	\$202,861	\$249,861	\$270,865
Top Administrative Position	9	\$158,575			\$155,469		
Top Finance Position	12	\$153,097		\$131,973	\$154,272	\$168,640	
Top Operations Position	6	\$124,921			\$118,326		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	8	\$69,720			\$60,069		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$99,348		\$63,377	\$103,083	\$127,120	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$138,628		\$111,974	\$146,214	\$163,240	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	7	\$60,279			\$53,175		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$170,223			\$171,392		
Greater than \$5 million							
CEO/Executive Director	15	\$650,509		\$236,219	\$277,469	\$570,276	
Top Finance Position	10	\$360,952		\$150,856	\$171,908	\$290,483	
Top Operations Position	8	\$402,516			\$149,073		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	6	\$77,248			\$74,407		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$87,408			\$77,464		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$147,924			\$139,786		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	25	\$54,885	\$20,878	\$31,000	\$52,500	\$68,294	\$108,039

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$79,606		\$50,971	\$81,423	\$102,837	
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$100,254	\$55,063	\$85,288	\$97,165	\$115,374	\$146,621
Top Finance Position	6	\$75,189			\$63,928		
Greater than \$5 million							
CEO/Executive Director	25	\$213,928	\$128,171	\$151,096	\$195,853	\$251,541	\$296,301
Top Finance Position	14	\$128,304		\$95,529	\$135,871	\$154,330	
Top Human Resources Position	5	\$137,804			\$135,809		
Top Operations Position	11	\$158,171		\$126,969	\$150,746	\$161,607	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	7	\$44,755			\$38,632		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$99,350			\$80,311		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$129,720			\$123,577		
Greater than \$5 million							
CEO/Executive Director	9	\$176,172			\$189,337		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$148,196			\$172,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$130,854			\$110,286		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	8	\$51,992			\$52,727		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	18	\$48,913		\$20,861	\$41,355	\$65,310	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	\$58,599			\$57,885		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$85,470			\$96,647		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$149,455			\$115,825		
Saginaw-Bay City-Midland, MI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$42,931			\$45,856		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Saginaw-Bay City-Midland, MI							
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$58,828			\$55,667		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	9	\$613,189			\$404,157		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$34,927			\$31,502		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$84,847		\$65,306	\$84,198	\$105,002	

Salem, OR

Arts, Culture, and Humanities

Between \$500 thousand and \$1 million

CEO/Executive Director	5	\$74,786			\$74,747		
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Educational Institutions and Related Activities

Greater than \$5 million

CEO/Executive Director	5	\$256,871			\$227,140		
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501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salem, OR							
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	5	\$57,437			\$50,004		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	\$50,239		\$34,056	\$54,013	\$61,000	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$103,314			\$91,188		
Greater than \$5 million							
CEO/Executive Director	6	\$123,257			\$129,601		
Salinas, CA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$57,972			\$51,450		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$73,716			\$82,623		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$47,246			\$48,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$126,847			\$136,223		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salinas, CA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$113,433			\$114,768		
Salt Lake City-Ogden, UT							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	14	\$61,201		\$39,641	\$61,022	\$75,496	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$63,243			\$65,000		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$111,977			\$93,154		
Greater than \$5 million							
CEO/Executive Director	5	\$188,395			\$152,544		
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$162,348			\$143,467		
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$112,735			\$106,299		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salt Lake City-Ogden, UT							
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$94,473			\$91,713		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	\$41,954			\$38,030		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$96,114		\$68,617	\$85,680	\$104,392	
Greater than \$5 million							
CEO/Executive Director	16	\$325,652		\$109,642	\$207,612	\$501,160	
Top Finance Position	7	\$246,476			\$178,691		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	8	\$62,383			\$57,498		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$114,264			\$112,751		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	7	\$67,112			\$60,600		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$113,495			\$104,063		
Greater than \$5 million							
CEO/Executive Director	8	\$369,565			\$350,950		
Top Finance Position	5	\$142,927			\$127,405		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salt Lake City-Ogden, UT							
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$63,893			\$64,363		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$95,491			\$95,038		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	13	\$50,233		\$31,437	\$42,000	\$66,209	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$75,392			\$75,000		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$87,691		\$65,546	\$81,481	\$121,090	
Greater than \$5 million							
CEO/Executive Director	7	\$151,948			\$126,332		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	\$54,398			\$58,409		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$98,304			\$106,771		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	\$45,182			\$53,690		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salt Lake City-Ogden, UT							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$42,672			\$40,088		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$112,701			\$82,571		
San Antonio, TX							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	17	\$49,391		\$33,970	\$43,769	\$56,502	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$88,605			\$72,675		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$121,090		\$93,335	\$127,031	\$150,000	
Greater than \$5 million							
CEO/Executive Director	8	\$228,078			\$233,878		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	5	\$65,680			\$58,075		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	\$92,111			\$56,333		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$100,714			\$95,000		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	14	\$54,634		\$32,713	\$60,746	\$69,883	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$115,163		\$83,322	\$97,500	\$166,960	
Greater than \$5 million							
CEO/Executive Director	30	\$282,296	\$96,384	\$138,768	\$170,335	\$294,218	\$448,750
Top Administrative Position	16	\$157,739		\$116,870	\$147,130	\$167,875	
Top Development Position	5	\$195,075			\$160,515		
Top Education Position	11	\$204,681		\$125,139	\$180,128	\$274,050	
Top Finance Position	17	\$163,499		\$115,752	\$141,209	\$207,592	
Top Operations Position	7	\$178,312			\$136,665		
Top Technology Position	6	\$198,469			\$188,006		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$165,451			\$110,537		
Greater than \$5 million							
CEO/Executive Director	10	\$326,038		\$189,894	\$211,889	\$365,499	
Top Finance Position	6	\$237,217			\$235,314		
Top Operations Position	7	\$221,558			\$235,903		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	\$71,234			\$65,208		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$82,513			\$72,677		
Greater than \$5 million							
CEO/Executive Director	6	\$177,584			\$182,682		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	21	\$47,391	\$20,000	\$26,451	\$53,077	\$59,000	\$72,500
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$74,544		\$51,918	\$61,482	\$76,261	
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$94,676	\$49,558	\$71,526	\$94,678	\$110,415	\$148,713
Top Finance Position	5	\$82,770			\$81,623		
Top Operations Position	5	\$67,432			\$75,402		
Greater than \$5 million							
CEO/Executive Director	19	\$222,553		\$125,263	\$170,577	\$318,481	
Top Finance Position	12	\$170,296		\$104,708	\$152,042	\$230,841	
Top Operations Position	7	\$209,281			\$169,091		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$113,321			\$113,206		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	5	\$76,135			\$84,040		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	\$48,614			\$51,700		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	32	\$61,216	\$24,370	\$36,881	\$51,462	\$83,043	\$99,595
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$111,063			\$90,300		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	\$51,192			\$46,861		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$104,171			\$97,197		
San Diego, CA							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$110,436			\$104,843		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Animal-Related							
Greater than \$5 million							
Top Finance Position	5	\$248,001			\$174,706		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	38	\$51,271	\$23,694	\$32,878	\$48,000	\$59,625	\$83,983
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$79,462	\$57,876	\$67,554	\$76,013	\$89,091	\$103,260
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$148,320	\$78,000	\$117,138	\$142,981	\$184,663	\$215,459
Greater than \$5 million							
CEO/Executive Director	14	\$273,936		\$213,681	\$276,765	\$326,498	
Top Development Position	7	\$197,574			\$169,638		
Top Finance Position	9	\$152,375			\$143,743		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	5	\$49,012			\$51,665		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	9	\$67,260			\$54,346		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$203,465			\$119,718		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$174,849			\$173,204		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	\$64,424			\$68,108		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$126,098			\$120,000		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	15	\$63,846		\$33,050	\$60,040	\$91,025	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$84,709		\$59,394	\$69,162	\$99,847	
Between \$1 million and \$5 million							
CEO/Executive Director	50	\$135,094	\$75,297	\$96,036	\$114,388	\$148,607	\$208,313
Top Finance Position	7	\$93,665			\$97,285		
Top Operations Position	8	\$105,347			\$110,250		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	53	\$245,543	\$121,826	\$143,000	\$204,584	\$310,317	\$427,776
Top Administrative Position	14	\$172,833		\$123,932	\$171,110	\$197,109	
Top Business Position	9	\$127,077			\$139,366		
Top Development Position	7	\$154,114			\$150,395		
Top Education Position	12	\$205,012		\$147,538	\$178,490	\$231,724	
Top Finance Position	32	\$173,677	\$106,492	\$119,810	\$151,512	\$229,521	\$270,726
Top Operations Position	16	\$184,968		\$109,368	\$159,011	\$233,578	
Top Technology Position	8	\$162,844			\$151,853		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	13	\$57,443		\$36,600	\$49,059	\$86,180	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$106,175			\$99,725		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$116,178		\$82,164	\$102,639	\$151,037	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	9	\$57,618			\$62,320		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$84,898			\$73,069		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$245,682		\$210,626	\$229,309	\$270,812	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	21	\$981,344	\$181,863	\$246,888	\$417,983	\$668,828	\$1,461,828
Top Development Position	5	\$351,157			\$248,498		
Top Finance Position	19	\$353,860		\$154,040	\$238,305	\$343,870	
Top Human Resources Position	5	\$983,620			\$499,894		
Top Operations Position	15	\$367,450		\$156,295	\$298,864	\$355,291	
Top Technology Position	9	\$372,451			\$296,139		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	10	\$63,599		\$30,850	\$56,800	\$88,364	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$156,560			\$144,158		
Greater than \$5 million							
CEO/Executive Director	5	\$225,184			\$232,778		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	34	\$50,648	\$25,471	\$30,661	\$48,617	\$67,719	\$83,788
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$66,270		\$59,777	\$62,962	\$83,646	
Between \$1 million and \$5 million							
CEO/Executive Director	37	\$135,236	\$82,663	\$100,000	\$113,260	\$154,634	\$196,589
Top Finance Position	7	\$87,824			\$68,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	50	\$219,519	\$120,055	\$149,422	\$194,677	\$283,824	\$346,136
Top Administrative Position	5	\$156,470			\$126,705		
Top Development Position	12	\$130,159		\$104,295	\$137,220	\$145,762	
Top Finance Position	33	\$146,787	\$97,084	\$118,159	\$129,405	\$178,151	\$201,093
Top Human Resources Position	10	\$128,167		\$108,064	\$122,994	\$147,956	
Top Operations Position	18	\$153,596		\$122,586	\$140,763	\$177,041	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	11	\$46,400		\$31,315	\$40,984	\$61,321	
Medical Research							
Greater than \$5 million							
CEO/Executive Director	6	\$716,236			\$699,416		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	\$76,501			\$60,000		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$87,709			\$90,000		
Greater than \$5 million							
CEO/Executive Director	7	\$244,182			\$224,423		
Top Finance Position	6	\$158,948			\$162,325		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$125,445			\$111,289		
Greater than \$5 million							
CEO/Executive Director	6	\$225,965			\$239,112		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	13	\$56,545		\$45,223	\$53,000	\$71,993	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$96,919			\$88,896		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$146,490			\$136,478		
Greater than \$5 million							
CEO/Executive Director	5	\$151,155			\$165,029		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	15	\$45,543		\$28,280	\$41,600	\$61,806	
Top Finance Position	6	\$55,311			\$45,017		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	38	\$55,205	\$22,329	\$33,336	\$56,758	\$69,533	\$91,151
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$65,982			\$61,680		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$106,725		\$68,000	\$110,000	\$143,456	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	13	\$49,078		\$30,937	\$50,000	\$56,083	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$69,980			\$70,675		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$113,049		\$96,237	\$113,000	\$128,021	
Greater than \$5 million							
CEO/Executive Director	5	\$296,130			\$220,329		
San Francisco-Oakland, CA							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$120,895		\$99,080	\$130,323	\$138,216	
Greater than \$5 million							
CEO/Executive Director	7	\$308,272			\$280,381		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	91	\$55,411	\$25,000	\$36,353	\$50,300	\$67,675	\$94,290
Top Finance Position	11	\$44,567		\$37,960	\$41,494	\$49,230	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	\$85,639	\$38,129	\$62,117	\$82,198	\$99,547	\$130,727
Between \$1 million and \$5 million							
CEO/Executive Director	71	\$118,384	\$69,231	\$87,959	\$108,548	\$151,176	\$181,732
Top Finance Position	7	\$118,139			\$118,801		
Greater than \$5 million							
CEO/Executive Director	25	\$328,181	\$161,635	\$204,376	\$248,322	\$401,420	\$579,741
Top Administrative Position	6	\$197,244			\$214,775		
Top Development Position	18	\$167,775		\$139,835	\$167,573	\$189,663	
Top Finance Position	18	\$188,488		\$134,123	\$159,484	\$249,992	
Top Marketing Position	7	\$188,648			\$160,420		
Top Operations Position	10	\$206,213		\$122,749	\$207,023	\$255,956	
Top Technology Position	5	\$179,373			\$157,677		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	11	\$62,213		\$40,117	\$50,000	\$78,596	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$84,546			\$76,516		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$143,132		\$108,974	\$139,508	\$178,429	
Top Finance Position	6	\$88,298			\$103,671		
Greater than \$5 million							
CEO/Executive Director	6	\$278,980			\$243,358		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	12	\$61,102		\$34,977	\$60,000	\$83,569	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$71,639			\$64,100		
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$157,657	\$81,735	\$112,447	\$162,168	\$205,278	\$239,396
Greater than \$5 million							
CEO/Executive Director	7	\$345,974			\$328,175		
Top Finance Position	7	\$209,222			\$194,337		
Top Operations Position	6	\$230,788			\$192,816		
Crime, Legal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$89,281			\$93,016		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$108,673			\$114,883		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	\$74,443			\$73,786		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$180,646			\$172,616		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	52	\$65,724	\$29,235	\$39,076	\$56,979	\$89,391	\$116,350

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$93,694	\$56,745	\$65,014	\$83,084	\$117,278	\$146,501
Between \$1 million and \$5 million							
CEO/Executive Director	84	\$151,781	\$60,454	\$100,233	\$130,104	\$167,766	\$249,124
Top Administrative Position	6	\$105,533			\$109,355		
Top Education Position	6	\$159,009			\$158,757		
Top Finance Position	11	\$101,424		\$90,725	\$106,298	\$112,220	
Top Operations Position	6	\$116,498			\$110,024		
Greater than \$5 million							
CEO/Executive Director	72	\$388,135	\$151,615	\$227,156	\$319,528	\$489,324	\$559,583
Top Administrative Position	9	\$189,438			\$188,468		
Top Business Position	11	\$285,740		\$145,158	\$198,280	\$279,591	
Top Development Position	34	\$203,164	\$122,467	\$148,349	\$173,254	\$214,115	\$249,460
Top Education Position	29	\$312,146	\$129,047	\$141,729	\$174,340	\$194,586	\$286,885
Top Finance Position	51	\$219,054	\$119,684	\$150,420	\$200,206	\$257,272	\$283,576
Top Human Resources Position	5	\$279,573			\$224,283		
Top Marketing Position	6	\$225,626			\$203,996		
Top Operations Position	19	\$187,741		\$145,090	\$186,621	\$226,524	
Top PR/Communications Position	8	\$227,773			\$171,432		
Top Program Position	8	\$185,235			\$186,758		
Top Technology Position	19	\$187,612		\$141,010	\$163,670	\$212,234	
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$59,050			\$67,052		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	7	\$227,171			\$217,635		
Top Finance Position	5	\$156,463			\$147,131		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	15	\$70,765		\$51,100	\$73,000	\$95,375	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$121,513			\$115,550		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$178,212		\$105,081	\$168,734	\$195,229	
Greater than \$5 million							
CEO/Executive Director	14	\$354,931		\$181,093	\$270,224	\$432,230	
Top Development Position	9	\$202,027			\$136,947		
Top Finance Position	10	\$192,316		\$142,409	\$182,844	\$225,425	
Top Operations Position	5	\$234,110			\$239,483		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	9	\$54,447			\$41,305		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$143,715	\$81,960	\$103,285	\$143,043	\$181,084	\$211,064
Top Finance Position	5	\$102,601			\$105,890		
Top Operations Position	8	\$118,773			\$117,410		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	25	\$854,543	\$132,201	\$189,580	\$257,465	\$467,348	\$790,012
Top Development Position	6	\$191,336			\$206,015		
Top Finance Position	23	\$347,463	\$122,924	\$165,101	\$235,022	\$303,293	\$390,861
Top Operations Position	14	\$607,728		\$164,198	\$292,281	\$380,178	
Top Technology Position	5	\$665,403			\$247,661		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	10	\$88,476		\$62,595	\$79,883	\$101,250	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$164,436		\$113,779	\$141,552	\$180,896	
Greater than \$5 million							
CEO/Executive Director	21	\$242,054	\$162,434	\$179,108	\$232,736	\$252,156	\$318,750
Top Development Position	6	\$148,107			\$149,882		
Top Finance Position	17	\$202,017		\$138,575	\$164,236	\$199,981	
Top Operations Position	6	\$254,291			\$264,287		
Top Program Position	5	\$135,623			\$130,533		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	23	\$64,776	\$28,726	\$44,000	\$61,150	\$81,185	\$97,056
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$100,856	\$44,778	\$58,902	\$81,565	\$117,025	\$169,923

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	73	\$132,218	\$84,421	\$100,000	\$130,833	\$148,498	\$183,129
Top Finance Position	12	\$90,556		\$58,788	\$91,349	\$105,632	
Greater than \$5 million							
CEO/Executive Director	55	\$231,900	\$128,011	\$170,547	\$204,770	\$287,355	\$404,607
Top Development Position	19	\$149,564		\$120,266	\$136,216	\$163,056	
Top Facilities Position	5	\$158,758			\$157,156		
Top Finance Position	43	\$151,217	\$102,613	\$111,708	\$141,995	\$175,278	\$219,019
Top Human Resources Position	18	\$154,504		\$126,284	\$141,826	\$172,983	
Top Marketing Position	5	\$157,686			\$163,683		
Top Operations Position	19	\$168,931		\$132,898	\$154,890	\$184,058	
Top Program Position	15	\$143,965		\$115,838	\$147,997	\$160,114	
Top Technology Position	11	\$154,107		\$129,982	\$156,590	\$175,653	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	6	\$42,169			\$42,400		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$128,932			\$116,174		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$176,049			\$141,351		
Greater than \$5 million							
CEO/Executive Director	7	\$284,989			\$284,809		
Top Finance Position	6	\$154,113			\$137,722		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	13	\$62,397		\$37,500	\$63,000	\$70,000	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$144,958		\$100,573	\$131,249	\$145,000	
Greater than \$5 million							
CEO/Executive Director	5	\$229,090			\$189,488		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	6	\$69,323			\$48,750		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$199,659		\$160,510	\$195,028	\$253,277	
Greater than \$5 million							
CEO/Executive Director	12	\$410,187		\$246,605	\$418,993	\$525,251	
Top Finance Position	8	\$246,781			\$197,231		
Top Operations Position	6	\$285,681			\$271,372		
Top Technology Position	5	\$190,008			\$187,277		
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$210,418		\$118,099	\$164,062	\$305,262	
Greater than \$5 million							
CEO/Executive Director	8	\$300,786			\$277,909		
Top Finance Position	6	\$218,590			\$220,364		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	\$43,368			\$33,027		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$104,647			\$97,365		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$129,298		\$106,915	\$129,524	\$145,716	
Greater than \$5 million							
CEO/Executive Director	5	\$1,199,960			\$190,000		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	\$73,122		\$48,272	\$60,000	\$93,901	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$154,628			\$163,418		
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$189,904			\$173,738		
Unknown							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$205,145			\$170,068		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	16	\$49,756		\$33,447	\$47,413	\$62,425	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$73,654			\$78,917		
Between \$1 million and \$5 million							
CEO/Executive Director	40	\$126,746	\$79,290	\$105,471	\$127,084	\$149,015	\$163,864
Top Finance Position	8	\$93,753			\$106,994		
Greater than \$5 million							
CEO/Executive Director	9	\$200,307			\$189,434		
Top Finance Position	6	\$137,463			\$130,383		

San Jose, CA

Arts, Culture, and Humanities

\$500 thousand or less							
CEO/Executive Director	16	\$54,827		\$35,253	\$43,944	\$65,792	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$74,898		\$53,750	\$66,000	\$90,176	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$123,002		\$89,500	\$114,579	\$154,599	
Greater than \$5 million							
CEO/Executive Director	9	\$217,328			\$221,070		
Top Finance Position	7	\$148,465			\$154,968		

Community Improvement, Capacity Building

\$500 thousand or less							
CEO/Executive Director	8	\$65,301			\$62,500		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$161,035			\$125,600		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	6	\$77,584			\$88,473		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	17	\$70,237		\$41,760	\$72,731	\$77,667	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$102,239		\$58,953	\$96,620	\$129,214	
Between \$1 million and \$5 million							
CEO/Executive Director	40	\$122,188	\$61,379	\$97,767	\$122,335	\$143,960	\$172,597
Top Finance Position	7	\$97,320			\$107,713		
Greater than \$5 million							
CEO/Executive Director	39	\$274,780	\$127,374	\$167,649	\$218,983	\$340,380	\$456,574
Top Administrative Position	10	\$167,387		\$98,434	\$151,155	\$167,380	
Top Development Position	5	\$210,675			\$195,005		
Top Education Position	6	\$223,192			\$203,052		
Top Finance Position	22	\$170,586	\$87,976	\$105,906	\$179,967	\$230,739	\$242,314
Top Operations Position	10	\$247,107		\$135,559	\$230,527	\$247,728	
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$145,256			\$114,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	11	\$682,065		\$248,906	\$328,005	\$495,609	
Top Finance Position	9	\$432,540			\$354,288		
Top Human Resources Position	5	\$550,248			\$564,882		
Top Operations Position	11	\$468,850		\$196,699	\$286,123	\$353,515	
Top Technology Position	5	\$484,418			\$518,507		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$291,759			\$191,943		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	13	\$63,769		\$47,466	\$56,250	\$79,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$87,031			\$93,244		
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$125,616	\$60,250	\$102,431	\$124,748	\$163,212	\$194,466
Top Finance Position	5	\$141,532			\$128,685		
Greater than \$5 million							
CEO/Executive Director	29	\$215,282	\$121,657	\$146,412	\$194,274	\$270,425	\$340,058
Top Development Position	6	\$192,057			\$200,011		
Top Finance Position	18	\$172,832		\$101,238	\$168,789	\$229,495	
Top Human Resources Position	10	\$175,485		\$138,760	\$161,521	\$193,400	
Top Operations Position	10	\$187,835		\$130,995	\$174,780	\$250,200	
Top Program Position	8	\$141,710			\$133,895		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$135,905			\$137,601		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$153,269			\$131,652		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	\$83,392			\$71,431		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$170,364			\$130,000		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	17	\$60,481		\$31,394	\$58,000	\$77,400	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$100,287			\$97,289		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$119,856			\$113,200		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	\$76,356			\$67,806		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$103,491			\$100,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$175,982			\$131,676		
San Juan, PR							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	\$46,791			\$29,267		
Greater than \$5 million							
CEO/Executive Director	11	\$140,995		\$98,946	\$133,000	\$160,265	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$35,542			\$30,300		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$55,948			\$43,062		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$77,204			\$67,359		
San Luis Obispo-Atascadero-Paso Robles, CA							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	\$60,824			\$50,154		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Luis Obispo-Atascadero-Paso Robles, CA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$85,700			\$87,699		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$52,630			\$56,200		
Santa Barbara-Santa Maria-Lompoc, CA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	\$52,461			\$48,750		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$136,050		\$104,919	\$148,083	\$180,268	
Greater than \$5 million							
CEO/Executive Director	5	\$270,513			\$217,637		
Top Development Position	5	\$172,449			\$173,362		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$39,720			\$38,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$97,097			\$85,541		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$117,489			\$117,337		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Barbara-Santa Maria-Lompoc, CA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	14	\$270,902		\$208,918	\$232,288	\$352,886	
Top Development Position	5	\$162,629			\$148,681		
Top Finance Position	10	\$161,717		\$117,466	\$153,779	\$181,677	
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$141,092			\$142,228		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	8	\$311,571			\$255,918		
Top Operations Position	6	\$215,454			\$163,995		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$117,007			\$118,741		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	\$59,120		\$48,583	\$56,830	\$70,044	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$136,100		\$125,725	\$141,029	\$152,512	
Top Finance Position	5	\$96,229			\$92,848		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Barbara-Santa Maria-Lompoc, CA							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	13	\$201,126		\$161,211	\$167,354	\$250,983	
Top Finance Position	8	\$130,596			\$124,438		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$131,008			\$130,746		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$141,150			\$157,149		
Santa Cruz, CA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$51,615			\$45,500		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$89,710			\$88,203		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$46,831			\$60,018		
Greater than \$5 million							
CEO/Executive Director	6	\$209,742			\$202,223		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Cruz, CA							
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$94,625			\$95,000		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$205,894			\$193,460		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	\$48,762			\$36,747		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$58,893			\$63,884		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$102,095		\$83,269	\$101,362	\$127,050	
Greater than \$5 million							
CEO/Executive Director	5	\$170,511			\$115,418		

Santa Fe, NM

Arts, Culture, and Humanities

\$500 thousand or less							
CEO/Executive Director	16	\$60,144		\$29,594	\$51,725	\$76,125	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$54,083			\$56,981		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Fe, NM							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$131,630			\$112,581		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	11	\$61,530		\$39,510	\$57,000	\$68,268	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$74,705			\$63,091		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$139,311			\$125,000		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	9	\$48,318			\$49,033		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$115,088			\$117,879		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	\$46,620		\$34,103	\$40,533	\$47,900	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$97,080			\$90,773		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Rosa, CA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	14	\$52,929		\$30,378	\$40,297	\$57,470	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$90,506			\$89,141		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$116,892			\$128,516		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	13	\$40,737		\$29,200	\$37,800	\$57,340	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$70,733			\$68,401		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$128,152		\$114,788	\$123,074	\$128,886	
Greater than \$5 million							
CEO/Executive Director	5	\$282,843			\$274,027		
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$103,013			\$95,500		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$103,188			\$90,223		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Rosa, CA							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	\$227,972			\$204,964		
Top Finance Position	6	\$136,741			\$147,874		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$114,838		\$89,694	\$117,701	\$131,170	
Greater than \$5 million							
CEO/Executive Director	15	\$181,517		\$123,750	\$168,491	\$214,650	
Top Finance Position	9	\$104,434			\$99,186		
Sarasota-Bradenton, FL							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$91,202			\$95,000		
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$64,330			\$64,107		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$121,779			\$117,999		
Greater than \$5 million							
CEO/Executive Director	6	\$193,132			\$186,341		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sarasota-Bradenton, FL							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	\$57,946			\$57,807		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$56,004			\$49,916		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$137,409		\$87,500	\$121,500	\$158,147	
Greater than \$5 million							
CEO/Executive Director	9	\$259,644			\$153,593		
Top Finance Position	5	\$162,607			\$148,244		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	17	\$55,695		\$47,250	\$52,549	\$68,259	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$73,591			\$64,846		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$113,129		\$95,125	\$107,728	\$120,792	
Greater than \$5 million							
CEO/Executive Director	13	\$279,254		\$181,296	\$226,310	\$366,148	
Top Development Position	5	\$145,576			\$140,190		
Top Finance Position	11	\$145,076		\$113,988	\$138,383	\$153,446	
Top Marketing Position	5	\$144,491			\$138,231		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$123,774			\$122,238		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Savannah, GA							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$170,011			\$127,313		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$105,845			\$99,121		
Greater than \$5 million							
CEO/Executive Director	5	\$677,372			\$192,534		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$50,369			\$47,500		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$99,821			\$97,500		
Scranton—Wilkes-Barre—Hazleton, PA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$34,729			\$41,666		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	\$91,416			\$88,177		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Scranton—Wilkes-Barre—Hazleton, PA							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$46,424			\$42,436		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$66,027			\$64,927		
Greater than \$5 million							
CEO/Executive Director	10	\$231,733		\$151,572	\$187,161	\$239,462	
Top Development Position	6	\$181,256			\$194,586		
Top Education Position	8	\$197,715			\$205,304		
Top Finance Position	5	\$235,547			\$245,523		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$146,086			\$144,560		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$48,301			\$51,640		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$70,907		\$61,295	\$75,823	\$81,121	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$97,856		\$81,877	\$100,452	\$107,028	
Greater than \$5 million							
CEO/Executive Director	11	\$201,127		\$122,208	\$177,956	\$226,370	
Top Finance Position	10	\$133,154		\$106,392	\$129,816	\$164,468	
Top Operations Position	5	\$142,610			\$149,539		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Scranton—Wilkes-Barre—Hazleton, PA							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	\$300,208			\$186,819		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$48,936			\$51,618		
Seattle-Everett, WA							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	7	\$44,005			\$40,168		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$95,446			\$92,514		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	59	\$53,338	\$24,336	\$32,272	\$53,285	\$68,620	\$78,599
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$84,312	\$40,862	\$58,346	\$69,978	\$91,888	\$160,325
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$113,601	\$68,912	\$81,344	\$108,467	\$136,154	\$174,950
Top Finance Position	8	\$82,923			\$79,938		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	13	\$240,873		\$178,652	\$220,818	\$279,042	
Top Administrative Position	5	\$154,863			\$163,579		
Top Business Position	5	\$182,362			\$177,523		
Top Development Position	7	\$179,666			\$178,445		
Top Finance Position	13	\$141,181		\$110,495	\$142,587	\$180,316	
Top Marketing Position	7	\$158,330			\$149,000		
Top Operations Position	7	\$171,382			\$192,889		
Top PR/Communications Position	5	\$136,185			\$133,533		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	9	\$75,097			\$75,856		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	15	\$53,842		\$29,798	\$49,928	\$75,207	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$120,053			\$100,840		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$94,170		\$68,866	\$86,864	\$113,523	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	12	\$67,631		\$41,447	\$53,404	\$80,842	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$107,782			\$98,400		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	7	\$77,280			\$66,159		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	46	\$52,581	\$24,263	\$33,354	\$52,895	\$65,317	\$78,810
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$84,786	\$50,886	\$61,987	\$70,397	\$105,000	\$127,920
Between \$1 million and \$5 million							
CEO/Executive Director	75	\$125,151	\$71,778	\$90,434	\$108,416	\$154,416	\$197,762
Top Finance Position	13	\$115,607		\$92,342	\$108,744	\$135,544	
Top Operations Position	5	\$88,634			\$92,360		
Greater than \$5 million							
CEO/Executive Director	44	\$267,032	\$125,097	\$188,382	\$237,576	\$338,654	\$433,962
Top Administrative Position	8	\$130,152			\$126,777		
Top Business Position	6	\$162,762			\$146,319		
Top Development Position	16	\$160,082		\$127,408	\$142,214	\$178,866	
Top Education Position	12	\$171,524		\$144,300	\$163,582	\$177,286	
Top Finance Position	37	\$157,091	\$91,088	\$110,962	\$141,292	\$196,182	\$244,504
Top Operations Position	9	\$167,572			\$142,740		
Top Technology Position	8	\$156,302			\$148,510		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$119,933			\$111,935		
Greater than \$5 million							
CEO/Executive Director	8	\$154,326			\$137,218		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	21	\$64,114	\$35,535	\$50,699	\$62,595	\$82,500	\$87,300
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$90,822			\$92,681		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$123,570		\$106,929	\$118,018	\$133,189	
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$97,959		\$68,710	\$86,922	\$104,843	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	12	\$53,367		\$36,079	\$46,000	\$82,544	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$96,708			\$94,966		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$148,131		\$97,462	\$142,202	\$203,918	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	45	\$496,109	\$171,121	\$219,658	\$340,902	\$551,179	\$1,204,364
Top Administrative Position	12	\$348,310		\$186,415	\$223,144	\$414,557	
Top Development Position	8	\$227,187			\$186,465		
Top Finance Position	33	\$268,682	\$143,625	\$150,955	\$232,319	\$353,821	\$454,218
Top Human Resources Position	9	\$400,972			\$332,876		
Top Legal Position	6	\$515,777			\$309,145		
Top Operations Position	20	\$377,725	\$176,223	\$237,175	\$338,137	\$509,671	\$637,482
Top Program Position	5	\$212,823			\$208,577		
Top Technology Position	10	\$453,898		\$168,627	\$330,019	\$517,519	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	6	\$59,351			\$60,735		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$111,524		\$79,759	\$112,556	\$132,685	
Top Finance Position	5	\$73,661			\$69,411		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	42	\$59,635	\$26,738	\$36,703	\$57,443	\$77,081	\$90,570
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	\$75,946	\$45,818	\$60,180	\$75,084	\$87,309	\$110,682

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	70	\$109,201	\$69,703	\$85,725	\$109,560	\$125,557	\$139,759
Top Finance Position	10	\$90,958		\$75,900	\$88,298	\$102,421	
Top Operations Position	7	\$85,623			\$74,109		
Greater than \$5 million							
CEO/Executive Director	48	\$190,834	\$99,121	\$138,599	\$171,585	\$208,813	\$316,472
Top Administrative Position	5	\$116,860			\$109,696		
Top Development Position	8	\$158,101			\$136,994		
Top Finance Position	29	\$110,847	\$59,056	\$80,125	\$108,880	\$134,520	\$164,519
Top Human Resources Position	9	\$142,143			\$157,083		
Top Operations Position	17	\$138,796		\$104,428	\$127,164	\$155,681	
Top Program Position	5	\$137,385			\$140,850		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	14	\$63,093		\$43,359	\$61,400	\$70,590	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$141,054		\$101,433	\$114,500	\$152,474	
Medical Research							
Greater than \$5 million							
CEO/Executive Director	6	\$595,088			\$382,116		
Top Finance Position	5	\$340,839			\$344,220		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	\$38,456			\$39,955		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$111,814			\$101,100		
Greater than \$5 million							
CEO/Executive Director	14	\$184,236		\$149,700	\$166,466	\$197,392	
Top Finance Position	9	\$129,993			\$119,113		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$65,693			\$67,514		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$138,064		\$112,840	\$142,112	\$156,007	
Greater than \$5 million							
CEO/Executive Director	5	\$241,331			\$267,915		
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$138,685			\$134,844		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	17	\$44,291		\$32,191	\$49,275	\$51,047	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$112,928			\$121,840		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$106,050		\$85,932	\$95,083	\$125,253	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	31	\$53,104	\$27,600	\$34,781	\$54,173	\$65,238	\$80,126
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$87,284			\$81,317		
Unknown							
\$500 thousand or less							
CEO/Executive Director	6	\$65,770			\$62,267		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$90,157			\$88,864		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	23	\$58,504	\$25,285	\$31,891	\$50,500	\$74,738	\$96,400
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$78,327		\$62,909	\$77,894	\$94,312	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$138,373		\$103,613	\$120,758	\$139,359	
Greater than \$5 million							
CEO/Executive Director	6	\$197,937			\$174,765		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sharon, PA							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	\$131,011			\$127,918		
Sheboygan, WI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$49,994			\$49,000		
Shreveport-Bossier City, LA							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$93,667			\$82,128		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$84,184			\$78,793		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$47,833			\$42,500		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sioux City, IA-NE							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$316,131			\$210,718		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$46,506			\$47,192		
Sioux Falls, SD							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$55,423			\$61,200		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$73,278			\$81,766		
Greater than \$5 million							
CEO/Executive Director	6	\$135,622			\$143,739		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	\$49,266			\$49,944		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Bend, IN							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$92,092			\$96,481		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$35,794			\$35,000		
Greater than \$5 million							
CEO/Executive Director	5	\$413,542			\$276,023		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$954,788			\$581,014		

Spokane, WA

Arts, Culture, and Humanities

\$500 thousand or less

CEO/Executive Director	8	\$45,743			\$44,172		
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Educational Institutions and Related Activities

\$500 thousand or less

CEO/Executive Director	7	\$75,833			\$58,627		
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Greater than \$5 million

CEO/Executive Director	8	\$242,609			\$145,215		
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Top Finance Position	6	\$142,933			\$150,766		
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501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Spokane, WA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	14	\$42,323		\$34,316	\$43,370	\$50,180	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$88,383			\$88,772		
Greater than \$5 million							
CEO/Executive Director	6	\$199,835			\$231,667		
Top Finance Position	5	\$128,541			\$123,937		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$50,530			\$42,650		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$66,400			\$71,927		
Springfield, IL							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	\$51,040			\$50,989		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$123,911			\$112,520		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, IL							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$647,518			\$241,073		
Springfield, MA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	22	\$45,476	\$20,542	\$29,696	\$40,975	\$61,489	\$73,619
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$79,994			\$74,250		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	\$46,047			\$27,625		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$111,482			\$93,316		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	\$64,020			\$53,385		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$72,726		\$65,578	\$68,894	\$81,966	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$110,932		\$90,202	\$116,046	\$140,252	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, MA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	18	\$511,544		\$363,261	\$476,050	\$628,843	
Top Administrative Position	9	\$250,114			\$257,166		
Top Development Position	13	\$239,980		\$166,551	\$224,577	\$256,854	
Top Education Position	12	\$256,316		\$213,836	\$254,877	\$294,195	
Top Finance Position	15	\$248,329		\$163,513	\$243,213	\$304,199	
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$158,990			\$130,736		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$697,847			\$264,973		
Top Finance Position	6	\$314,090			\$158,350		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$83,993			\$89,056		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	15	\$41,297		\$31,728	\$36,000	\$52,581	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$126,503		\$99,323	\$118,332	\$136,343	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, MA							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	23	\$168,386	\$111,675	\$125,285	\$155,045	\$191,833	\$221,717
Top Finance Position	15	\$130,383		\$111,870	\$129,061	\$148,227	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$39,675			\$42,300		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	\$54,857			\$56,674		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$119,359			\$117,237		
Springfield, MO							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$41,079			\$47,239		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	\$507,256			\$253,995		
Top Operations Position	5	\$231,202			\$154,009		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, MO							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	\$42,267		\$26,000	\$33,272	\$59,886	
Greater than \$5 million							
CEO/Executive Director	7	\$103,253			\$93,053		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	\$54,005			\$49,840		
St. Cloud, MN							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$100,784			\$97,325		
St. Louis, MO-IL							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$34,225			\$32,485		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	25	\$42,447	\$21,848	\$25,940	\$45,000	\$57,247	\$68,961

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$81,831			\$85,000		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$118,691		\$62,333	\$98,689	\$174,177	
Top Finance Position	5	\$78,808			\$75,000		
Greater than \$5 million							
CEO/Executive Director	6	\$271,368			\$243,026		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	7	\$35,260			\$33,800		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	12	\$66,961		\$49,169	\$56,701	\$69,267	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$90,531			\$93,035		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$179,595		\$86,119	\$123,634	\$174,205	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	10	\$58,656		\$51,240	\$61,395	\$68,200	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$86,256			\$72,990		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$81,684			\$76,395		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	13	\$55,720		\$28,400	\$49,161	\$62,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$75,382		\$50,370	\$68,750	\$87,200	
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$120,624	\$48,687	\$85,845	\$111,000	\$150,331	\$195,964
Top Finance Position	6	\$77,615			\$95,380		
Greater than \$5 million							
CEO/Executive Director	34	\$364,823	\$124,156	\$192,522	\$277,269	\$464,166	\$605,541
Top Administrative Position	13	\$233,180		\$175,643	\$213,794	\$255,319	
Top Business Position	6	\$134,461			\$134,436		
Top Development Position	7	\$289,053			\$193,723		
Top Education Position	11	\$218,764		\$168,525	\$203,461	\$234,188	
Top Finance Position	23	\$216,915	\$93,385	\$133,422	\$208,437	\$262,928	\$373,603
Top Operations Position	9	\$250,846			\$215,014		
Top PR/Communications Position	5	\$180,913			\$146,516		
Top Technology Position	6	\$210,028			\$171,605		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$105,184			\$92,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	10	\$56,009		\$32,636	\$49,319	\$78,621	
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$96,374			\$84,040		
Health—General and Rehabilitative							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$107,049			\$109,452		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$156,225		\$112,600	\$142,350	\$209,878	
Greater than \$5 million							
CEO/Executive Director	25	\$1,205,808	\$121,189	\$294,457	\$580,606	\$1,025,730	\$1,845,695
Top Administrative Position	8	\$283,340			\$175,853		
Top Business Position	5	\$417,647			\$340,814		
Top Finance Position	21	\$555,414	\$67,429	\$148,381	\$235,240	\$319,995	\$665,736
Top Operations Position	15	\$473,588		\$211,765	\$334,199	\$422,059	
Top Technology Position	5	\$224,933			\$218,239		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	\$44,175			\$33,777		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$109,368			\$83,937		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$123,442			\$109,436		
Greater than \$5 million							
CEO/Executive Director	7	\$161,075			\$174,034		
Top Finance Position	5	\$93,617			\$98,483		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	38	\$46,862	\$19,950	\$36,000	\$46,919	\$61,903	\$70,608
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$76,811	\$55,389	\$61,489	\$72,633	\$96,143	\$100,333
Between \$1 million and \$5 million							
CEO/Executive Director	54	\$113,954	\$58,842	\$80,661	\$101,613	\$148,826	\$162,647
Top Finance Position	10	\$121,990		\$91,420	\$109,063	\$128,501	
Top Operations Position	5	\$128,973			\$133,125		
Greater than \$5 million							
CEO/Executive Director	52	\$179,690	\$99,499	\$129,725	\$165,153	\$211,390	\$332,365
Top Administrative Position	5	\$113,867			\$125,618		
Top Development Position	7	\$156,740			\$127,494		
Top Finance Position	26	\$126,946	\$57,981	\$86,479	\$124,247	\$150,277	\$180,094
Top Human Resources Position	6	\$157,679			\$131,943		
Top Operations Position	9	\$164,725			\$153,635		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	5	\$46,159			\$42,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	10	\$39,937		\$23,611	\$39,600	\$55,522	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$66,883			\$73,744		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$117,625			\$105,309		
Greater than \$5 million							
CEO/Executive Director	6	\$189,480			\$199,869		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	5	\$93,871			\$105,335		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$165,933			\$97,982		
Public, Society Benefit—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	\$215,851			\$193,000		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	9	\$59,383			\$55,000		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$123,371			\$84,088		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	33	\$55,218	\$20,223	\$37,721	\$51,980	\$67,809	\$85,484
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$76,610			\$74,349		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$75,855			\$76,530		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	13	\$51,228		\$32,447	\$56,000	\$62,174	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$89,448			\$98,074		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$142,224			\$115,397		
Stamford, CT							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	14	\$52,322		\$36,303	\$52,142	\$65,750	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$109,200			\$105,600		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Stamford, CT							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$58,954			\$70,866		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$88,153			\$90,250		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$154,957		\$117,370	\$162,753	\$189,251	
Greater than \$5 million							
CEO/Executive Director	16	\$461,113		\$196,712	\$405,480	\$649,833	
Top Development Position	12	\$230,718		\$182,275	\$219,333	\$250,575	
Top Education Position	5	\$176,528			\$187,314		
Top Finance Position	11	\$267,929		\$137,417	\$304,663	\$373,062	
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	9	\$681,946			\$303,335		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$166,270			\$163,122		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	\$66,518		\$52,175	\$64,531	\$86,479	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$127,183			\$119,810		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Stamford, CT							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	16	\$216,698		\$185,064	\$212,760	\$247,991	
Top Finance Position	10	\$124,409		\$104,478	\$129,188	\$147,871	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$200,303			\$177,430		
State College, PA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$56,400			\$45,623		
Stockton-Lodi, CA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$34,432			\$33,901		
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	6	\$230,470			\$145,398		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Stockton-Lodi, CA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$101,883			\$92,314		
Greater than \$5 million							
CEO/Executive Director	5	\$171,171			\$163,646		
Syracuse, NY							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$76,548			\$71,857		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$111,203			\$122,941		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	\$56,031			\$48,669		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	\$40,050		\$28,843	\$36,756	\$48,436	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$109,052			\$59,834		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$87,037		\$77,781	\$87,818	\$91,848	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Syracuse, NY							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	11	\$371,799		\$219,271	\$272,695	\$422,559	
Top Administrative Position	5	\$229,718			\$203,814		
Top Finance Position	7	\$274,176			\$217,279		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$63,083			\$70,905		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$196,210			\$126,721		
Greater than \$5 million							
CEO/Executive Director	12	\$349,384		\$192,594	\$260,049	\$476,582	
Top Finance Position	10	\$148,215		\$122,045	\$136,150	\$189,328	
Top Operations Position	5	\$272,075			\$190,662		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$159,732			\$111,507		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$34,894			\$35,055		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$58,624		\$47,129	\$58,091	\$65,378	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$94,577		\$65,229	\$73,452	\$81,784	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Syracuse, NY							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	16	\$161,357		\$127,817	\$135,521	\$201,087	
Top Finance Position	13	\$119,872		\$101,199	\$129,153	\$136,884	
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$95,854			\$95,988		
Tacoma, WA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	\$47,301			\$46,400		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$135,237			\$115,637		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$48,832			\$49,718		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$100,135		\$69,581	\$90,717	\$125,193	
Greater than \$5 million							
CEO/Executive Director	5	\$355,911			\$394,616		
Top Finance Position	5	\$189,370			\$146,140		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tacoma, WA							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$147,678			\$164,945		
Greater than \$5 million							
CEO/Executive Director	6	\$796,577			\$613,371		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$89,012			\$88,845		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	\$48,881			\$53,430		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$72,260			\$72,500		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$102,857		\$85,952	\$99,101	\$108,878	
Greater than \$5 million							
CEO/Executive Director	6	\$201,644			\$181,907		
Top Finance Position	5	\$146,547			\$146,611		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	\$51,178			\$48,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tacoma, WA							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$57,951			\$59,078		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$63,085			\$60,087		
Tallahassee, FL							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$43,027			\$43,532		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$78,072			\$82,088		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$42,483			\$41,593		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$123,166			\$122,985		
Greater than \$5 million							
CEO/Executive Director	7	\$317,927			\$381,579		
Top Finance Position	5	\$152,271			\$158,889		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tallahassee, FL							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$374,379			\$187,298		
Top Finance Position	6	\$216,116			\$128,788		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$48,797			\$32,984		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$80,479			\$82,274		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$110,738		\$82,553	\$104,962	\$132,282	
Top Finance Position	6	\$82,224			\$78,758		
Greater than \$5 million							
CEO/Executive Director	11	\$198,157		\$93,949	\$154,730	\$261,008	
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$186,195			\$153,188		
Tampa-St. Petersburg-Clearwater, FL							
Animal-Related							
Greater than \$5 million							
CEO/Executive Director	5	\$275,307			\$180,616		
Top Finance Position	5	\$128,285			\$150,017		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	19	\$54,933		\$36,878	\$50,000	\$61,672	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$133,870		\$94,303	\$116,791	\$159,620	
Top Finance Position	6	\$78,307			\$73,032		
Greater than \$5 million							
CEO/Executive Director	5	\$340,344			\$280,300		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	7	\$58,301			\$70,147		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	15	\$57,292		\$34,272	\$46,273	\$61,072	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$77,218		\$60,000	\$73,602	\$89,838	
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$124,801	\$59,551	\$77,633	\$99,912	\$150,000	\$245,516
Top Administrative Position	7	\$100,520			\$93,011		
Top Finance Position	6	\$76,749			\$67,052		
Greater than \$5 million							
CEO/Executive Director	21	\$252,496	\$96,354	\$120,492	\$189,675	\$254,204	\$501,030
Top Finance Position	9	\$167,931			\$170,443		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	10	\$42,582		\$26,670	\$43,560	\$51,932	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$71,327			\$59,998		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$180,005		\$120,453	\$158,741	\$207,068	
Greater than \$5 million							
CEO/Executive Director	22	\$536,936	\$141,199	\$250,737	\$341,669	\$602,595	\$689,762
Top Administrative Position	7	\$282,728			\$208,712		
Top Finance Position	13	\$296,630		\$159,746	\$199,500	\$281,000	
Top Operations Position	16	\$281,491		\$164,206	\$193,053	\$232,624	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	6	\$61,136			\$64,872		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$80,556			\$70,432		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$137,867			\$135,446		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	27	\$45,005	\$21,106	\$25,668	\$43,500	\$59,442	\$68,144
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$79,613		\$57,486	\$70,839	\$93,883	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$119,882	\$71,415	\$83,867	\$106,455	\$135,371	\$177,682
Top Finance Position	5	\$82,233			\$89,276		
Top Operations Position	5	\$110,835			\$105,827		
Greater than \$5 million							
CEO/Executive Director	40	\$245,930	\$120,916	\$151,669	\$191,640	\$281,568	\$406,621
Top Finance Position	26	\$164,228	\$80,550	\$102,825	\$120,309	\$151,263	\$199,453
Top Operations Position	19	\$147,268		\$114,229	\$136,047	\$173,515	
Top Technology Position	5	\$212,985			\$151,946		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	\$83,930			\$75,575		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$89,051			\$79,846		
Greater than \$5 million							
CEO/Executive Director	7	\$209,278			\$216,103		
Top Finance Position	5	\$153,648			\$120,672		
Top Operations Position	6	\$138,294			\$121,836		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	7	\$74,829			\$57,839		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$117,017			\$110,259		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$68,246			\$71,800		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	10	\$49,445		\$35,750	\$54,395	\$62,735	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$175,219			\$163,760		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	33	\$56,791	\$26,925	\$34,807	\$49,000	\$77,000	\$89,465
Youth Development							
\$500 thousand or less							
CEO/Executive Director	15	\$57,273		\$42,254	\$54,000	\$64,344	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$65,666			\$67,470		
Greater than \$5 million							
CEO/Executive Director	7	\$331,263			\$195,423		
Top Finance Position	5	\$185,472			\$202,232		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Toledo, OH							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$44,391			\$44,423		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$104,733			\$99,917		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	5	\$55,555			\$56,000		
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	\$250,141			\$254,528		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	8	\$615,144			\$270,145		
Top Finance Position	7	\$329,657			\$164,701		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$110,613			\$114,618		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	15	\$43,191		\$26,241	\$43,711	\$52,559	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Toledo, OH							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$80,508			\$75,548		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$118,116		\$72,000	\$101,729	\$139,954	
Greater than \$5 million							
CEO/Executive Director	9	\$197,012			\$165,181		
Top Finance Position	8	\$152,368			\$146,378		
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	7	\$180,491			\$180,769		
Top Finance Position	6	\$93,019			\$94,359		
Topeka, KS							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$183,257			\$170,307		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$44,286			\$53,530		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$89,111			\$74,496		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Topeka, KS							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	\$131,666			\$123,655		
Trenton, NJ							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$56,810			\$61,679		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$118,844			\$121,905		
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$146,781			\$165,957		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$151,053			\$133,385		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$41,779			\$37,200		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$118,314			\$138,595		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$167,206		\$126,090	\$164,309	\$180,920	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Trenton, NJ							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	23	\$657,836	\$152,207	\$192,140	\$306,744	\$578,227	\$1,017,329
Top Development Position	9	\$308,021			\$250,018		
Top Education Position	9	\$296,585			\$215,754		
Top Finance Position	15	\$283,179		\$170,147	\$246,734	\$312,938	
Top Operations Position	6	\$418,146			\$379,655		
Top Technology Position	8	\$276,506			\$215,674		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$197,764			\$185,418		
Greater than \$5 million							
CEO/Executive Director	5	\$750,916			\$266,346		
Top Finance Position	6	\$344,819			\$218,362		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$59,588			\$66,250		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$88,955			\$98,088		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$121,898	\$78,935	\$94,421	\$118,987	\$141,670	\$157,744
Greater than \$5 million							
CEO/Executive Director	10	\$242,512		\$138,156	\$163,819	\$195,958	
Top Finance Position	6	\$156,115			\$148,668		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Trenton, NJ							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	\$310,557			\$304,009		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$170,278			\$142,568		
Tucson, AZ							
Animal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$53,995			\$52,687		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$45,878			\$40,428		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$83,438			\$76,530		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$115,619			\$110,903		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	\$57,516		\$39,750	\$67,754	\$69,563	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tucson, AZ							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$76,599			\$71,047		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$93,989		\$62,832	\$84,505	\$113,513	
Greater than \$5 million							
CEO/Executive Director	12	\$186,705		\$128,096	\$143,722	\$226,668	
Top Finance Position	7	\$149,218			\$104,388		
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$97,249			\$86,569		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$48,770			\$44,200		
Greater than \$5 million							
CEO/Executive Director	5	\$253,541			\$272,147		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	16	\$47,651		\$34,167	\$44,595	\$55,215	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$80,829			\$81,602		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$94,176		\$89,779	\$93,961	\$106,460	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tucson, AZ							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	17	\$178,166		\$118,445	\$144,249	\$205,730	
Top Finance Position	12	\$107,413		\$71,714	\$102,088	\$127,321	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$50,130			\$51,150		
Tulsa, OK							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	\$52,137		\$26,392	\$40,406	\$78,000	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$84,886			\$87,665		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	\$48,022			\$48,591		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	9	\$39,537			\$34,875		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$86,895		\$72,000	\$82,500	\$97,328	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tulsa, OK							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	6	\$317,878			\$185,173		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	10	\$781,150		\$211,933	\$251,789	\$346,436	
Top Finance Position	6	\$335,278			\$229,655		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	19	\$51,750		\$39,728	\$48,850	\$60,987	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$72,560			\$71,610		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$78,110		\$54,912	\$73,490	\$97,221	
Greater than \$5 million							
CEO/Executive Director	12	\$189,012		\$124,830	\$134,252	\$235,167	
Top Finance Position	5	\$113,556			\$99,353		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	6	\$50,145			\$38,635		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	\$61,309			\$60,000		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tulsa, OK							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	\$192,930			\$163,839		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	43	\$68,336	\$26,830	\$40,460	\$58,200	\$87,166	\$121,233
Top Finance Position	7	\$43,528			\$34,997		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$77,628			\$62,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$133,026			\$123,383		
Tyler, TX							
Health—General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	5	\$266,069			\$206,320		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$86,599			\$79,724		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	\$51,038			\$46,632		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utica-Rome, NY							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$371,743			\$219,203		
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	7	\$213,435			\$206,724		
Top Finance Position	5	\$119,021			\$118,189		
Vallejo-Fairfield-Napa, CA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	\$50,861			\$48,004		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$74,141			\$79,707		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$69,635			\$72,500		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$155,011			\$155,539		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$70,671			\$74,512		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vallejo-Fairfield-Napa, CA							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$86,719		\$67,435	\$74,443	\$93,937	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$100,686		\$87,607	\$93,684	\$111,816	
Greater than \$5 million							
CEO/Executive Director	7	\$180,421			\$160,960		
Ventura, CA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$63,474			\$61,127		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$107,582			\$114,303		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	\$34,098			\$31,660		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$126,442			\$124,905		
Greater than \$5 million							
CEO/Executive Director	10	\$256,695		\$141,334	\$189,589	\$322,018	
Top Finance Position	5	\$216,324			\$209,649		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ventura, CA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	\$55,420		\$37,701	\$48,207	\$59,745	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$117,048		\$91,640	\$120,000	\$135,200	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	\$61,648			\$45,800		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$117,912			\$127,579		

Visalia-Tulare-Porterville, CA

Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$87,207			\$72,807		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$63,141			\$61,500		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Waco, TX							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$92,881			\$88,603		
Washington, DC-MD-VA							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	14	\$49,657		\$41,570	\$45,800	\$55,759	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$59,152			\$50,000		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$123,226		\$78,306	\$109,700	\$143,998	
Greater than \$5 million							
CEO/Executive Director	13	\$319,610		\$235,935	\$306,306	\$394,558	
Top Finance Position	9	\$193,167			\$203,990		
Top Marketing Position	6	\$218,193			\$213,955		
Top Operations Position	7	\$221,066			\$217,619		
Top Program Position	5	\$150,623			\$149,434		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	106	\$63,850	\$25,675	\$35,259	\$59,006	\$83,033	\$109,850
Between \$500 thousand and \$1 million							
CEO/Executive Director	72	\$102,675	\$48,732	\$73,355	\$85,908	\$113,402	\$146,718

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	116	\$182,750	\$78,750	\$104,114	\$148,280	\$204,623	\$291,561
Top Development Position	11	\$155,175		\$124,725	\$137,671	\$183,664	
Top Finance Position	13	\$144,221		\$103,038	\$140,000	\$163,823	
Top Operations Position	12	\$152,717		\$113,227	\$135,674	\$163,504	
Top PR/Communications Position	6	\$158,305			\$137,293		
Top Program Position	5	\$117,209			\$130,998		
Greater than \$5 million							
CEO/Executive Director	50	\$365,296	\$125,495	\$205,114	\$306,361	\$440,762	\$661,017
Top Administrative Position	14	\$255,832		\$153,629	\$179,281	\$281,139	
Top Business Position	8	\$224,299			\$226,265		
Top Development Position	25	\$214,077	\$127,419	\$149,067	\$180,727	\$258,230	\$338,857
Top Education Position	8	\$240,703			\$206,949		
Top Finance Position	32	\$234,716	\$107,486	\$144,806	\$182,359	\$314,595	\$432,990
Top Human Resources Position	7	\$200,207			\$205,880		
Top Legal Position	14	\$313,714		\$213,793	\$278,044	\$386,824	
Top Marketing Position	9	\$174,625			\$140,319		
Top Operations Position	19	\$265,127		\$146,971	\$245,596	\$337,403	
Top PR/Communications Position	11	\$166,101		\$127,403	\$140,319	\$207,762	
Top Program Position	13	\$205,135		\$135,478	\$180,330	\$229,928	
Top Technology Position	17	\$219,958		\$165,291	\$193,676	\$262,095	
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	32	\$57,583	\$28,557	\$37,793	\$49,853	\$76,907	\$97,969

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Civil Rights, Social Action, Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	\$141,479	\$79,579	\$104,745	\$127,500	\$160,551	\$184,968
Between \$1 million and \$5 million							
CEO/Executive Director	77	\$185,666	\$96,682	\$134,522	\$178,321	\$222,426	\$274,259
Top Development Position	7	\$130,937			\$134,404		
Top Finance Position	11	\$159,086		\$115,549	\$148,000	\$184,909	
Top Legal Position	18	\$162,998		\$130,092	\$158,235	\$192,638	
Top Operations Position	15	\$152,288		\$112,287	\$131,817	\$170,654	
Top PR/Communications Position	10	\$137,749		\$126,199	\$138,470	\$150,643	
Greater than \$5 million							
CEO/Executive Director	35	\$320,058	\$180,667	\$219,479	\$251,444	\$388,992	\$563,304
Top Administrative Position	8	\$170,887			\$158,979		
Top Business Position	8	\$189,572			\$159,249		
Top Development Position	14	\$166,445		\$126,025	\$163,696	\$201,267	
Top Finance Position	25	\$172,980	\$110,933	\$130,409	\$158,809	\$184,558	\$279,766
Top Human Resources Position	5	\$202,098			\$195,617		
Top Legal Position	10	\$208,731		\$136,419	\$191,835	\$226,550	
Top Marketing Position	6	\$196,901			\$179,700		
Top Operations Position	16	\$204,705		\$167,635	\$187,873	\$231,996	
Top PR/Communications Position	16	\$181,479		\$146,530	\$166,086	\$201,897	
Top Program Position	9	\$170,465			\$150,456		
Top Technology Position	6	\$197,573			\$172,261		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	38	\$70,298	\$26,612	\$34,711	\$63,786	\$93,469	\$121,970

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$117,815	\$38,441	\$75,429	\$113,062	\$143,911	\$184,924
Between \$1 million and \$5 million							
CEO/Executive Director	58	\$183,759	\$74,212	\$129,642	\$172,326	\$257,853	\$291,428
Top Finance Position	7	\$130,841			\$118,240		
Top Operations Position	12	\$136,140		\$126,812	\$133,599	\$159,493	
Top Program Position	5	\$160,953			\$148,209		
Greater than \$5 million							
CEO/Executive Director	31	\$351,447	\$153,552	\$186,920	\$301,892	\$421,227	\$729,336
Top Business Position	5	\$162,390			\$158,000		
Top Development Position	5	\$181,285			\$189,444		
Top Finance Position	19	\$239,198		\$181,341	\$229,454	\$254,044	
Top Human Resources Position	5	\$145,650			\$159,774		
Top Legal Position	9	\$316,356			\$252,773		
Top Marketing Position	7	\$232,026			\$165,329		
Top Operations Position	11	\$280,887		\$214,572	\$258,736	\$298,615	
Top PR/Communications Position	6	\$155,143			\$155,917		
Top Program Position	6	\$249,489			\$202,806		
Top Technology Position	7	\$212,677			\$211,300		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	20	\$89,241	\$43,956	\$57,111	\$85,832	\$109,265	\$149,371
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$92,935		\$59,672	\$92,213	\$122,091	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$181,412	\$100,769	\$143,452	\$164,769	\$194,536	\$259,870
Top Legal Position	6	\$171,083			\$170,254		
Top Operations Position	6	\$131,326			\$133,835		
Greater than \$5 million							
CEO/Executive Director	14	\$273,701		\$189,293	\$232,370	\$325,576	
Top Development Position	5	\$155,282			\$164,194		
Top Finance Position	9	\$167,707			\$160,116		
Top Legal Position	9	\$164,353			\$163,030		
Top Operations Position	7	\$167,720			\$168,770		
Top PR/Communications Position	5	\$172,189			\$163,820		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	22	\$66,316	\$28,089	\$34,566	\$58,814	\$85,025	\$106,818
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$142,657		\$96,140	\$104,000	\$142,342	
Between \$1 million and \$5 million							
CEO/Executive Director	49	\$210,879	\$112,304	\$155,770	\$208,173	\$258,146	\$311,868
Top Finance Position	7	\$113,711			\$104,300		
Top Operations Position	10	\$138,913		\$117,573	\$145,302	\$171,726	
Top PR/Communications Position	5	\$151,831			\$146,276		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Diseases, Disorders, Medical Disciplines							
Greater than \$5 million							
CEO/Executive Director	34	\$451,353	\$241,091	\$300,485	\$347,609	\$554,092	\$711,898
Top Administrative Position	5	\$210,866			\$202,341		
Top Business Position	7	\$186,106			\$206,135		
Top Development Position	13	\$210,341		\$153,939	\$189,852	\$279,448	
Top Education Position	14	\$190,079		\$150,562	\$158,915	\$202,685	
Top Finance Position	23	\$252,183	\$143,223	\$170,460	\$224,390	\$270,620	\$405,913
Top Human Resources Position	6	\$226,822			\$229,640		
Top Legal Position	6	\$347,749			\$328,093		
Top Marketing Position	10	\$185,105		\$148,050	\$171,799	\$210,021	
Top Operations Position	20	\$287,938	\$153,169	\$171,656	\$221,509	\$332,089	\$407,964
Top PR/Communications Position	19	\$189,275		\$143,904	\$193,408	\$219,266	
Top Program Position	8	\$198,546			\$179,291		
Top Technology Position	13	\$212,250		\$158,212	\$201,238	\$239,238	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	89	\$61,628	\$21,574	\$33,638	\$52,869	\$80,337	\$107,384
Between \$500 thousand and \$1 million							
CEO/Executive Director	73	\$119,083	\$45,058	\$68,643	\$108,141	\$159,395	\$198,781

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	196	\$181,891	\$81,809	\$110,744	\$154,367	\$238,088	\$288,155
Top Administrative Position	10	\$104,993		\$69,083	\$117,973	\$134,882	
Top Business Position	9	\$88,214			\$87,369		
Top Development Position	8	\$146,663			\$134,213		
Top Finance Position	23	\$132,267	\$83,143	\$100,471	\$124,438	\$157,731	\$205,611
Top Operations Position	27	\$155,789	\$78,710	\$118,477	\$148,826	\$187,484	\$234,242
Top PR/Communications Position	5	\$162,639			\$140,000		
Top Program Position	8	\$145,700			\$155,310		
Top Technology Position	7	\$142,115			\$168,491		
Greater than \$5 million							
CEO/Executive Director	227	\$350,806	\$139,624	\$189,297	\$292,483	\$432,048	\$629,866
Top Administrative Position	44	\$205,159	\$137,155	\$148,280	\$185,138	\$218,103	\$296,892
Top Business Position	31	\$198,290	\$128,495	\$133,850	\$182,518	\$234,922	\$265,456
Top Development Position	63	\$186,298	\$113,309	\$135,056	\$174,084	\$209,656	\$271,431
Top Education Position	63	\$234,405	\$117,173	\$141,074	\$177,862	\$229,736	\$388,131
Top Facilities Position	8	\$145,831			\$142,358		
Top Finance Position	134	\$215,218	\$110,298	\$138,724	\$186,802	\$254,074	\$332,853
Top Human Resources Position	28	\$200,515	\$104,918	\$149,546	\$179,958	\$233,722	\$297,526
Top Legal Position	26	\$286,031	\$150,490	\$183,995	\$234,542	\$360,919	\$499,061
Top Marketing Position	17	\$210,448		\$150,876	\$185,886	\$221,131	
Top Operations Position	83	\$214,143	\$113,337	\$139,235	\$183,124	\$246,372	\$354,075
Top PR/Communications Position	43	\$194,552	\$123,785	\$145,116	\$183,277	\$221,244	\$261,518
Top Program Position	30	\$205,658	\$137,970	\$142,795	\$185,243	\$221,494	\$285,877
Top Technology Position	47	\$199,294	\$128,659	\$135,912	\$163,796	\$204,817	\$334,642

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	9	\$68,792			\$64,680		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$84,567			\$72,289		
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$166,076	\$115,799	\$125,705	\$142,749	\$209,364	\$248,088
Top Finance Position	6	\$124,523			\$123,355		
Greater than \$5 million							
CEO/Executive Director	20	\$311,277	\$165,631	\$221,656	\$252,003	\$334,380	\$480,245
Top Finance Position	15	\$183,552		\$145,408	\$171,237	\$213,627	
Top Human Resources Position	5	\$188,038			\$195,799		
Top Legal Position	5	\$246,718			\$236,111		
Top Operations Position	10	\$218,961		\$149,729	\$190,822	\$300,045	
Top PR/Communications Position	5	\$170,975			\$182,213		
Top Program Position	5	\$201,116			\$195,574		
Top Technology Position	7	\$196,998			\$195,317		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	38	\$75,948	\$33,150	\$58,738	\$72,525	\$94,423	\$122,250
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$117,905	\$65,084	\$81,561	\$118,869	\$137,234	\$164,932

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	65	\$170,245	\$106,771	\$128,400	\$162,862	\$198,850	\$247,748
Top Administrative Position	5	\$138,698			\$138,658		
Top Development Position	7	\$122,109			\$121,777		
Top Finance Position	18	\$126,870		\$88,866	\$132,991	\$158,434	
Top Operations Position	9	\$128,988			\$146,602		
Top Program Position	11	\$144,143		\$123,823	\$135,589	\$142,025	
Greater than \$5 million							
CEO/Executive Director	43	\$386,085	\$194,285	\$254,727	\$326,985	\$430,385	\$518,443
Top Administrative Position	5	\$154,743			\$140,947		
Top Business Position	5	\$176,292			\$159,800		
Top Development Position	20	\$233,966	\$128,377	\$153,403	\$211,728	\$243,560	\$327,354
Top Finance Position	29	\$207,059	\$113,219	\$140,947	\$190,329	\$248,056	\$306,125
Top Legal Position	9	\$293,717			\$313,358		
Top Marketing Position	5	\$249,213			\$253,547		
Top Operations Position	21	\$215,459	\$136,197	\$152,970	\$192,953	\$219,801	\$260,961
Top PR/Communications Position	21	\$207,534	\$135,800	\$158,899	\$180,032	\$216,540	\$371,319
Top Program Position	14	\$186,759		\$138,932	\$151,920	\$197,619	
Top Technology Position	6	\$161,622			\$159,896		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	12	\$56,075		\$37,175	\$57,594	\$70,553	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$90,356			\$75,575		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$117,661		\$87,975	\$114,718	\$140,295	
Greater than \$5 million							
CEO/Executive Director	11	\$275,557		\$147,407	\$231,433	\$356,374	
Top Development Position	6	\$175,092			\$189,874		
Top Finance Position	7	\$159,910			\$145,480		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	30	\$59,943	\$30,316	\$44,810	\$52,400	\$73,201	\$87,691
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$128,257	\$51,694	\$70,251	\$131,087	\$185,636	\$205,677
Between \$1 million and \$5 million							
CEO/Executive Director	71	\$202,119	\$96,458	\$133,464	\$165,639	\$225,733	\$378,641
Top Administrative Position	5	\$150,057			\$130,033		
Top Development Position	6	\$144,677			\$137,274		
Top Finance Position	11	\$168,374		\$120,889	\$136,231	\$185,445	
Top Operations Position	16	\$161,436		\$122,598	\$145,009	\$192,940	
Top Program Position	11	\$131,664		\$114,544	\$124,732	\$135,311	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	81	\$584,401	\$145,572	\$229,444	\$360,495	\$621,203	\$1,109,516
Top Administrative Position	10	\$172,894		\$146,491	\$164,587	\$219,618	
Top Business Position	10	\$174,274		\$153,327	\$164,699	\$205,733	
Top Development Position	12	\$207,595		\$145,860	\$178,238	\$225,901	
Top Education Position	12	\$498,317		\$164,432	\$180,628	\$253,959	
Top Finance Position	61	\$253,559	\$115,828	\$144,000	\$179,997	\$285,513	\$478,726
Top Human Resources Position	23	\$231,044	\$135,392	\$156,285	\$185,061	\$212,541	\$334,539
Top Legal Position	10	\$376,937		\$160,677	\$252,716	\$539,401	
Top Marketing Position	8	\$205,090			\$206,528		
Top Operations Position	38	\$334,941	\$148,116	\$180,658	\$256,917	\$355,758	\$682,005
Top PR/Communications Position	16	\$223,002		\$154,727	\$185,806	\$230,100	
Top Program Position	20	\$251,470	\$112,896	\$146,780	\$181,501	\$234,059	\$362,611
Top Technology Position	24	\$252,808	\$136,329	\$163,292	\$203,706	\$273,046	\$457,345
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	18	\$58,835		\$34,213	\$51,084	\$73,500	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$88,793		\$63,828	\$79,885	\$112,672	
Between \$1 million and \$5 million							
CEO/Executive Director	46	\$137,946	\$87,129	\$94,663	\$121,475	\$149,650	\$206,423
Top Finance Position	7	\$180,508			\$173,168		
Top Operations Position	6	\$213,839			\$187,902		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Housing, Shelter							
Greater than \$5 million							
CEO/Executive Director	26	\$235,727	\$129,846	\$151,205	\$178,904	\$303,001	\$411,164
Top Administrative Position	9	\$140,049			\$139,718		
Top Development Position	5	\$179,010			\$169,170		
Top Finance Position	13	\$146,781		\$120,413	\$133,987	\$177,796	
Top Operations Position	7	\$194,072			\$210,812		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	97	\$62,165	\$29,996	\$39,000	\$55,725	\$78,750	\$98,394
Between \$500 thousand and \$1 million							
CEO/Executive Director	59	\$89,818	\$44,107	\$62,773	\$84,661	\$109,375	\$140,100
Between \$1 million and \$5 million							
CEO/Executive Director	141	\$127,604	\$66,800	\$90,507	\$116,039	\$157,558	\$195,000
Top Administrative Position	6	\$104,615			\$115,657		
Top Finance Position	20	\$87,943	\$31,485	\$55,522	\$92,768	\$118,240	\$141,522
Top Operations Position	9	\$118,991			\$117,149		
Top Program Position	10	\$129,816		\$120,613	\$123,289	\$126,121	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	105	\$248,198	\$122,814	\$159,676	\$218,671	\$292,770	\$379,178
Top Administrative Position	15	\$145,222		\$120,785	\$124,424	\$141,819	
Top Business Position	13	\$144,433		\$128,557	\$148,351	\$166,008	
Top Development Position	23	\$172,627	\$136,354	\$142,151	\$160,898	\$190,465	\$225,421
Top Education Position	5	\$168,875			\$180,081		
Top Finance Position	73	\$164,261	\$93,989	\$114,408	\$146,848	\$212,550	\$247,839
Top Human Resources Position	21	\$165,586	\$112,248	\$134,781	\$155,040	\$186,056	\$237,064
Top Legal Position	6	\$191,767			\$189,264		
Top Marketing Position	14	\$156,727		\$123,061	\$138,274	\$169,677	
Top Operations Position	34	\$202,199	\$121,487	\$139,331	\$199,031	\$236,748	\$271,309
Top PR/Communications Position	12	\$175,168		\$130,175	\$148,351	\$196,974	
Top Program Position	21	\$159,092	\$111,294	\$125,312	\$136,748	\$172,705	\$245,455
Top Technology Position	18	\$180,934		\$130,600	\$157,944	\$220,609	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	54	\$68,797	\$31,211	\$43,238	\$72,132	\$85,250	\$108,066
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	\$120,442	\$49,871	\$66,987	\$100,287	\$173,753	\$199,188

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
International, Foreign Affairs, and National Security							
Between \$1 million and \$5 million							
CEO/Executive Director	90	\$190,438	\$97,981	\$130,134	\$165,214	\$210,590	\$296,615
Top Administrative Position	8	\$156,549			\$132,755		
Top Development Position	6	\$132,732			\$127,912		
Top Finance Position	26	\$123,131	\$78,721	\$89,382	\$116,671	\$152,248	\$170,214
Top Operations Position	11	\$146,007		\$121,976	\$154,254	\$164,759	
Top Program Position	7	\$144,928			\$140,720		
Greater than \$5 million							
CEO/Executive Director	72	\$338,522	\$197,737	\$242,782	\$308,649	\$411,280	\$516,905
Top Administrative Position	10	\$196,144		\$167,654	\$184,729	\$201,430	
Top Business Position	9	\$217,685			\$205,604		
Top Development Position	18	\$215,542		\$181,863	\$216,246	\$253,886	
Top Education Position	6	\$168,753			\$173,661		
Top Finance Position	47	\$200,362	\$138,128	\$160,946	\$195,189	\$231,770	\$267,067
Top Human Resources Position	11	\$200,607		\$168,655	\$205,213	\$209,847	
Top Legal Position	9	\$195,825			\$184,861		
Top Marketing Position	6	\$197,950			\$189,082		
Top Operations Position	32	\$232,883	\$131,076	\$164,254	\$208,084	\$265,935	\$374,866
Top PR/Communications Position	22	\$177,318	\$129,824	\$143,066	\$169,436	\$200,373	\$231,836
Top Program Position	31	\$203,673	\$164,708	\$178,507	\$206,322	\$218,526	\$247,754
Top Technology Position	13	\$174,734		\$154,954	\$166,939	\$208,764	
Medical Research							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$191,980			\$162,364		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Medical Research							
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$255,086		\$196,486	\$269,601	\$324,752	
Top Finance Position	6	\$145,829			\$137,851		
Greater than \$5 million							
CEO/Executive Director	17	\$483,929		\$247,359	\$403,169	\$654,854	
Top Business Position	5	\$218,642			\$205,592		
Top Development Position	5	\$241,630			\$252,861		
Top Finance Position	11	\$237,587		\$185,417	\$214,474	\$272,589	
Top Marketing Position	6	\$159,561			\$150,489		
Top Operations Position	5	\$312,117			\$246,767		
Top PR/Communications Position	5	\$167,227			\$183,505		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	16	\$61,601		\$40,450	\$67,209	\$78,861	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$87,718			\$67,061		
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$159,644	\$90,465	\$100,674	\$142,748	\$204,811	\$273,542
Top Finance Position	8	\$110,238			\$118,427		
Greater than \$5 million							
CEO/Executive Director	28	\$301,699	\$111,959	\$174,981	\$232,240	\$368,445	\$471,309
Top Administrative Position	5	\$185,924			\$170,334		
Top Education Position	5	\$223,957			\$237,823		
Top Finance Position	12	\$188,443		\$125,881	\$149,512	\$221,685	
Top Operations Position	8	\$167,301			\$174,486		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Mutual/Membership Benefit Organizations, Other							
\$500 thousand or less							
CEO/Executive Director	5	\$64,897			\$70,003		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$225,005		\$120,866	\$164,425	\$305,791	
Greater than \$5 million							
CEO/Executive Director	15	\$548,320		\$265,311	\$411,415	\$641,550	
Top Finance Position	9	\$378,349			\$192,031		
Top Marketing Position	5	\$221,708			\$210,502		
Top Operations Position	6	\$248,093			\$251,559		
Top Technology Position	6	\$197,147			\$184,583		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	15	\$62,115		\$43,441	\$61,000	\$73,544	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$99,057		\$52,519	\$84,109	\$155,961	
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$202,714	\$81,900	\$106,000	\$195,936	\$270,762	\$345,996
Top Operations Position	6	\$157,140			\$165,797		
Top Program Position	7	\$167,818			\$169,377		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	27	\$297,498	\$142,950	\$180,825	\$255,376	\$353,223	\$517,338
Top Development Position	7	\$184,015			\$191,888		
Top Finance Position	15	\$185,115		\$139,078	\$166,049	\$224,539	
Top Marketing Position	6	\$181,294			\$175,431		
Top Operations Position	9	\$196,214			\$221,040		
Top Program Position	9	\$152,595			\$149,999		
Public Safety, Disaster Preparedness, and Relief							
\$500 thousand or less							
CEO/Executive Director	7	\$77,516			\$82,726		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$178,840			\$164,300		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$245,318			\$252,831		
Greater than \$5 million							
CEO/Executive Director	11	\$336,410		\$212,316	\$305,803	\$401,786	
Top Finance Position	7	\$214,907			\$158,623		
Top PR/Communications Position	5	\$156,207			\$165,634		
Top Program Position	5	\$153,958			\$155,811		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	32	\$83,746	\$35,826	\$55,487	\$78,634	\$99,841	\$131,382
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$142,372	\$47,330	\$91,655	\$142,356	\$194,462	\$242,339

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	77	\$216,144	\$113,391	\$132,262	\$183,853	\$263,514	\$369,439
Top Development Position	5	\$132,108			\$132,002		
Top Finance Position	13	\$161,842		\$115,724	\$141,809	\$206,000	
Top Legal Position	5	\$189,047			\$193,639		
Top Marketing Position	6	\$122,398			\$129,224		
Top Operations Position	12	\$165,520		\$118,586	\$142,359	\$204,317	
Top PR/Communications Position	12	\$132,584		\$111,707	\$131,295	\$148,737	
Top Program Position	10	\$143,445		\$125,524	\$145,470	\$163,095	
Greater than \$5 million							
CEO/Executive Director	58	\$420,238	\$165,480	\$221,368	\$333,067	\$478,628	\$759,718
Top Administrative Position	8	\$219,888			\$181,007		
Top Business Position	10	\$174,822		\$150,447	\$179,866	\$193,895	
Top Development Position	16	\$228,782		\$189,587	\$224,431	\$246,884	
Top Education Position	5	\$159,378			\$162,346		
Top Finance Position	48	\$243,591	\$138,439	\$164,823	\$191,127	\$300,151	\$399,338
Top Human Resources Position	8	\$241,607			\$218,073		
Top Legal Position	16	\$280,466		\$190,147	\$212,484	\$342,481	
Top Marketing Position	10	\$195,634		\$145,422	\$177,940	\$200,713	
Top Operations Position	28	\$246,298	\$157,747	\$183,477	\$218,205	\$281,414	\$377,290
Top PR/Communications Position	20	\$204,674	\$127,881	\$140,693	\$197,563	\$247,736	\$298,445
Top Program Position	17	\$192,777		\$142,484	\$177,526	\$224,600	
Top Technology Position	11	\$226,973		\$158,383	\$174,224	\$253,850	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	14	\$50,271		\$38,472	\$56,373	\$65,356	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$91,095		\$56,707	\$67,542	\$116,155	
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$150,279	\$73,751	\$86,033	\$126,449	\$159,968	\$283,236
Top Administrative Position	5	\$104,063			\$84,182		
Top Finance Position	7	\$101,845			\$90,000		
Greater than \$5 million							
CEO/Executive Director	9	\$264,176			\$245,277		
Top Finance Position	6	\$153,959			\$132,166		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	55	\$54,414	\$24,000	\$29,113	\$46,142	\$66,750	\$101,160
Top Finance Position	5	\$45,290			\$44,800		
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$116,231		\$82,344	\$102,979	\$132,700	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$139,007	\$61,729	\$90,699	\$134,262	\$185,178	\$238,468
Greater than \$5 million							
CEO/Executive Director	10	\$314,370		\$288,833	\$312,383	\$354,470	
Top Administrative Position	6	\$200,508			\$202,401		
Top Finance Position	7	\$180,949			\$194,535		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Science and Technology Research Institutes, Services							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$138,043			\$122,616		
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$251,751	\$140,961	\$166,293	\$206,192	\$327,657	\$414,359
Top Operations Position	5	\$167,066			\$124,803		
Top Program Position	5	\$157,888			\$151,018		
Greater than \$5 million							
CEO/Executive Director	44	\$515,306	\$221,264	\$305,748	\$383,680	\$553,247	\$941,201
Top Administrative Position	10	\$191,144		\$130,998	\$141,848	\$266,065	
Top Business Position	9	\$223,063			\$191,992		
Top Development Position	6	\$285,685			\$289,937		
Top Education Position	7	\$199,422			\$200,573		
Top Finance Position	33	\$266,771	\$149,078	\$181,188	\$242,577	\$290,392	\$357,496
Top Human Resources Position	9	\$229,071			\$173,765		
Top Legal Position	6	\$465,045			\$431,614		
Top Marketing Position	10	\$201,783		\$153,751	\$188,976	\$239,240	
Top Operations Position	26	\$327,404	\$171,778	\$208,582	\$273,740	\$396,981	\$491,049
Top PR/Communications Position	15	\$205,794		\$151,941	\$174,999	\$230,483	
Top Program Position	17	\$257,720		\$194,626	\$237,839	\$261,292	
Top Technology Position	22	\$258,044	\$157,784	\$178,967	\$211,366	\$280,175	\$429,629
Social Science Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	9	\$111,733			\$103,905		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$184,054			\$156,460		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Social Science Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$261,006	\$160,919	\$183,132	\$241,498	\$302,438	\$412,326
Top Finance Position	7	\$161,522			\$157,649		
Greater than \$5 million							
CEO/Executive Director	27	\$445,253	\$198,467	\$235,680	\$341,710	\$536,193	\$727,054
Top Administrative Position	13	\$242,927		\$156,821	\$236,777	\$264,333	
Top Education Position	7	\$248,759			\$262,286		
Top Finance Position	26	\$271,861	\$112,710	\$157,951	\$220,944	\$264,608	\$440,646
Top Operations Position	7	\$411,634			\$199,349		
Top PR/Communications Position	7	\$215,431			\$189,722		
Top Program Position	13	\$227,753		\$130,682	\$216,718	\$313,732	
Top Technology Position	7	\$302,173			\$253,070		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	43	\$67,421	\$23,926	\$42,750	\$60,000	\$84,623	\$105,177
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$103,647	\$61,125	\$72,439	\$103,672	\$117,769	\$140,463
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$145,862	\$86,620	\$106,940	\$128,417	\$204,553	\$220,831

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Youth Development							
Greater than \$5 million							
CEO/Executive Director	18	\$343,262		\$182,268	\$279,507	\$432,157	
Top Administrative Position	5	\$173,009			\$128,164		
Top Business Position	5	\$173,749			\$147,720		
Top Development Position	7	\$175,395			\$161,528		
Top Finance Position	12	\$213,569		\$146,839	\$189,836	\$255,783	
Top Marketing Position	5	\$152,436			\$143,472		
Top Operations Position	8	\$211,725			\$174,259		
Top PR/Communications Position	8	\$190,815			\$180,542		
Waterbury, CT							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$57,794			\$61,847		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$104,440			\$106,394		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Waterloo-Cedar Falls, IA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$46,994			\$44,884		
Greater than \$5 million							
CEO/Executive Director	5	\$133,010			\$124,133		
Wausau, WI							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$86,108			\$70,896		
West Palm Beach-Boca Raton, FL							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$90,726			\$82,276		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	\$47,591		\$24,000	\$49,852	\$63,005	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$113,619		\$91,196	\$114,032	\$133,730	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	8	\$294,348			\$288,815		
Top Finance Position	5	\$165,732			\$176,208		
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$158,689			\$168,538		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	\$57,084			\$49,706		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	\$44,821		\$25,128	\$40,819	\$56,534	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$103,583		\$51,746	\$88,017	\$108,264	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$134,106		\$113,000	\$124,440	\$159,677	
Greater than \$5 million							
CEO/Executive Director	21	\$254,912	\$131,980	\$182,498	\$207,900	\$261,695	\$443,106
Top Administrative Position	5	\$225,184			\$188,138		
Top Development Position	5	\$180,390			\$155,863		
Top Education Position	5	\$209,765			\$197,704		
Top Finance Position	10	\$186,352		\$132,132	\$171,494	\$229,109	
Top Operations Position	6	\$147,586			\$163,329		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	8	\$53,294			\$53,242		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$172,724			\$147,686		
Greater than \$5 million							
CEO/Executive Director	10	\$523,534		\$279,954	\$343,137	\$624,702	
Top Finance Position	8	\$399,728			\$286,463		
Top Technology Position	5	\$192,561			\$161,206		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	\$40,502		\$24,217	\$37,411	\$50,150	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$66,075		\$53,355	\$67,139	\$86,510	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$123,272		\$85,000	\$130,132	\$150,613	
Top Finance Position	5	\$62,539			\$54,591		
Greater than \$5 million							
CEO/Executive Director	14	\$271,268		\$142,519	\$192,900	\$340,825	
Top Finance Position	10	\$141,849		\$100,163	\$119,104	\$197,004	
Top Operations Position	5	\$248,091			\$115,774		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$101,443			\$108,063		
Greater than \$5 million							
CEO/Executive Director	6	\$210,646			\$195,874		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	5	\$304,733			\$335,370		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	\$48,455		\$19,750	\$33,480	\$64,000	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	\$43,711			\$41,557		
Wheeling, WV-OH							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$36,517			\$34,512		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$64,249			\$65,315		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wichita, KS							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$137,493			\$133,350		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	\$44,477			\$35,000		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$76,246			\$70,400		
Greater than \$5 million							
CEO/Executive Director	10	\$214,157		\$147,168	\$225,992	\$289,370	
Top Finance Position	9	\$125,589			\$108,593		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	12	\$260,106		\$174,963	\$205,262	\$304,125	
Top Administrative Position	9	\$135,860			\$134,129		
Top Finance Position	6	\$133,444			\$101,041		
Top Operations Position	6	\$294,835			\$188,874		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$46,588			\$42,748		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$55,167			\$54,741		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wichita, KS							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	14	\$171,365		\$129,412	\$144,719	\$195,260	
Top Finance Position	13	\$112,681		\$102,141	\$111,901	\$130,268	
Top Operations Position	5	\$138,557			\$121,079		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$109,874			\$107,832		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	\$42,959			\$40,016		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	\$54,842			\$60,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$132,265			\$98,971		
Williamsport, PA							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$524,604			\$262,900		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Williamsport, PA							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	\$135,335			\$131,978		
Wilmington, DE-NJ-MD							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	11	\$48,873		\$37,750	\$46,000	\$58,655	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$111,112			\$117,922		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	5	\$65,238			\$60,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$118,042			\$118,238		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	12	\$54,941		\$39,250	\$50,736	\$70,085	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$111,524		\$89,265	\$102,255	\$121,616	
Greater than \$5 million							
CEO/Executive Director	24	\$287,076	\$115,180	\$139,023	\$188,545	\$367,131	\$606,495
Top Finance Position	10	\$222,664		\$129,058	\$147,756	\$193,313	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wilmington, DE-NJ-MD							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	9	\$365,262			\$193,274		
Top Finance Position	5	\$321,659			\$135,336		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	18	\$64,566		\$48,377	\$58,605	\$83,309	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$70,069			\$67,310		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$110,222		\$65,990	\$106,277	\$142,366	
Greater than \$5 million							
CEO/Executive Director	11	\$238,540		\$154,904	\$215,112	\$306,140	
Top Finance Position	6	\$143,812			\$124,572		
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	\$208,556			\$179,237		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	\$27,159			\$28,413		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$50,522			\$61,417		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wilmington, NC							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	\$74,235			\$59,976		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$71,871			\$69,689		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	\$47,957		\$39,058	\$47,218	\$55,719	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$68,448			\$63,150		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$88,981			\$84,399		

Worcester, MA

Arts, Culture, and Humanities

\$500 thousand or less

CEO/Executive Director	5	\$71,675			\$67,999		
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Educational Institutions and Related Activities

\$500 thousand or less

CEO/Executive Director	5	\$60,970			\$59,608		
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501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Worcester, MA							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$128,308			\$126,957		
Greater than \$5 million							
CEO/Executive Director	12	\$379,511		\$264,997	\$305,385	\$398,251	
Top Development Position	6	\$225,347			\$187,904		
Top Education Position	5	\$285,218			\$192,848		
Top Finance Position	7	\$255,392			\$197,873		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	14	\$557,132		\$183,227	\$291,015	\$702,415	
Top Finance Position	8	\$489,439			\$368,089		
Top Human Resources Position	5	\$357,550			\$203,374		
Top Operations Position	8	\$236,533			\$175,888		
Top Technology Position	5	\$294,447			\$174,443		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$53,535			\$52,849		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$114,533		\$78,939	\$117,714	\$129,077	
Greater than \$5 million							
CEO/Executive Director	14	\$261,262		\$171,509	\$197,897	\$242,719	
Top Finance Position	12	\$158,203		\$136,640	\$142,843	\$188,771	
Top Operations Position	5	\$287,894			\$122,497		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Worcester, MA							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$122,843			\$112,720		
Yakima, WA							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$450,596			\$449,560		
Top Finance Position	5	\$245,608			\$193,013		
York, PA							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$116,173			\$119,135		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	10	\$689,325		\$473,581	\$557,582	\$717,493	
Top Operations Position	6	\$498,168			\$337,610		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	16	\$51,804		\$40,658	\$45,689	\$66,225	

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
York, PA							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	13	\$218,826		\$125,421	\$171,384	\$198,140	
Top Finance Position	10	\$151,210		\$84,874	\$115,547	\$213,686	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$50,297			\$36,190		
Youngstown-Warren, OH							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$34,846			\$32,325		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$68,276			\$66,361		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$83,334			\$83,511		
Greater than \$5 million							
CEO/Executive Director	6	\$175,101			\$157,775		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	\$45,508			\$50,003		

501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Yuba City, CA							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$148,246			\$149,983		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Akron, OH							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	\$62,226			\$66,450		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	\$268,035			\$144,058		
Top Finance Position	7	\$105,054			\$115,140		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	\$131,704			\$134,039		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	\$135,605			\$123,620		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$104,334			\$85,937		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$95,463			\$90,366		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	\$85,873		\$41,750	\$83,564	\$121,338	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$140,568			\$132,486		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	\$46,354			\$25,156		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	\$62,030			\$62,000		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	8	\$130,099			\$68,207		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	\$120,889			\$105,000		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	12	\$94,964		\$53,322	\$78,795	\$127,979	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$104,414			\$121,473		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	\$70,313			\$71,387		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	24	\$125,487	\$42,813	\$84,613	\$122,314	\$142,998	\$199,837
Top Finance Position	8	\$101,724			\$97,207		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	12	\$826,030		\$185,590	\$347,028	\$505,632	
Top Administrative Position	5	\$250,058			\$287,475		
Top Development Position	5	\$194,351			\$196,600		
Top Education Position	10	\$264,874		\$177,198	\$247,656	\$315,915	
Top Finance Position	7	\$253,929			\$287,475		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	\$188,923		\$103,607	\$119,170	\$204,374	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	\$123,907			\$98,220		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	7	\$107,840			\$97,256		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$121,653			\$113,020		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	10	\$685,070		\$182,012	\$616,194	\$1,040,469	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	7	\$209,729			\$195,989		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	5	\$130,367			\$153,717		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	11	\$93,061		\$68,140	\$92,802	\$105,156	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	\$105,983			\$97,282		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	22	\$117,303	\$51,963	\$68,773	\$103,303	\$128,743	\$195,232
Top Finance Position	8	\$129,830			\$139,311		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	16	\$86,698		\$55,742	\$75,120	\$97,844	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	19	\$137,576		\$80,558	\$119,904	\$160,231	
Top Finance Position	10	\$117,855		\$101,738	\$122,511	\$140,378	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	8	\$106,424			\$87,560		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	\$162,715			\$149,988		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	\$166,022			\$123,742		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	7	\$112,905			\$112,776		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	\$46,110			\$38,916		
Albuquerque, NM							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	\$83,810			\$88,811		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	8	\$46,651			\$39,792		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	6	\$59,764			\$67,448		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	\$83,613			\$71,557		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	\$122,310			\$130,074		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albuquerque, NM							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	8	\$69,305			\$67,499		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	21	\$124,068	\$40,000	\$57,370	\$75,000	\$166,313	\$284,230
Top Finance Position	6	\$121,792			\$104,848		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	\$127,203			\$49,860		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	6	\$106,579			\$92,970		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$147,856			\$128,906		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	\$141,847			\$96,291		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	21	\$91,330	\$42,459	\$66,922	\$83,046	\$117,739	\$131,233
Top Finance Position	7	\$81,875			\$75,908		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	12	\$85,828		\$65,140	\$78,473	\$97,501	
Top Finance Position	5	\$73,870			\$74,890		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albuquerque, NM							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$69,533			\$74,685		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$71,747			\$63,762		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	\$72,509			\$57,916		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$68,695			\$58,962		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	\$78,819			\$78,651		
Allentown-Bethlehem-Easton, PA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	\$88,565			\$77,007		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	\$116,767			\$91,381		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	\$99,952			\$98,123		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Allentown-Bethlehem-Easton, PA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	\$107,644		\$70,243	\$110,216	\$133,776	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	11	\$102,685		\$80,581	\$99,527	\$112,590	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	11	\$72,418		\$35,779	\$53,035	\$93,548	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$319,023			\$228,791		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	\$50,310			\$29,516		
Altoona, PA							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$57,334			\$53,728		
Amarillo, TX							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	\$73,810			\$83,889		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Amarillo, TX							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$96,825			\$75,000		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	\$99,294			\$60,000		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$131,597			\$99,892		

Anchorage, AK

Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	5	\$133,317			\$137,203		
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Arts, Culture, and Humanities: Performing Arts

CEO/Executive Director	6	\$87,314			\$78,431		
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Educational Institutions and Related Activities: Education N.E.C.

CEO/Executive Director	6	\$93,721			\$64,388		
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Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	6	\$133,280			\$127,275		
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Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection

CEO/Executive Director	6	\$105,930			\$106,007		
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501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Anchorage, AK							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	12	\$144,366		\$86,533	\$116,312	\$172,038	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$79,537			\$80,715		
Ann Arbor, MI							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	\$70,887			\$76,297		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	8	\$71,453			\$57,239		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	\$112,485		\$65,628	\$97,513	\$123,948	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$203,302			\$223,828		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	\$80,871			\$67,000		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$70,420			\$73,424		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ann Arbor, MI							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$74,900			\$67,222		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	13	\$83,852		\$47,800	\$54,529	\$119,179	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	\$96,155			\$91,490		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	\$196,366			\$136,679		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$81,763			\$85,971		

Appleton-Oshkosh-Neenah, WI

Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$49,683			\$51,428		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$63,288			\$68,128		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	11	\$104,946		\$27,362	\$54,203	\$190,389	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Asheville, NC							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	\$56,260			\$35,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	13	\$122,459		\$38,749	\$63,000	\$84,755	
Top Finance Position	6	\$83,753			\$83,666		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	9	\$88,111			\$91,425		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	\$56,149			\$46,653		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	\$49,229			\$44,590		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$94,114			\$56,512		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	\$76,281			\$84,500		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	\$123,975			\$85,000		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	21	\$99,212	\$32,025	\$39,167	\$71,666	\$105,000	\$146,800
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	6	\$188,596			\$122,176		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	6	\$163,062			\$142,133		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	7	\$178,513			\$139,851		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	35	\$87,203	\$26,133	\$40,343	\$51,930	\$80,644	\$142,524
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	5	\$112,421			\$115,042		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	9	\$92,955			\$98,525		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	10	\$83,617		\$69,521	\$74,764	\$99,916	
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	\$189,860			\$137,338		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	15	\$93,349		\$42,000	\$56,738	\$115,340	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	\$132,832			\$154,611		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	7	\$126,383			\$121,267		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	\$77,969			\$81,704		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	5	\$101,551			\$103,500		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	9	\$107,634			\$90,328		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	11	\$107,683		\$53,837	\$70,000	\$130,494	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	10	\$134,035		\$77,982	\$144,400	\$187,776	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	25	\$90,067	\$38,954	\$46,884	\$74,000	\$105,130	\$140,926
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	120	\$146,478	\$39,952	\$62,447	\$109,577	\$185,932	\$312,904
Top Business Position	7	\$139,440			\$122,330		
Top Development Position	10	\$140,476		\$120,850	\$138,515	\$166,904	
Top Education Position	6	\$75,702			\$67,190		
Top Finance Position	38	\$124,769	\$45,525	\$90,560	\$112,544	\$151,633	\$212,598
Top Operations Position	14	\$117,297		\$96,597	\$125,645	\$150,512	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	16	\$336,683		\$149,780	\$266,180	\$424,976	
Top Administrative Position	9	\$214,245			\$159,515		
Top Business Position	6	\$323,091			\$248,438		
Top Development Position	7	\$199,080			\$195,630		
Top Education Position	7	\$261,001			\$213,588		
Top Finance Position	9	\$357,119			\$273,152		
Top Human Resources Position	6	\$373,170			\$183,330		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	35	\$200,784	\$36,517	\$86,696	\$153,100	\$274,845	\$415,206
Top Finance Position	10	\$202,559		\$152,222	\$212,087	\$255,363	
Top Operations Position	5	\$263,572			\$245,011		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	10	\$172,939		\$104,708	\$182,216	\$261,713	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	8	\$108,095			\$96,641		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	8	\$85,173			\$76,195		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	10	\$87,720		\$59,577	\$64,725	\$80,329	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	16	\$82,306		\$47,384	\$65,938	\$90,054	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	12	\$110,180		\$59,771	\$78,414	\$136,039	
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	7	\$84,773			\$61,500		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	29	\$839,034	\$105,617	\$208,867	\$473,304	\$1,108,698	\$1,967,348
Top Administrative Position	7	\$362,157			\$289,121		
Top Finance Position	21	\$456,107	\$175,601	\$235,441	\$367,615	\$513,260	\$950,532
Top Human Resources Position	10	\$374,256		\$232,683	\$253,243	\$425,124	
Top Legal Position	7	\$528,269			\$617,898		
Top Operations Position	19	\$541,660		\$213,132	\$356,243	\$799,949	
Top Technology Position	6	\$494,853			\$494,345		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	10	\$211,958		\$90,034	\$198,112	\$293,792	
Top Administrative Position	5	\$179,019			\$182,908		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	10	\$145,897		\$95,057	\$114,367	\$154,024	
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	\$207,532			\$117,170		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	5	\$96,580			\$87,378		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	22	\$123,363	\$46,177	\$59,072	\$95,091	\$149,629	\$252,526
Top Finance Position	7	\$127,709			\$167,380		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Housing, Shelter: Housing Support							
CEO/Executive Director	8	\$150,272			\$85,467		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	12	\$82,687		\$59,591	\$69,080	\$79,093	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	47	\$84,906	\$30,600	\$46,089	\$72,330	\$106,462	\$142,616
Top Finance Position	8	\$83,871			\$84,339		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	55	\$92,927	\$35,071	\$44,267	\$68,188	\$124,357	\$183,400
Top Development Position	5	\$106,355			\$108,800		
Top Finance Position	8	\$108,027			\$112,543		
Top Operations Position	7	\$127,664			\$137,686		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	20	\$85,149	\$24,000	\$39,451	\$68,324	\$102,079	\$174,044
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	30	\$86,759	\$33,578	\$57,533	\$81,374	\$118,958	\$134,761
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	47	\$136,767	\$36,396	\$58,272	\$102,014	\$139,919	\$239,957
Top Development Position	6	\$257,582			\$169,574		
Top Finance Position	10	\$125,353		\$71,121	\$102,013	\$153,604	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Human Services—Multipurpose and Other: Human Services							
Top Operations Position	6	\$223,537			\$164,697		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	8	\$138,455			\$78,830		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	15	\$93,117		\$29,127	\$61,438	\$114,218	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	9	\$95,651			\$87,500		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	15	\$109,202		\$50,202	\$68,580	\$124,182	
Top Finance Position	5	\$106,578			\$120,181		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	6	\$87,098			\$90,634		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	\$184,091			\$147,870		
Top Finance Position	5	\$124,508			\$103,351		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	16	\$100,712		\$60,433	\$89,126	\$125,481	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	6	\$80,397			\$79,463		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	13	\$106,349		\$49,423	\$84,000	\$95,000	
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	6	\$155,919			\$91,571		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	8	\$85,162			\$79,592		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	7	\$47,412			\$36,000		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$103,537			\$114,925		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	24	\$125,966	\$17,720	\$42,316	\$88,250	\$135,393	\$215,755
Top Finance Position	5	\$105,111			\$67,000		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	135	\$80,346	\$23,928	\$37,634	\$66,000	\$97,775	\$130,254
Top Finance Position	22	\$77,993	\$26,511	\$37,800	\$54,911	\$103,002	\$177,247
Top Operations Position	9	\$112,730			\$106,571		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	16	\$70,501		\$38,934	\$66,962	\$89,810	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	13	\$143,109		\$45,000	\$98,004	\$246,011	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	7	\$60,019			\$60,900		
Youth Development: Service and Other							
CEO/Executive Director	6	\$103,685			\$93,824		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	11	\$98,075		\$42,616	\$75,000	\$123,141	
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	6	\$104,413			\$116,758		
Youth Development: Youth Development Programs							
CEO/Executive Director	43	\$82,635	\$25,600	\$39,524	\$63,201	\$90,943	\$117,501
Top Operations Position	5	\$82,397			\$101,851		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlantic City, NJ							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$959,702			\$799,074		
Top Finance Position	5	\$350,506			\$358,767		
Augusta-Aiken, GA-SC							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$91,271			\$85,735		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$49,666			\$57,330		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$128,591			\$99,673		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$54,724			\$54,840		
Austin-San Marcos, TX							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$86,485			\$66,013		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	17	\$75,890		\$42,419	\$50,983	\$98,000	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	7	\$121,086			\$125,000		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	9	\$166,854			\$111,656		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	26	\$75,420	\$20,790	\$26,545	\$55,091	\$80,192	\$176,745
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	14	\$104,902		\$71,280	\$88,140	\$115,375	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	10	\$152,419		\$72,057	\$124,044	\$146,631	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	5	\$89,727			\$96,669		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	8	\$100,630			\$112,344		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	\$102,068			\$89,104		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	\$61,386			\$66,013		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	11	\$188,597		\$105,246	\$145,488	\$235,511	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	16	\$118,736		\$69,339	\$131,335	\$146,348	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	50	\$114,711	\$39,495	\$60,106	\$99,878	\$142,230	\$196,643
Top Administrative Position	5	\$91,095			\$100,000		
Top Finance Position	8	\$92,326			\$98,890		
Top Operations Position	7	\$99,572			\$106,787		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	\$595,171			\$248,285		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	15	\$156,010		\$65,358	\$104,121	\$185,055	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	9	\$123,801			\$87,272		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	8	\$98,440			\$111,369		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	11	\$111,524		\$79,991	\$102,396	\$117,093	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	\$113,098			\$103,704		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	\$274,620			\$184,369		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$167,860			\$106,900		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	7	\$180,812			\$175,349		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	12	\$233,410		\$98,690	\$132,992	\$239,848	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	\$112,027			\$76,633		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	15	\$132,859		\$61,408	\$82,191	\$136,028	
Top Finance Position	7	\$123,730			\$90,264		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	32	\$233,358	\$49,894	\$74,790	\$109,895	\$162,754	\$218,901
Top Finance Position	6	\$502,226			\$116,569		
Top Program Position	6	\$119,858			\$135,104		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	\$78,191			\$75,973		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	11	\$104,451		\$73,226	\$94,372	\$127,476	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	17	\$121,742		\$70,494	\$90,457	\$125,215	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	9	\$68,080			\$56,469		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$91,493			\$79,384		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	10	\$114,633		\$58,513	\$75,946	\$116,585	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	\$84,374			\$87,067		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	5	\$92,933			\$86,000		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	10	\$81,858		\$48,012	\$62,633	\$88,028	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	22	\$60,115	\$25,006	\$36,236	\$60,556	\$70,343	\$95,450
Youth Development: Youth Development Programs							
CEO/Executive Director	19	\$75,812		\$50,688	\$72,731	\$92,389	

Bakersfield, CA

Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$158,221			\$145,215		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	\$96,727			\$92,545		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$155,121			\$144,419		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	12	\$91,289		\$49,332	\$89,932	\$124,012	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	14	\$92,449		\$39,100	\$62,498	\$112,386	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	11	\$81,511		\$52,999	\$69,848	\$111,436	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	6	\$109,088			\$111,582		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	10	\$146,835		\$74,603	\$145,722	\$176,353	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	26	\$63,155	\$22,840	\$29,832	\$50,514	\$71,125	\$118,574
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	7	\$73,968			\$85,453		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	7	\$133,875			\$86,701		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	5	\$110,345			\$106,742		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	21	\$145,168	\$59,612	\$73,226	\$88,728	\$160,000	\$257,855
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	13	\$103,741		\$56,753	\$80,584	\$143,902	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	8	\$97,905			\$114,420		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	\$142,314			\$160,999		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	5	\$107,341			\$80,015		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	16	\$101,021		\$61,088	\$88,975	\$128,604	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	76	\$186,969	\$52,631	\$85,532	\$144,090	\$220,786	\$415,677
Top Business Position	5	\$188,283			\$194,555		
Top Development Position	12	\$160,197		\$118,856	\$163,745	\$184,229	
Top Finance Position	27	\$152,824	\$72,710	\$102,364	\$159,706	\$192,571	\$219,814

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Top Operations Position	12	\$168,542		\$133,944	\$152,841	\$217,057	
Top Program Position	6	\$116,231			\$126,260		
Top Technology Position	6	\$124,793			\$122,081		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	11	\$330,643		\$229,427	\$350,276	\$455,398	
Top Administrative Position	6	\$192,375			\$190,502		
Top Development Position	7	\$213,992			\$210,509		
Top Education Position	11	\$217,371		\$192,205	\$229,445	\$268,432	
Top Finance Position	12	\$240,958		\$180,728	\$221,304	\$294,852	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	19	\$156,234		\$56,220	\$113,832	\$206,405	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	7	\$139,192			\$115,000		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	10	\$110,665		\$69,196	\$112,030	\$145,648	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	15	\$135,760		\$103,760	\$119,657	\$184,105	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	6	\$83,306			\$74,087		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	12	\$270,847		\$163,931	\$203,179	\$380,787	
Top Finance Position	10	\$135,598		\$56,038	\$147,233	\$189,938	
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	9	\$276,521			\$114,758		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	21	\$1,061,013	\$158,207	\$262,941	\$487,225	\$1,424,276	\$2,108,834
Top Administrative Position	6	\$255,994			\$204,096		
Top Development Position	7	\$286,212			\$188,428		
Top Finance Position	14	\$527,329		\$192,451	\$311,351	\$675,946	
Top Human Resources Position	9	\$334,840			\$289,362		
Top Operations Position	15	\$358,027		\$174,383	\$215,281	\$503,597	
Top Technology Position	10	\$390,744		\$220,822	\$382,943	\$437,107	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	5	\$172,436			\$178,857		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	15	\$266,388		\$152,850	\$201,320	\$278,787	
Top Operations Position	5	\$226,415			\$178,007		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	7	\$184,244			\$79,618		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	15	\$196,092		\$94,268	\$121,772	\$192,215	
Top Finance Position	5	\$121,458			\$98,905		
Housing, Shelter: Housing Support							
CEO/Executive Director	9	\$95,619			\$91,029		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	8	\$81,407			\$80,694		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	32	\$121,549	\$28,510	\$65,652	\$115,016	\$157,341	\$209,807
Top Finance Position	13	\$102,583		\$82,316	\$102,370	\$114,513	
Top Operations Position	7	\$130,994			\$132,558		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	27	\$115,727	\$40,992	\$62,823	\$97,747	\$147,238	\$206,407
Top Finance Position	8	\$126,130			\$111,346		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	15	\$87,769		\$54,458	\$76,969	\$112,450	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	38	\$164,675	\$40,265	\$79,536	\$124,464	\$198,948	\$326,562
Top Development Position	5	\$161,388			\$141,873		
Top Finance Position	14	\$151,210		\$102,084	\$121,498	\$179,303	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Human Services—Multipurpose and Other: Human Services							
Top Operations Position	7	\$176,880			\$162,748		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	12	\$154,685		\$105,125	\$125,906	\$197,360	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	25	\$179,610	\$81,212	\$118,021	\$166,421	\$236,731	\$276,102
Top Finance Position	11	\$182,024		\$153,345	\$188,187	\$211,887	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	15	\$203,245		\$105,462	\$149,920	\$190,074	
Top Finance Position	9	\$151,492			\$138,327		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	6	\$139,987			\$127,503		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	24	\$118,148	\$41,580	\$65,109	\$100,514	\$124,016	\$194,104
Top Finance Position	9	\$89,420			\$91,376		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$85,370			\$72,000		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	8	\$139,489			\$126,226		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	21	\$82,094	\$29,500	\$38,240	\$66,406	\$110,000	\$119,351
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	18	\$59,815		\$31,500	\$48,112	\$81,814	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	\$91,254			\$92,555		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	8	\$67,322			\$81,851		
Youth Development: Youth Development Programs							
CEO/Executive Director	20	\$137,775	\$50,621	\$69,530	\$106,348	\$135,540	\$205,629

Bangor, ME

Housing, Shelter: Housing Development, Construction, & Management

CEO/Executive Director	5	\$75,905			\$74,168		
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Human Services—Multipurpose and Other: Human Services

CEO/Executive Director	5	\$102,284			\$74,971		
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Barnstable-Yarmouth, MA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$143,663			\$77,554		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	\$105,482			\$111,546		
Baton Rouge, LA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	14	\$130,549		\$84,293	\$105,790	\$161,250	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	\$130,854		\$70,417	\$111,380	\$117,244	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	\$302,524			\$197,083		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$716,158			\$730,586		
Top Operations Position	6	\$438,368			\$405,153		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$61,772			\$62,181		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baton Rouge, LA							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$99,956			\$83,896		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	\$70,685			\$63,835		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	\$61,709		\$39,717	\$59,814	\$76,964	
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$69,748			\$74,406		

Bellingham, WA

Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	\$74,515			\$67,203		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	14	\$63,432		\$37,155	\$63,414	\$91,500	

Benton Harbor, MI

Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	\$48,343			\$45,000		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Benton Harbor, MI							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$62,955			\$61,531		
Bergen-Passaic, NJ							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$52,702			\$49,038		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	\$104,103			\$62,521		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	\$84,316			\$79,854		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	45	\$174,726	\$71,563	\$102,665	\$152,830	\$194,152	\$309,566
Top Administrative Position	6	\$200,440			\$202,072		
Top Education Position	8	\$160,961			\$154,569		
Top Finance Position	10	\$139,984		\$83,047	\$141,630	\$183,020	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	11	\$67,451		\$36,587	\$57,192	\$82,635	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	\$93,720		\$60,614	\$81,983	\$125,818	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bergen-Passaic, NJ							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	7	\$97,710			\$82,741		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	18	\$163,102		\$114,625	\$153,758	\$201,025	
Top Finance Position	7	\$125,772			\$119,815		
Top Operations Position	5	\$152,008			\$121,000		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	\$90,002			\$79,371		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$235,859			\$176,765		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	\$171,132			\$168,517		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$148,898			\$147,643		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	\$68,094		\$28,431	\$32,900	\$119,706	
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	9	\$187,737			\$221,143		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Billings, MT							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$50,196			\$42,000		
Biloxi-Gulfport-Pascagoula, MS							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$76,912			\$61,730		
Birmingham, AL							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	\$96,227			\$98,600		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	\$93,027			\$76,473		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	\$91,750			\$73,700		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	16	\$95,457		\$43,656	\$83,147	\$106,915	
Top Finance Position	5	\$92,944			\$74,013		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$97,774			\$94,763		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Birmingham, AL							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$53,103			\$56,833		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	5	\$454,991			\$55,916		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$422,375			\$394,227		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	\$155,471			\$120,000		
Top Finance Position	5	\$106,712			\$95,298		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$64,517			\$46,000		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	8	\$76,822			\$59,994		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	\$166,943		\$63,222	\$102,207	\$137,414	
Top Finance Position	5	\$78,356			\$51,869		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$259,422			\$185,485		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Birmingham, AL							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$93,082			\$85,096		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$128,929			\$116,260		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	32	\$73,026	\$20,383	\$36,989	\$61,494	\$101,135	\$154,567
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	\$123,573			\$131,504		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$82,141			\$71,521		
Bismarck, ND							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	\$115,312			\$94,687		
Bloomington, IN							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$76,207			\$74,492		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bloomington, IN							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	\$83,461			\$82,536		
Bloomington-Normal, IL							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	\$93,628			\$103,516		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$109,808			\$104,057		
Boise City, ID							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	\$72,872			\$75,000		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	\$77,393			\$72,038		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	\$118,027		\$99,479	\$110,396	\$138,347	
Top Administrative Position	10	\$104,775		\$97,064	\$100,889	\$105,967	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$95,640			\$80,980		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boise City, ID							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$63,179			\$69,556		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$80,491			\$90,819		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	\$101,698			\$54,861		
Boston, MA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	14	\$138,833		\$40,239	\$66,200	\$101,887	
Top Finance Position	5	\$65,040			\$41,164		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	38	\$78,616	\$27,853	\$38,916	\$69,483	\$109,215	\$145,682
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	7	\$117,896			\$119,308		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	18	\$103,689		\$41,578	\$92,043	\$126,933	
Top Finance Position	5	\$100,530			\$100,483		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Arts, Culture, and Humanities: Humanities							
CEO/Executive Director	5	\$168,066			\$92,400		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	51	\$149,230	\$54,600	\$74,760	\$91,141	\$132,168	\$238,793
Top Finance Position	9	\$174,767			\$104,000		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	24	\$195,203	\$37,196	\$65,297	\$114,166	\$206,105	\$375,571
Top Development Position	8	\$220,913			\$195,349		
Top Finance Position	10	\$202,062		\$119,749	\$188,402	\$270,875	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	66	\$134,805	\$32,188	\$45,501	\$69,200	\$135,545	\$281,376
Top Administrative Position	6	\$151,921			\$161,037		
Top Development Position	5	\$135,198			\$118,081		
Top Finance Position	11	\$119,584		\$45,535	\$115,183	\$147,709	
Top Operations Position	6	\$144,314			\$138,580		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	8	\$81,384			\$69,397		
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	8	\$142,838			\$133,875		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	19	\$110,315		\$75,301	\$105,000	\$123,096	
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	15	\$102,155		\$64,747	\$97,629	\$126,577	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	6	\$110,295			\$116,308		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	8	\$200,967			\$136,744		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	35	\$95,716	\$42,106	\$53,994	\$81,916	\$124,378	\$186,388
Top Finance Position	6	\$165,569			\$155,888		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	\$133,936			\$157,621		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	15	\$100,667		\$54,122	\$62,181	\$108,222	
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	6	\$238,297			\$183,975		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	11	\$110,259		\$68,200	\$124,903	\$143,305	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	8	\$94,726			\$99,657		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	6	\$83,221			\$97,123		
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	7	\$102,672			\$105,081		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	7	\$201,915			\$82,167		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	11	\$574,719		\$100,283	\$231,623	\$718,083	
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	7	\$518,129			\$267,757		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	14	\$170,782		\$90,958	\$114,136	\$171,760	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	18	\$129,027		\$86,535	\$118,937	\$142,795	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	20	\$180,907	\$61,873	\$77,087	\$98,949	\$225,855	\$372,158
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	61	\$134,176	\$38,900	\$66,144	\$101,580	\$184,760	\$250,147
Top Finance Position	16	\$113,415		\$61,845	\$106,169	\$150,274	
Top Program Position	7	\$137,456			\$115,641		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	203	\$182,907	\$46,720	\$69,095	\$121,942	\$229,095	\$393,424
Top Administrative Position	9	\$143,333			\$122,688		
Top Business Position	10	\$121,595		\$94,108	\$119,200	\$142,899	
Top Development Position	43	\$194,053	\$126,344	\$137,415	\$177,319	\$235,467	\$285,374
Top Education Position	14	\$158,973		\$130,829	\$135,108	\$169,961	
Top Finance Position	85	\$153,487	\$62,921	\$90,935	\$136,127	\$202,009	\$283,494
Top Operations Position	39	\$179,509	\$94,124	\$115,321	\$163,687	\$221,270	\$315,634
Top Program Position	17	\$134,632		\$113,031	\$122,517	\$145,334	
Top Technology Position	12	\$160,047		\$138,161	\$157,915	\$183,016	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	6	\$573,570			\$410,727		
Top Finance Position	6	\$309,637			\$286,455		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	39	\$611,860	\$208,672	\$246,372	\$498,720	\$644,700	\$1,220,568
Top Administrative Position	23	\$238,766	\$124,564	\$152,301	\$221,439	\$311,093	\$398,981
Top Business Position	5	\$270,776			\$263,308		
Top Development Position	21	\$373,244	\$200,328	\$250,791	\$276,364	\$518,617	\$639,264
Top Education Position	27	\$346,193	\$148,703	\$212,093	\$265,409	\$419,539	\$696,383
Top Finance Position	34	\$356,008	\$138,876	\$200,630	\$269,125	\$399,060	\$661,129
Top Human Resources Position	9	\$328,180			\$289,526		
Top Legal Position	12	\$394,381		\$261,671	\$297,146	\$489,719	
Top Marketing Position	7	\$221,758			\$209,454		
Top Operations Position	10	\$333,591		\$191,457	\$279,992	\$336,930	
Top PR/Communications Position	7	\$321,184			\$303,742		
Top Program Position	7	\$228,948			\$215,438		
Top Technology Position	17	\$262,053		\$179,024	\$227,254	\$288,803	
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	13	\$123,173		\$77,950	\$114,796	\$138,417	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	37	\$514,939	\$41,270	\$84,074	\$134,309	\$213,907	\$298,239
Top Finance Position	9	\$757,096			\$182,992		
Top Operations Position	6	\$990,571			\$140,062		
Top Technology Position	6	\$1,503,384			\$207,743		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	19	\$115,467		\$58,670	\$112,152	\$173,669	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Educational Institutions and Related Activities: Student Services							
Top Finance Position	5	\$128,240			\$130,001		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	16	\$119,796		\$75,454	\$110,948	\$144,540	
Top Finance Position	6	\$149,729			\$156,568		
Employment, Job-Related: Service and Other							
CEO/Executive Director	5	\$136,931			\$70,000		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	5	\$179,959			\$91,976		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	35	\$141,575	\$50,364	\$73,041	\$130,061	\$178,869	\$273,545
Top Development Position	5	\$163,344			\$128,859		
Top Finance Position	7	\$154,731			\$156,831		
Top Program Position	7	\$138,742			\$131,681		
Environmental Quality, Protection, and Beautification: Pollution Abatement & Control							
CEO/Executive Director	5	\$118,967			\$129,536		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	20	\$151,262	\$56,492	\$72,031	\$135,944	\$207,132	\$278,881

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	14	\$114,459		\$59,500	\$96,933	\$117,335	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	30	\$611,775	\$200,829	\$280,512	\$431,609	\$918,178	\$1,334,368
Top Finance Position	21	\$447,650	\$203,489	\$213,918	\$318,491	\$527,382	\$857,216
Top Operations Position	11	\$331,337		\$205,937	\$361,523	\$458,306	
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	9	\$223,847			\$122,435		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	8	\$168,333			\$111,218		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	35	\$913,656	\$169,129	\$226,094	\$639,876	\$1,257,779	\$1,729,205
Top Administrative Position	8	\$378,384			\$312,023		
Top Development Position	12	\$441,502		\$299,093	\$376,888	\$586,073	
Top Facilities Position	6	\$388,047			\$356,632		
Top Finance Position	31	\$560,257	\$144,576	\$175,385	\$398,442	\$583,235	\$796,640
Top Human Resources Position	13	\$325,302		\$208,807	\$299,347	\$435,294	
Top Legal Position	6	\$464,165			\$483,543		
Top Operations Position	18	\$452,513		\$183,372	\$354,932	\$517,419	
Top PR/Communications Position	7	\$316,667			\$375,513		
Top Technology Position	16	\$403,536		\$265,299	\$326,413	\$490,459	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	20	\$241,524	\$110,761	\$144,229	\$185,218	\$297,003	\$419,101
Top Administrative Position	7	\$165,437			\$178,506		
Top Finance Position	13	\$189,512		\$104,063	\$144,159	\$199,994	
Top Operations Position	6	\$205,599			\$167,243		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	10	\$196,113		\$118,627	\$142,333	\$190,646	
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	\$236,121			\$236,006		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	21	\$518,328	\$79,076	\$125,539	\$252,331	\$482,275	\$715,930
Top Finance Position	10	\$301,362		\$177,568	\$245,038	\$328,570	
Top Operations Position	11	\$238,265		\$168,728	\$230,855	\$302,270	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	40	\$162,329	\$68,164	\$95,606	\$172,581	\$206,607	\$231,227
Top Finance Position	18	\$160,012		\$118,488	\$135,579	\$188,958	
Top Operations Position	5	\$212,640			\$161,483		
Housing, Shelter: Housing Support							
CEO/Executive Director	9	\$111,739			\$98,492		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Housing, Shelter: Service and Other							
CEO/Executive Director	6	\$365,848			\$146,655		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	11	\$164,369		\$91,159	\$144,094	\$227,332	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	85	\$161,881	\$55,513	\$97,387	\$142,481	\$197,791	\$285,958
Top Administrative Position	8	\$119,215			\$122,781		
Top Development Position	10	\$147,724		\$116,205	\$154,396	\$161,626	
Top Finance Position	49	\$144,947	\$94,717	\$113,682	\$133,294	\$166,604	\$209,263
Top Human Resources Position	12	\$141,057		\$119,587	\$132,477	\$158,484	
Top Operations Position	16	\$164,716		\$121,296	\$146,363	\$205,152	
Top Program Position	9	\$133,270			\$126,286		
Top Technology Position	7	\$148,404			\$139,775		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	86	\$112,392	\$53,020	\$70,144	\$98,512	\$137,419	\$192,036
Top Administrative Position	6	\$82,848			\$69,852		
Top Finance Position	15	\$126,199		\$87,273	\$134,168	\$171,394	
Top Operations Position	6	\$163,050			\$172,990		
Top Program Position	8	\$83,169			\$87,508		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	9	\$128,482			\$120,924		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	30	\$123,550	\$59,279	\$88,504	\$104,845	\$137,081	\$236,419
Top Finance Position	11	\$116,192		\$75,081	\$95,081	\$155,316	
Top Operations Position	5	\$161,403			\$165,671		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	53	\$139,503	\$35,894	\$75,000	\$111,667	\$174,026	\$262,933
Top Development Position	6	\$144,165			\$143,428		
Top Finance Position	24	\$132,719	\$86,166	\$102,611	\$132,360	\$167,890	\$179,227
Top Operations Position	14	\$166,076		\$134,669	\$166,525	\$208,313	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	10	\$116,964		\$35,295	\$54,771	\$104,126	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	9	\$102,961			\$95,910		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	24	\$201,006	\$82,175	\$106,102	\$184,457	\$256,143	\$356,483
Top Administrative Position	5	\$144,814			\$117,998		
Top Finance Position	15	\$150,070		\$100,578	\$138,214	\$195,193	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	10	\$167,957		\$70,785	\$161,719	\$241,474	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	18	\$155,021		\$80,017	\$120,786	\$158,319	
Top Finance Position	8	\$166,294			\$148,163		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	10	\$206,047		\$123,556	\$180,313	\$226,978	
International, Foreign Affairs, and National Security: Service and Other							
CEO/Executive Director	7	\$160,206			\$114,011		
Medical Research: Service and Other							
CEO/Executive Director	5	\$174,951			\$176,558		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	11	\$153,642		\$84,100	\$124,984	\$246,108	
Top Finance Position	7	\$144,393			\$134,023		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	17	\$113,963		\$72,800	\$122,869	\$155,577	
Top Finance Position	6	\$97,759			\$90,118		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	10	\$232,526		\$83,242	\$145,358	\$251,208	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	14	\$213,473		\$87,226	\$175,772	\$216,420	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	7	\$172,774			\$151,354		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	6	\$258,791			\$205,578		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	9	\$166,368			\$131,803		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	29	\$123,083	\$32,477	\$53,000	\$94,363	\$196,269	\$223,546
Top Finance Position	5	\$98,613			\$106,552		
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	6	\$149,529			\$93,243		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	\$96,111			\$73,654		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	20	\$60,317	\$26,020	\$30,000	\$39,716	\$74,616	\$106,615
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	9	\$100,205			\$72,310		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	5	\$308,624			\$111,875		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	11	\$173,408		\$126,698	\$142,743	\$223,832	
Youth Development: Service and Other							
CEO/Executive Director	8	\$76,648			\$76,131		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	17	\$121,638		\$98,529	\$105,000	\$118,492	
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	\$83,102			\$103,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	55	\$130,674	\$59,205	\$74,399	\$109,088	\$149,152	\$194,291
Top Development Position	5	\$182,600			\$173,722		
Top Finance Position	10	\$171,111		\$102,390	\$129,943	\$206,754	
Top Operations Position	9	\$176,871			\$145,674		

Boulder-Longmont, CO

Animal-Related: Wildlife Preservation & Protection

CEO/Executive Director	5	\$71,884			\$71,598		
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boulder-Longmont, CO							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	\$43,625			\$49,200		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	6	\$120,689			\$88,918		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	13	\$54,892		\$27,680	\$44,193	\$60,000	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$95,908			\$104,987		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	\$83,629			\$92,500		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	26	\$104,186	\$40,041	\$49,062	\$88,411	\$136,612	\$192,860
Top Finance Position	9	\$109,462			\$118,365		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$97,423			\$86,250		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	5	\$70,474			\$81,866		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boulder-Longmont, CO							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	13	\$131,528		\$86,394	\$148,820	\$185,392	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	7	\$64,516			\$54,101		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$98,834			\$96,704		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	\$105,200			\$83,614		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$67,050			\$62,955		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	\$80,750			\$69,841		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$91,280			\$111,418		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	\$88,018			\$87,342		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boulder-Longmont, CO							
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$85,079			\$84,048		
Bremerton, WA							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	6	\$95,972			\$86,394		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	\$64,409			\$50,852		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$63,877			\$60,162		
Bridgeport-Milford, CT							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	\$82,649			\$33,282		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	17	\$161,036		\$96,154	\$141,055	\$201,699	
Top Finance Position	5	\$153,917			\$159,932		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$104,100			\$90,898		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bridgeport-Milford, CT							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$752,834			\$547,718		
Top Finance Position	5	\$489,080			\$472,377		
Top Operations Position	5	\$425,928			\$300,036		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$165,852			\$171,704		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	\$179,199			\$111,349		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$130,380			\$129,220		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$146,339			\$99,713		
Bryan-College Station, TX							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$46,674			\$39,762		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	\$48,560			\$40,764		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	9	\$69,774			\$58,585		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	16	\$76,712		\$39,250	\$50,943	\$77,813	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	10	\$58,901		\$42,626	\$54,503	\$66,151	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	\$110,505			\$123,130		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	\$143,679			\$140,707		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
Top Finance Position	5	\$320,717			\$254,124		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	\$105,408			\$106,070		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	26	\$123,391	\$42,106	\$78,925	\$106,560	\$158,617	\$199,373
Top Administrative Position	5	\$143,394			\$158,258		
Top Finance Position	9	\$102,843			\$104,190		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	\$302,236			\$303,896		
Top Business Position	5	\$137,860			\$137,894		
Top Development Position	6	\$152,737			\$148,688		
Top Education Position	8	\$166,457			\$159,814		
Top Finance Position	6	\$165,057			\$143,525		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$204,740			\$109,534		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	\$257,958			\$179,691		
Top Finance Position	5	\$299,969			\$184,111		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	12	\$420,882		\$110,041	\$204,152	\$388,420	
Top Finance Position	6	\$316,615			\$171,153		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	5	\$184,694			\$140,684		
Top Administrative Position	5	\$133,417			\$140,684		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Housing, Shelter: Housing Support							
CEO/Executive Director	5	\$84,140			\$75,400		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	19	\$131,955		\$77,280	\$93,691	\$177,249	
Top Finance Position	12	\$107,477		\$76,538	\$96,333	\$149,623	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	11	\$89,416		\$50,359	\$71,575	\$94,098	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	23	\$113,819	\$30,170	\$51,523	\$107,142	\$152,717	\$235,733
Top Finance Position	8	\$118,728			\$114,772		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$242,712			\$189,734		
Top Finance Position	5	\$172,317			\$131,244		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	5	\$90,339			\$71,265		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	9	\$199,678			\$162,387		
Top Finance Position	5	\$167,209			\$167,975		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	9	\$79,787			\$67,781		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	\$62,920		\$28,266	\$47,972	\$65,927	
Burlington, VT							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	7	\$131,920			\$92,150		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	\$73,889			\$49,160		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$94,150			\$74,385		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$106,182			\$95,718		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$145,180			\$153,677		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	\$93,624			\$117,467		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Burlington, VT							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	\$75,263		\$59,885	\$69,548	\$83,400	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	10	\$66,652		\$44,561	\$54,759	\$77,619	
Youth Development: Youth Development Programs							
CEO/Executive Director	9	\$90,082			\$83,963		

Canton-Massillon, OH

Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	\$81,617			\$79,894		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$58,737			\$50,389		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$98,868			\$87,833		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$51,414			\$41,387		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Casper, WY							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	\$63,865			\$61,878		
Cedar Rapids, IA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	\$55,469			\$42,404		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$99,807			\$82,250		
Champaign-Urbana, IL							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$239,870			\$164,603		
Charleston, WV							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$76,795			\$81,446		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$104,714			\$99,669		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charleston-North Charleston, SC							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	\$73,220			\$57,500		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	7	\$165,529			\$143,594		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	8	\$75,197			\$59,036		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	26	\$113,007	\$58,945	\$72,587	\$92,059	\$139,355	\$167,926
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$193,239			\$203,550		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	6	\$119,220			\$103,013		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$48,390			\$51,041		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	\$71,631			\$82,597		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charleston-North Charleston, SC							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$86,152			\$76,000		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	15	\$125,835		\$70,087	\$91,423	\$175,753	
Top Finance Position	5	\$91,532			\$87,964		
Charlotte-Gastonia-Rock Hill, NC-SC							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	12	\$88,170		\$41,195	\$72,316	\$117,728	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	9	\$124,248			\$87,284		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	16	\$96,298		\$24,621	\$42,878	\$108,253	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	9	\$109,733			\$102,923		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	6	\$129,744			\$108,000		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	6	\$86,402			\$63,388		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	\$102,467			\$111,578		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	\$103,706			\$89,392		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	\$64,818			\$55,964		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	63	\$122,560	\$31,206	\$54,164	\$85,069	\$130,109	\$220,994
Top Business Position	5	\$90,467			\$71,832		
Top Finance Position	15	\$135,456		\$91,684	\$103,236	\$171,255	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	10	\$306,047		\$158,253	\$360,974	\$390,631	
Top Education Position	7	\$182,337			\$162,731		
Top Finance Position	5	\$225,586			\$214,479		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	\$112,138		\$74,240	\$116,566	\$140,749	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	8	\$109,195			\$73,358		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$234,321			\$138,909		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	13	\$111,255		\$72,000	\$82,108	\$142,029	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	23	\$84,449	\$37,114	\$52,375	\$74,754	\$104,129	\$137,632
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	21	\$97,430	\$33,352	\$52,054	\$74,441	\$134,919	\$183,177
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	\$80,961			\$66,677		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	19	\$74,370		\$45,057	\$80,059	\$97,682	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	26	\$116,501	\$41,215	\$61,009	\$85,828	\$145,805	\$175,396
Top Finance Position	6	\$121,762			\$101,890		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	\$96,454			\$104,930		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	11	\$224,527		\$109,951	\$198,796	\$287,342	
Top Finance Position	8	\$133,495			\$126,317		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$88,443			\$92,592		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	5	\$70,405			\$76,278		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	\$224,665			\$198,762		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	8	\$136,197			\$145,852		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	\$239,837			\$94,919		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$59,361			\$49,589		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	6	\$98,083			\$100,260		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	46	\$73,182	\$30,000	\$38,829	\$63,333	\$103,892	\$134,231
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	\$132,538			\$68,102		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	6	\$159,848			\$111,311		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	\$57,647			\$43,083		
Youth Development: Youth Development Programs							
CEO/Executive Director	17	\$68,592		\$26,000	\$53,751	\$83,096	

Charlottesville, VA

Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	6	\$45,597			\$40,547		
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Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	14	\$153,262		\$99,049	\$116,990	\$171,528	
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlottesville, VA							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	\$409,946		\$191,205	\$305,549	\$485,350	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	6	\$236,312			\$124,397		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$82,663			\$95,423		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	13	\$72,082		\$47,802	\$58,000	\$110,000	

Chattanooga, TN-GA

Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	\$93,062			\$70,433		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	\$67,961			\$75,000		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	\$136,498			\$98,913		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	\$209,568		\$96,033	\$156,323	\$274,193	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chattanooga, TN-GA							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	\$74,973			\$71,087		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$83,144			\$64,147		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$111,748			\$100,230		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	24	\$85,249	\$31,342	\$42,750	\$73,809	\$101,766	\$173,585

Chicago, IL

Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	27	\$72,332	\$28,000	\$38,061	\$70,000	\$80,772	\$113,256
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	59	\$97,591	\$27,899	\$49,182	\$71,610	\$111,006	\$183,237
Top Finance Position	8	\$128,325			\$111,227		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	18	\$112,387		\$47,201	\$77,343	\$126,830	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	23	\$115,370	\$27,617	\$48,481	\$56,562	\$117,727	\$256,558
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	26	\$142,868	\$35,838	\$55,296	\$80,717	\$172,627	\$296,534
Top Development Position	5	\$179,389			\$141,242		
Top Finance Position	7	\$167,006			\$152,624		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	96	\$106,260	\$24,888	\$41,809	\$60,000	\$90,143	\$207,504
Top Administrative Position	7	\$95,344			\$122,026		
Top Development Position	7	\$193,183			\$208,667		
Top Finance Position	10	\$151,513		\$82,080	\$125,741	\$214,005	
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	15	\$109,455		\$76,843	\$90,604	\$118,960	
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	10	\$159,633		\$48,115	\$100,211	\$150,466	
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	7	\$120,491			\$75,984		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	17	\$117,870		\$71,266	\$95,840	\$147,345	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	12	\$76,276		\$56,562	\$64,027	\$76,681	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	10	\$150,909		\$66,375	\$97,766	\$188,525	
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	6	\$243,837			\$137,447		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	37	\$105,438	\$49,187	\$64,760	\$83,654	\$111,432	\$217,853
Top Finance Position	5	\$133,883			\$145,463		
Top Operations Position	5	\$166,882			\$175,594		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	10	\$194,603		\$55,075	\$120,994	\$177,474	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	18	\$128,708		\$70,187	\$107,250	\$175,294	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	12	\$164,941		\$70,800	\$127,833	\$250,089	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	19	\$130,869		\$69,220	\$121,915	\$172,081	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	9	\$98,159			\$108,392		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	7	\$94,010			\$50,801		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	12	\$116,593		\$49,902	\$114,445	\$124,907	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	16	\$163,345		\$75,158	\$111,421	\$216,456	
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	20	\$495,175	\$125,006	\$204,274	\$431,642	\$686,515	\$896,310
Top Education Position	5	\$368,564			\$235,478		
Top Finance Position	9	\$330,235			\$270,849		
Top Technology Position	6	\$209,395			\$219,845		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle, & Bone Diseases							
CEO/Executive Director	9	\$125,096			\$86,324		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	8	\$359,833			\$263,151		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	15	\$247,471		\$83,007	\$129,230	\$168,907	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
Top Finance Position	5	\$228,603			\$115,097		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	12	\$148,434		\$58,061	\$90,134	\$188,258	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	20	\$135,633	\$50,910	\$61,035	\$117,087	\$156,283	\$225,790
Top Finance Position	5	\$101,356			\$96,131		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	39	\$125,315	\$59,000	\$77,337	\$107,500	\$162,948	\$206,677
Top Finance Position	5	\$124,813			\$122,246		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	163	\$144,813	\$42,280	\$71,750	\$120,932	\$181,083	\$265,064
Top Administrative Position	22	\$98,178	\$45,552	\$56,767	\$83,861	\$129,823	\$177,703
Top Business Position	6	\$116,869			\$128,729		
Top Development Position	12	\$146,152		\$132,630	\$148,932	\$156,971	
Top Education Position	20	\$159,882	\$112,594	\$137,119	\$162,891	\$186,203	\$216,245
Top Finance Position	45	\$124,529	\$34,002	\$63,424	\$118,132	\$167,949	\$198,989
Top Operations Position	23	\$119,043	\$40,745	\$63,848	\$124,564	\$155,485	\$197,060
Top Program Position	6	\$66,345			\$65,899		
Top Technology Position	7	\$137,072			\$125,651		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	14	\$560,511		\$83,206	\$320,945	\$772,745	
Top Education Position	10	\$332,807		\$184,057	\$239,711	\$547,061	
Top Finance Position	11	\$327,745		\$168,374	\$232,219	\$343,515	
Top Operations Position	6	\$297,310			\$157,112		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	40	\$494,332	\$102,081	\$223,209	\$414,180	\$559,168	\$845,559
Top Administrative Position	17	\$286,666		\$183,545	\$254,180	\$331,114	
Top Development Position	16	\$338,387		\$217,412	\$270,454	\$345,615	
Top Education Position	27	\$313,804	\$150,827	\$182,846	\$264,873	\$309,438	\$486,490
Top Facilities Position	5	\$319,872			\$303,242		
Top Finance Position	27	\$229,312	\$123,140	\$169,857	\$204,890	\$284,682	\$368,029
Top Human Resources Position	8	\$270,661			\$233,822		
Top Legal Position	7	\$492,194			\$425,920		
Top Operations Position	10	\$359,027		\$179,157	\$220,124	\$296,251	
Top Technology Position	15	\$254,728		\$185,609	\$193,737	\$318,931	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	48	\$172,147	\$36,572	\$81,574	\$147,983	\$249,905	\$326,069
Top Finance Position	9	\$146,890			\$175,667		
Top Operations Position	8	\$179,398			\$161,837		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	20	\$168,150	\$34,947	\$67,913	\$127,743	\$235,603	\$321,087
Top Finance Position	5	\$141,380			\$131,013		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Employment, Job-Related: Employment N.E.C.							
CEO/Executive Director	6	\$165,308			\$128,122		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	22	\$101,911	\$22,308	\$65,914	\$98,794	\$113,787	\$188,062
Top Education Position	5	\$194,570			\$170,341		
Employment, Job-Related: Labor Unions							
CEO/Executive Director	8	\$160,787			\$142,546		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	12	\$153,709		\$126,856	\$148,566	\$197,419	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	13	\$111,730		\$60,270	\$106,620	\$148,687	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	17	\$124,226		\$44,521	\$76,180	\$162,344	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	21	\$260,085	\$124,073	\$174,551	\$234,334	\$339,830	\$374,167
Top Finance Position	12	\$211,939		\$132,023	\$170,192	\$219,234	
Top Operations Position	11	\$152,852		\$120,555	\$137,970	\$180,436	
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	7	\$95,555			\$99,550		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	5	\$178,478			\$109,243		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	6	\$183,808			\$73,293		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	45	\$716,235	\$126,534	\$248,374	\$480,976	\$906,695	\$1,546,745
Top Administrative Position	8	\$443,718			\$256,356		
Top Business Position	6	\$442,872			\$368,863		
Top Finance Position	32	\$462,689	\$190,369	\$250,865	\$384,651	\$520,055	\$909,363
Top Human Resources Position	11	\$515,740		\$252,284	\$561,741	\$694,458	
Top Legal Position	9	\$560,626			\$438,524		
Top Marketing Position	6	\$337,940			\$374,044		
Top Operations Position	24	\$452,536	\$205,692	\$255,740	\$328,224	\$575,811	\$821,659
Top Technology Position	14	\$488,006		\$196,785	\$373,906	\$684,848	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	5	\$374,635			\$230,833		
Top Administrative Position	6	\$119,832			\$118,221		
Top Finance Position	9	\$180,540			\$186,002		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	13	\$115,886		\$74,000	\$101,675	\$149,657	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	7	\$765,009			\$114,000		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	\$97,564			\$87,209		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	37	\$517,599	\$42,000	\$81,119	\$174,848	\$326,557	\$749,538
Top Finance Position	10	\$625,668		\$110,555	\$161,681	\$276,815	
Top Human Resources Position	7	\$536,459			\$219,361		
Top Legal Position	5	\$641,602			\$239,926		
Top Marketing Position	5	\$458,766			\$194,779		
Top Operations Position	8	\$857,586			\$398,651		
Top Technology Position	9	\$341,643			\$234,080		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	6	\$129,235			\$91,863		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	32	\$215,071	\$75,348	\$90,007	\$116,491	\$199,760	\$239,850
Top Finance Position	8	\$170,160			\$187,206		
Housing, Shelter: Housing Support							
CEO/Executive Director	15	\$140,966		\$93,544	\$117,978	\$157,566	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Housing, Shelter: Service and Other							
CEO/Executive Director	6	\$81,203			\$89,284		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	17	\$104,370		\$80,178	\$93,672	\$138,160	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	111	\$116,608	\$30,769	\$65,916	\$100,563	\$162,649	\$227,208
Top Development Position	9	\$115,218			\$115,069		
Top Finance Position	21	\$123,259	\$72,580	\$85,205	\$110,301	\$160,298	\$191,220
Top Human Resources Position	7	\$124,783			\$124,247		
Top Operations Position	10	\$122,474		\$98,438	\$122,956	\$149,275	
Top Program Position	5	\$126,045			\$122,745		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	74	\$137,058	\$40,320	\$64,250	\$106,421	\$167,070	\$227,178
Top Development Position	9	\$144,819			\$162,020		
Top Finance Position	24	\$125,976	\$54,070	\$100,342	\$120,975	\$151,625	\$204,352
Top Human Resources Position	6	\$139,726			\$143,426		
Top Operations Position	17	\$137,021		\$117,870	\$132,398	\$163,832	
Top Program Position	8	\$106,796			\$116,277		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	11	\$73,162		\$50,504	\$60,726	\$93,939	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	44	\$112,199	\$50,000	\$74,443	\$105,327	\$133,811	\$178,431
Top Finance Position	7	\$112,380			\$103,784		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	71	\$140,810	\$36,000	\$51,963	\$89,000	\$177,452	\$317,324
Top Business Position	5	\$158,815			\$168,988		
Top Development Position	6	\$179,695			\$175,915		
Top Finance Position	21	\$158,887	\$69,874	\$96,713	\$136,475	\$186,331	\$252,832
Top Human Resources Position	7	\$208,900			\$161,400		
Top Operations Position	14	\$248,731		\$122,596	\$150,370	\$278,731	
Top Program Position	7	\$183,156			\$153,469		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	23	\$141,034	\$40,297	\$58,363	\$123,037	\$171,304	\$273,635
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	9	\$153,949			\$66,291		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	40	\$226,277	\$55,690	\$97,279	\$164,285	\$221,130	\$365,667
Top Administrative Position	10	\$125,813		\$105,427	\$122,012	\$139,645	
Top Business Position	6	\$228,416			\$134,682		
Top Finance Position	19	\$166,643		\$113,893	\$124,953	\$163,632	
Top Marketing Position	8	\$183,924			\$138,885		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	14	\$139,462		\$68,735	\$113,421	\$164,851	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	25	\$107,645	\$30,936	\$44,478	\$60,000	\$123,752	\$245,846
Top Finance Position	6	\$114,175			\$109,148		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	5	\$138,535			\$100,000		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	11	\$91,128		\$56,050	\$88,324	\$102,500	
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	8	\$89,415			\$91,612		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	5	\$158,151			\$109,051		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	33	\$141,464	\$75,245	\$97,330	\$118,406	\$166,541	\$245,656
Top Administrative Position	5	\$106,693			\$112,249		
Top Finance Position	10	\$141,346		\$101,960	\$113,982	\$171,956	
Top Operations Position	5	\$144,121			\$156,360		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	9	\$93,191			\$96,143		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	23	\$167,258	\$61,027	\$99,361	\$140,874	\$194,988	\$262,695
Top Finance Position	7	\$174,352			\$150,630		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	6	\$304,208			\$168,935		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	7	\$189,359			\$155,317		
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	8	\$99,625			\$100,426		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	24	\$151,855	\$42,053	\$78,575	\$123,789	\$204,880	\$260,159
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	8	\$228,667			\$230,338		
Philanthropy, Voluntarism, and Grantmaking Foundations: Voluntarism Promotion							
CEO/Executive Director	5	\$88,912			\$71,006		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	7	\$119,962			\$73,846		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	8	\$149,902			\$136,739		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	8	\$124,157			\$121,943		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	21	\$111,298	\$29,500	\$66,046	\$119,542	\$145,325	\$161,258
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	7	\$113,490			\$109,842		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	87	\$79,002	\$24,132	\$47,969	\$63,035	\$95,397	\$129,981
Top Finance Position	10	\$117,019		\$64,001	\$98,306	\$180,007	
Top Operations Position	8	\$134,517			\$142,608		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	7	\$108,328			\$74,220		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	\$82,981			\$73,000		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	12	\$93,919		\$53,303	\$96,866	\$131,517	
Top Finance Position	5	\$100,868			\$124,046		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	6	\$211,783			\$59,091		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	5	\$262,294			\$235,488		
Unknown							
CEO/Executive Director	7	\$95,373			\$99,077		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	7	\$81,561			\$72,404		
Youth Development: Scouting							
CEO/Executive Director	5	\$201,738			\$189,232		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	17	\$107,471		\$55,120	\$74,357	\$137,549	
Youth Development: Youth Development Programs							
CEO/Executive Director	64	\$90,584	\$28,250	\$54,798	\$79,254	\$106,345	\$131,661
Top Finance Position	6	\$78,839			\$80,468		
Top Program Position	6	\$87,880			\$100,301		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chico-Paradise, CA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	\$101,497		\$93,656	\$100,265	\$106,794	
Cincinnati, OH-KY-IN							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	9	\$102,388			\$60,350		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	8	\$145,847			\$126,134		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	18	\$127,173		\$60,244	\$99,791	\$184,409	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	17	\$125,426		\$59,875	\$76,461	\$106,825	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	\$84,575			\$70,000		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	\$125,521			\$116,696		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	35	\$115,184	\$38,289	\$60,608	\$83,808	\$148,765	\$221,916

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Top Administrative Position	6	\$100,806			\$92,411		
Top Finance Position	10	\$84,096		\$47,704	\$66,398	\$110,916	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	\$240,739			\$168,176		
Top Education Position	5	\$146,947			\$137,054		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	\$103,382			\$79,061		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	11	\$772,382		\$172,323	\$214,928	\$1,146,168	
Top Finance Position	9	\$494,333			\$270,145		
Top Operations Position	7	\$373,673			\$212,136		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	7	\$161,864			\$117,421		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	\$508,718			\$245,189		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	\$138,924			\$130,281		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	\$98,627			\$77,192		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	27	\$117,713	\$58,099	\$86,718	\$117,112	\$138,299	\$159,593
Top Finance Position	7	\$126,445			\$86,603		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	16	\$141,890		\$72,318	\$85,753	\$186,170	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	8	\$77,861			\$74,099		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	8	\$102,206			\$53,319		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	26	\$124,852	\$35,397	\$59,760	\$113,751	\$154,524	\$204,391
Top Finance Position	6	\$128,017			\$114,101		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	8	\$75,738			\$77,892		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	\$127,269			\$73,937		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	\$225,747			\$189,732		
Top Finance Position	5	\$194,902			\$175,287		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	5	\$70,453			\$66,006		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	12	\$212,748		\$102,697	\$112,961	\$208,383	
Top Finance Position	10	\$112,403		\$74,706	\$94,907	\$137,958	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$107,222			\$106,213		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$216,961			\$97,938		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$66,882			\$36,213		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	27	\$72,065	\$19,845	\$40,589	\$49,954	\$85,356	\$122,339
Youth Development: Youth Development Programs							
CEO/Executive Director	10	\$88,034		\$58,480	\$95,320	\$122,532	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	8	\$80,240			\$79,501		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	28	\$78,325	\$26,063	\$31,938	\$54,542	\$89,845	\$135,936
Top Finance Position	5	\$97,538			\$80,581		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	6	\$64,965			\$49,247		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	11	\$236,579		\$79,880	\$158,544	\$241,698	
Top Finance Position	5	\$166,606			\$197,845		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	32	\$106,785	\$29,394	\$39,913	\$54,261	\$83,867	\$175,452
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	24	\$116,078	\$57,745	\$80,518	\$96,072	\$111,146	\$257,044
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	\$117,897			\$106,683		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	7	\$92,679			\$81,500		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	13	\$224,063		\$48,000	\$70,200	\$103,102	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	46	\$154,154	\$33,235	\$60,747	\$83,995	\$180,000	\$316,469
Top Administrative Position	5	\$122,139			\$112,500		
Top Development Position	5	\$157,036			\$147,034		
Top Finance Position	16	\$118,814		\$72,007	\$119,625	\$166,631	
Top Operations Position	5	\$80,420			\$51,180		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	\$335,749			\$290,014		
Top Administrative Position	5	\$208,730			\$207,096		
Top Development Position	5	\$209,971			\$232,041		
Top Education Position	6	\$197,880			\$207,299		
Top Finance Position	9	\$142,666			\$130,280		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$64,027			\$65,536		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	\$108,556			\$64,375		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	7	\$141,692			\$83,000		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$137,335			\$110,231		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	\$91,465			\$64,043		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	7	\$227,214			\$119,646		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	13	\$1,186,470		\$210,437	\$279,065	\$1,190,940	
Top Finance Position	10	\$755,161		\$148,632	\$447,355	\$1,429,511	
Top Human Resources Position	6	\$337,065			\$194,367		
Top Operations Position	8	\$768,138			\$529,688		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	5	\$278,788			\$278,427		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	15	\$117,361		\$79,625	\$115,385	\$153,600	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	\$85,796			\$76,116		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	16	\$138,360		\$73,945	\$117,409	\$163,586	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
Top Finance Position	8	\$139,897			\$128,537		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	17	\$82,523		\$52,982	\$79,478	\$107,313	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	8	\$132,281			\$80,345		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	38	\$96,724	\$35,959	\$46,909	\$70,717	\$111,886	\$191,073
Top Finance Position	10	\$93,613		\$66,651	\$87,279	\$113,148	
Top Operations Position	5	\$148,624			\$154,946		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	15	\$175,924		\$77,839	\$140,561	\$238,724	
Top Finance Position	10	\$157,853		\$96,575	\$123,979	\$189,821	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	12	\$101,377		\$59,946	\$102,102	\$126,252	
Top Finance Position	11	\$98,248		\$70,441	\$91,791	\$108,010	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	11	\$87,570		\$37,250	\$82,827	\$116,979	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	6	\$229,186			\$154,058		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$146,540			\$146,960		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	9	\$80,158			\$69,003		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$157,994			\$77,125		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	18	\$69,511		\$53,147	\$62,715	\$77,916	
Youth Development: Youth Development Programs							
CEO/Executive Director	13	\$98,971		\$70,914	\$104,000	\$116,038	

Colorado Springs, CO

Arts, Culture, and Humanities: Performing Arts

CEO/Executive Director	6	\$72,482			\$57,648		
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Educational Institutions and Related Activities: Education N.E.C.

CEO/Executive Director	6	\$83,051			\$54,861		
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado Springs, CO							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	\$135,712		\$93,660	\$124,821	\$153,827	
Top Finance Position	5	\$132,965			\$124,031		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$149,357			\$134,164		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	\$108,936			\$83,049		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	10	\$79,869		\$64,949	\$72,093	\$92,268	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$117,925			\$71,076		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	6	\$187,395			\$160,816		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	15	\$189,123		\$83,581	\$140,657	\$232,182	
Top Finance Position	5	\$156,500			\$159,849		
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	11	\$331,489		\$126,094	\$238,966	\$464,776	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado Springs, CO							
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	5	\$245,161			\$161,743		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	42	\$88,742	\$31,999	\$40,132	\$62,419	\$103,503	\$159,705
Top Finance Position	6	\$87,945			\$59,448		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	\$41,938			\$34,677		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	5	\$69,093			\$68,518		
Youth Development: Youth Development Programs							
CEO/Executive Director	13	\$152,431		\$59,172	\$76,473	\$197,740	
Columbia, MO							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	5	\$62,686			\$37,500		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$82,282			\$52,860		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbia, MO							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	\$123,280			\$117,445		
Columbia, SC							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	\$64,750			\$57,690		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$154,911		\$61,290	\$114,721	\$191,769	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	\$86,257			\$77,246		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	\$69,346			\$54,884		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$176,674			\$109,115		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$104,098			\$78,723		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	20	\$71,523	\$30,683	\$40,979	\$58,110	\$90,376	\$123,010

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$75,576			\$81,339		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	9	\$97,547			\$56,923		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	19	\$78,771		\$45,551	\$78,000	\$94,945	
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	6	\$70,985			\$70,949		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	\$84,187			\$90,822		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	15	\$83,530		\$56,624	\$80,011	\$100,903	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	8	\$66,763			\$59,114		
Crime, Legal-Related: Service and Other							
CEO/Executive Director	5	\$108,378			\$86,574		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	\$207,678			\$119,177		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	35	\$115,441	\$45,622	\$58,467	\$87,935	\$135,280	\$214,682
Top Administrative Position	6	\$55,814			\$49,633		
Top Finance Position	6	\$109,505			\$112,152		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	10	\$383,641		\$231,801	\$369,562	\$456,516	
Top Administrative Position	6	\$209,280			\$212,520		
Top Development Position	5	\$241,918			\$244,637		
Top Education Position	7	\$218,836			\$239,469		
Top Finance Position	5	\$242,854			\$236,183		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	15	\$141,765		\$65,366	\$98,540	\$188,813	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	\$108,018			\$79,773		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	7	\$192,119			\$39,458		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$222,124			\$134,228		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	6	\$206,351			\$186,823		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	8	\$1,218,622			\$563,016		
Top Finance Position	5	\$773,427			\$406,219		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	5	\$136,226			\$118,999		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	5	\$158,548			\$140,834		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	5	\$206,424			\$73,777		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	16	\$182,398		\$95,122	\$170,544	\$245,854	
Top Finance Position	8	\$189,680			\$178,511		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	24	\$111,597	\$55,300	\$63,434	\$85,793	\$123,225	\$189,601
Top Finance Position	5	\$124,557			\$120,000		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	21	\$100,395	\$36,639	\$61,220	\$80,307	\$119,159	\$164,287

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	8	\$46,982			\$41,824		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	29	\$133,072	\$43,428	\$59,556	\$100,037	\$191,372	\$250,946
Top Finance Position	11	\$121,171		\$82,425	\$89,072	\$162,481	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	\$97,768			\$82,018		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	\$139,574			\$128,897		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	9	\$250,827			\$118,320		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	14	\$145,180		\$66,055	\$133,911	\$156,054	
Top Finance Position	7	\$142,318			\$139,100		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	9	\$125,519			\$104,071		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	7	\$134,101			\$102,156		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$170,665			\$128,713		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	\$75,801			\$61,300		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	20	\$62,679	\$18,469	\$29,648	\$49,613	\$88,795	\$115,334
Youth Development: Youth Development Programs							
CEO/Executive Director	13	\$67,195		\$42,034	\$54,629	\$78,430	
Corpus Christi, TX							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$115,938			\$90,924		
Corvallis, OR							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$67,794			\$78,963		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	\$75,829			\$52,000		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	13	\$64,104		\$46,473	\$69,580	\$81,000	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	9	\$62,772			\$75,398		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	6	\$151,152			\$74,000		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	10	\$253,678		\$83,014	\$188,423	\$426,589	
Top Finance Position	5	\$199,691			\$203,824		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	36	\$83,619	\$17,725	\$36,085	\$66,479	\$90,605	\$157,912
Top Finance Position	5	\$99,170			\$71,498		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	\$89,358			\$70,000		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	\$71,877			\$54,000		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Crime, Legal-Related: Legal Services							
CEO/Executive Director	6	\$105,683			\$101,512		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	7	\$346,325			\$67,521		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	6	\$124,724			\$83,568		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	10	\$73,807		\$53,204	\$77,162	\$84,852	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	16	\$116,921		\$73,571	\$81,884	\$134,125	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	78	\$186,041	\$53,075	\$75,959	\$130,488	\$219,771	\$397,705
Top Administrative Position	15	\$204,052		\$120,983	\$173,405	\$253,013	
Top Business Position	6	\$104,658			\$96,179		
Top Development Position	8	\$160,956			\$151,196		
Top Education Position	6	\$149,198			\$156,445		
Top Finance Position	30	\$140,610	\$28,808	\$85,895	\$116,898	\$195,302	\$253,433
Top Operations Position	11	\$145,019		\$121,982	\$140,121	\$156,667	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	5	\$178,336			\$153,524		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	10	\$393,866		\$177,108	\$275,067	\$438,779	
Top Administrative Position	5	\$175,048			\$172,669		
Top Education Position	5	\$287,111			\$188,620		
Top Finance Position	8	\$305,059			\$134,588		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	17	\$392,473		\$76,248	\$125,934	\$227,109	
Top Finance Position	5	\$135,700			\$117,737		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	7	\$83,692			\$60,000		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	\$106,603			\$60,020		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	12	\$156,723		\$70,048	\$104,296	\$123,651	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	10	\$381,816		\$119,226	\$185,973	\$206,428	
Top Finance Position	7	\$397,232			\$163,951		
Top Operations Position	6	\$471,993			\$198,179		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	6	\$155,516			\$67,676		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	26	\$930,714	\$40,834	\$136,807	\$370,886	\$915,869	\$2,130,222
Top Finance Position	15	\$624,172		\$265,888	\$307,701	\$417,576	
Top Human Resources Position	5	\$478,740			\$303,050		
Top Operations Position	12	\$855,199		\$243,861	\$349,759	\$945,432	
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	\$261,297			\$231,410		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	21	\$211,666	\$60,000	\$77,145	\$118,763	\$179,013	\$413,513
Top Business Position	5	\$145,920			\$142,510		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	10	\$115,468		\$57,769	\$122,523	\$159,859	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	36	\$104,343	\$32,670	\$59,896	\$85,698	\$146,774	\$194,451
Top Finance Position	7	\$114,496			\$87,736		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	33	\$91,499	\$25,760	\$47,222	\$71,736	\$103,000	\$147,062
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	12	\$103,601		\$56,424	\$89,626	\$142,736	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	20	\$101,429	\$47,028	\$67,754	\$85,240	\$102,226	\$182,951
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	33	\$118,518	\$41,321	\$72,000	\$106,397	\$138,036	\$184,642
Top Finance Position	7	\$154,220			\$150,449		
Top Operations Position	5	\$123,668			\$70,408		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	11	\$131,824		\$46,388	\$68,004	\$174,638	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	\$57,684			\$64,800		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	\$85,733			\$66,750		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	15	\$89,644		\$49,296	\$82,040	\$111,187	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	\$144,548			\$120,467		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	9	\$95,883			\$107,500		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$266,314			\$203,866		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	\$95,826			\$117,699		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$159,932			\$60,346		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	18	\$108,607		\$45,009	\$72,800	\$142,452	
Top Finance Position	5	\$80,661			\$65,385		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	147	\$84,550	\$26,524	\$41,900	\$73,132	\$106,142	\$160,650
Top Development Position	8	\$115,211			\$106,856		
Top Finance Position	11	\$62,274		\$37,871	\$60,269	\$83,777	
Top Operations Position	8	\$108,241			\$107,214		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	14	\$111,151		\$35,178	\$69,695	\$83,405	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	8	\$123,892			\$120,970		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	10	\$106,131		\$46,504	\$88,367	\$105,466	
Unknown							
CEO/Executive Director	5	\$99,450			\$65,972		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	\$151,606			\$137,602		
Youth Development: Youth Development Programs							
CEO/Executive Director	32	\$89,420	\$33,659	\$60,292	\$85,901	\$125,088	\$135,945

Danbury, CT

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	6	\$390,267			\$324,377		
Top Finance Position	5	\$221,353			\$194,639		

Health—General and Rehabilitative: Nursing

CEO/Executive Director	5	\$243,551			\$263,740		
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Davenport-Moline-Rock Island, IA-IL

Community Improvement, Capacity Building: Community & Neighborhood Development

CEO/Executive Director	5	\$78,501			\$65,600		
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501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Davenport-Moline-Rock Island, IA-IL							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	\$98,386			\$97,643		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$99,794			\$77,384		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$137,043			\$125,148		

Daytona Beach, FL

Arts, Culture, and Humanities: Museums

CEO/Executive Director	5	\$84,809			\$56,000		
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Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations

CEO/Executive Director	6	\$106,441			\$98,340		
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Human Services—Multipurpose and Other: Human Services

CEO/Executive Director	6	\$90,989			\$70,300		
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Religion-Related, Spiritual Development: Christianity

CEO/Executive Director	9	\$48,940			\$48,100		
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dayton-Springfield, OH							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$70,624			\$62,400		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	\$71,244			\$76,464		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	\$94,159			\$84,250		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	\$150,010			\$93,549		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	14	\$79,320		\$41,046	\$64,271	\$95,323	
Top Administrative Position	5	\$70,327			\$67,499		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$231,753			\$227,704		
Top Development Position	5	\$204,663			\$177,336		
Top Education Position	6	\$201,011			\$175,389		
Top Finance Position	5	\$219,472			\$210,785		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$78,002			\$74,388		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dayton-Springfield, OH							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$714,121			\$677,914		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$112,576			\$95,675		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	14	\$117,055		\$76,719	\$106,655	\$115,652	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	\$127,407			\$150,099		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	\$50,016			\$50,998		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$72,367			\$68,951		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	\$150,307		\$66,329	\$113,371	\$181,894	
Top Finance Position	5	\$145,801			\$144,169		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$172,640			\$142,373		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dayton-Springfield, OH							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	\$163,269			\$119,792		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$100,745			\$121,576		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	\$202,261			\$138,657		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	\$54,496		\$31,284	\$63,000	\$67,171	

Denver-Boulder, CO

Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$55,209			\$53,723		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	19	\$83,035		\$51,790	\$64,955	\$87,798	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	5	\$162,462			\$88,600		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	6	\$171,906			\$149,803		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	10	\$176,652		\$99,140	\$162,717	\$246,765	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	27	\$103,295	\$30,720	\$45,250	\$70,860	\$145,443	\$198,252
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	6	\$78,026			\$71,465		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	13	\$95,806		\$72,983	\$88,804	\$117,317	
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	\$108,627			\$85,000		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	21	\$118,230	\$62,000	\$70,200	\$91,426	\$122,755	\$206,624
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	6	\$171,105			\$156,185		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	8	\$73,172			\$73,791		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	5	\$91,413			\$91,302		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	6	\$105,012			\$92,452		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	6	\$80,668			\$74,026		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	6	\$112,633			\$98,108		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	15	\$95,252		\$61,504	\$86,021	\$115,893	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	17	\$92,268		\$70,000	\$85,911	\$107,020	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	79	\$145,230	\$64,066	\$86,646	\$120,278	\$173,067	\$245,614
Top Business Position	7	\$134,700			\$100,085		
Top Development Position	7	\$100,043			\$100,538		
Top Education Position	8	\$157,453			\$145,016		
Top Finance Position	12	\$145,301		\$99,966	\$143,663	\$191,396	
Top Operations Position	8	\$158,127			\$144,860		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	\$202,926			\$232,011		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	28	\$134,408	\$58,483	\$76,909	\$102,704	\$162,949	\$285,601
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	13	\$132,442		\$62,259	\$84,000	\$149,052	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	8	\$93,289			\$105,726		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	21	\$108,972	\$51,500	\$61,667	\$99,015	\$149,036	\$188,068
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	5	\$115,260			\$120,000		
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	6	\$65,706			\$73,857		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	10	\$86,091		\$57,621	\$66,275	\$99,434	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	10	\$164,628		\$134,180	\$144,879	\$216,419	
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	6	\$339,143			\$146,088		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	10	\$249,271		\$118,818	\$134,933	\$180,778	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	15	\$948,848		\$84,700	\$155,271	\$891,943	
Top Finance Position	8	\$1,169,288			\$730,872		
Top Operations Position	5	\$1,164,516			\$970,859		
Top Technology Position	5	\$444,996			\$488,409		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	10	\$136,817		\$62,109	\$130,229	\$184,127	
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	11	\$181,054		\$78,249	\$87,500	\$125,980	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	15	\$131,142		\$100,300	\$121,037	\$156,274	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	38	\$111,378	\$34,550	\$51,833	\$87,077	\$122,604	\$217,239

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
Top Finance Position	6	\$144,791			\$154,756		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	33	\$107,212	\$46,835	\$66,922	\$97,717	\$123,524	\$190,134
Top Finance Position	5	\$106,672			\$107,037		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	9	\$86,378			\$83,281		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	21	\$107,233	\$52,320	\$71,630	\$104,081	\$128,500	\$173,019
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	35	\$93,677	\$34,012	\$46,500	\$75,000	\$123,786	\$168,468
Top Finance Position	6	\$106,730			\$108,291		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	11	\$135,515		\$77,775	\$98,902	\$158,820	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	\$78,469			\$74,322		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	14	\$171,708		\$119,752	\$173,738	\$214,459	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$75,440			\$84,488		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	18	\$103,868		\$42,966	\$73,315	\$145,644	
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	5	\$71,657			\$61,350		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	8	\$95,581			\$73,068		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	19	\$155,388		\$88,775	\$128,970	\$159,544	
Top Finance Position	5	\$249,722			\$244,037		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	5	\$100,238			\$63,836		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	9	\$158,067			\$86,539		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	7	\$106,152			\$92,082		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$196,145			\$161,912		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	15	\$95,513		\$54,305	\$106,605	\$122,209	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	58	\$74,984	\$23,240	\$40,879	\$60,954	\$101,973	\$139,418
Top Finance Position	8	\$61,481			\$66,241		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	16	\$61,038		\$35,250	\$54,796	\$77,158	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	\$62,289			\$36,258		
Unknown							
CEO/Executive Director	9	\$99,331			\$104,274		
Youth Development: Service and Other							
CEO/Executive Director	6	\$118,586			\$146,169		
Youth Development: Youth Development Programs							
CEO/Executive Director	36	\$74,783	\$19,048	\$47,567	\$72,116	\$91,346	\$125,507

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Des Moines, IA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	\$90,678			\$71,750		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	\$170,272			\$91,825		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	\$91,219			\$83,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$104,206			\$97,578		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$285,934			\$246,275		
Top Finance Position	5	\$132,453			\$126,954		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$161,493			\$136,280		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$574,782			\$411,689		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	9	\$152,217			\$137,593		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Des Moines, IA							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	10	\$116,652		\$71,668	\$113,035	\$144,987	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$77,828			\$82,346		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$138,238			\$112,834		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	\$147,960			\$121,251		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$87,524			\$66,164		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$79,923			\$77,180		

Detroit, MI

Animal-Related: Animal Protection & Welfare

CEO/Executive Director	7	\$124,940			\$46,800		
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Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	17	\$82,348		\$37,200	\$53,408	\$76,400	
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	8	\$97,839			\$67,388		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	8	\$234,921			\$194,507		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	15	\$109,276		\$29,338	\$43,750	\$96,026	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	20	\$80,318	\$39,210	\$50,960	\$81,909	\$102,587	\$112,320
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	15	\$152,003		\$70,605	\$93,636	\$225,907	
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	5	\$88,812			\$70,013		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	8	\$109,828			\$92,321		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	8	\$93,359			\$85,845		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	12	\$104,173		\$48,282	\$66,173	\$143,229	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	26	\$162,556	\$30,575	\$52,786	\$100,022	\$248,014	\$307,145
Top Development Position	5	\$175,701			\$155,362		
Top Finance Position	8	\$130,174			\$122,498		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$394,334			\$463,029		
Top Education Position	6	\$227,417			\$219,493		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	13	\$190,349		\$38,769	\$140,000	\$235,357	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	\$102,173			\$98,199		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	5	\$148,248			\$170,749		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	\$107,260			\$99,668		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	\$214,853			\$169,714		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	11	\$235,655		\$145,972	\$165,229	\$316,361	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	15	\$1,076,570		\$330,702	\$597,728	\$1,576,299	
Top Finance Position	10	\$497,961		\$136,193	\$256,443	\$764,088	
Top Operations Position	13	\$594,864		\$153,690	\$343,671	\$539,763	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	9	\$116,212			\$93,772		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	17	\$116,484		\$63,000	\$75,048	\$113,700	
Top Administrative Position	9	\$60,228			\$59,877		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	9	\$97,097			\$79,042		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	55	\$119,591	\$35,491	\$52,299	\$93,481	\$146,564	\$267,155
Top Finance Position	12	\$176,138		\$153,462	\$173,995	\$226,607	
Top Human Resources Position	6	\$156,868			\$164,509		
Top Operations Position	6	\$146,692			\$146,907		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	25	\$105,478	\$26,039	\$53,256	\$85,549	\$137,433	\$185,101

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Human Services—Multipurpose and Other: Children & Youth Services							
Top Finance Position	7	\$109,970			\$109,747		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	12	\$67,698		\$49,304	\$62,049	\$75,159	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	32	\$128,039	\$44,224	\$68,573	\$101,381	\$175,474	\$258,283
Top Development Position	5	\$129,506			\$140,232		
Top Finance Position	8	\$96,874			\$98,087		
Top Operations Position	5	\$111,748			\$107,289		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	9	\$105,050			\$93,777		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	\$159,393			\$101,016		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	43	\$143,823	\$44,560	\$66,269	\$128,510	\$196,059	\$269,987
Top Administrative Position	5	\$105,471			\$104,000		
Top Finance Position	17	\$102,373		\$58,512	\$81,869	\$142,446	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$109,212			\$66,770		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	22	\$188,327	\$70,290	\$92,119	\$187,941	\$245,541	\$278,401
Top Finance Position	8	\$129,192			\$127,562		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	10	\$136,010		\$63,166	\$85,145	\$114,873	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$219,861			\$150,000		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	6	\$67,465			\$56,790		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	\$88,027			\$93,578		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	20	\$68,712	\$24,000	\$34,142	\$71,512	\$96,295	\$109,151
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$95,455			\$94,910		
Youth Development: Youth Development Programs							
CEO/Executive Director	17	\$76,100		\$50,000	\$72,265	\$105,720	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dover, DE							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$139,418			\$149,320		
Duluth-Superior, MN-WI							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$97,345			\$77,488		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$337,276			\$123,065		
Dutchess County, NY							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$231,543			\$183,619		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$94,151			\$82,010		
Eau Claire, WI							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	\$77,013			\$61,901		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
El Paso, TX							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$75,949			\$63,000		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$101,894			\$105,972		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$33,245			\$25,200		
Elkhart-Goshen, IN							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$75,755			\$56,250		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$52,351			\$49,525		
Erie, PA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$75,563			\$74,257		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	\$177,180			\$100,231		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Erie, PA							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$81,970			\$63,849		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$139,369			\$132,253		
Eugene-Springfield, OR							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	\$61,000			\$46,732		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	8	\$62,379			\$60,021		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	\$81,432		\$43,817	\$65,084	\$121,066	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	10	\$86,727		\$69,717	\$75,097	\$104,234	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	\$59,314			\$67,340		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	\$87,657			\$97,221		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Eugene-Springfield, OR							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$72,510			\$39,943		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	5	\$44,455			\$34,400		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	\$112,496			\$101,408		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	\$53,451			\$54,270		

Evansville-Henderson, IN-KY

Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$462,474			\$242,992		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$80,472			\$86,010		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	10	\$110,057		\$46,625	\$100,961	\$159,427	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fargo-Moorhead, ND-MN							
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	\$75,972			\$64,455		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	10	\$103,734		\$55,742	\$99,704	\$120,981	

Fayetteville-Springdale-Rogers, AR

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	8	\$162,043			\$109,827		
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Educational Institutions and Related Activities: Service and Other

CEO/Executive Director	6	\$158,348			\$102,009		
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Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations

CEO/Executive Director	6	\$55,298			\$53,083		
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Religion-Related, Spiritual Development: Christianity

CEO/Executive Director	12	\$56,521		\$24,859	\$53,259	\$76,816	
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Youth Development: Youth Development Programs

CEO/Executive Director	5	\$67,211			\$76,140		
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Flagstaff, AZ-UT							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$127,813			\$139,046		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	\$69,976		\$43,572	\$58,880	\$91,713	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	7	\$101,593			\$68,650		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	10	\$79,328		\$54,894	\$61,428	\$83,511	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$73,288			\$63,541		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	\$58,672			\$64,447		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	\$57,698			\$63,302		

Flint, MI

Housing, Shelter: Housing Development, Construction, & Management

CEO/Executive Director	5	\$63,233			\$46,800		
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Flint, MI							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	\$92,099			\$52,902		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$88,244			\$81,748		
Fort Collins-Loveland, CO							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$62,400			\$47,677		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$80,204			\$84,962		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$67,944			\$74,186		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$73,613			\$82,387		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	7	\$66,854			\$62,217		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$107,286			\$97,447		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Lauderdale-Hollywood, FL							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	\$94,785			\$60,000		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	11	\$65,473		\$35,801	\$54,000	\$68,894	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	21	\$113,932	\$19,600	\$32,208	\$68,310	\$123,500	\$191,000
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$127,256			\$111,687		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	5	\$101,712			\$115,319		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$161,796			\$108,752		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	14	\$113,999		\$71,907	\$89,252	\$141,627	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	13	\$163,543		\$113,981	\$143,410	\$200,000	
Top Finance Position	6	\$101,492			\$104,928		
Top Operations Position	5	\$120,720			\$105,287		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Lauderdale-Hollywood, FL							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$176,658			\$96,908		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	22	\$69,590	\$18,148	\$28,749	\$55,852	\$81,638	\$170,434
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$84,095			\$70,000		
Fort Myers-Cape Coral, FL							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	\$86,549			\$87,425		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$105,887		\$49,234	\$80,872	\$121,609	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	\$70,775			\$69,211		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$55,627			\$61,174		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$51,815			\$50,940		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Pierce-Port St. Lucie, FL							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$60,218			\$46,212		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$113,270			\$94,733		
Fort Walton Beach, FL							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	\$91,252			\$79,500		
Fort Wayne, IN							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	12	\$61,704		\$29,000	\$43,894	\$65,174	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$71,820			\$68,117		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	7	\$456,266			\$169,141		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	\$86,950			\$59,410		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Wayne, IN							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$102,690			\$110,515		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	9	\$79,593			\$74,452		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	14	\$93,564		\$45,030	\$77,712	\$120,543	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	\$123,990			\$121,493		
Top Finance Position	5	\$117,870			\$118,313		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	\$50,981		\$37,570	\$49,268	\$62,007	
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$89,472			\$84,525		
Fort Worth, TX							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	7	\$68,171			\$62,197		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Worth, TX							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	13	\$126,318		\$42,000	\$65,872	\$152,355	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	\$89,677			\$72,614		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	30	\$126,324	\$31,353	\$60,264	\$88,546	\$152,982	\$273,848
Top Finance Position	9	\$141,220			\$137,910		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$176,179			\$128,718		
Top Finance Position	5	\$252,356			\$116,201		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$155,826			\$182,618		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	11	\$836,079		\$440,700	\$785,984	\$915,124	
Top Finance Position	7	\$609,072			\$425,815		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	\$133,819			\$119,066		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	13	\$96,714		\$64,426	\$97,364	\$125,639	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Worth, TX							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	16	\$143,630		\$91,919	\$118,553	\$170,444	
Top Finance Position	5	\$156,507			\$147,123		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	12	\$63,309		\$41,120	\$58,444	\$73,876	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	19	\$80,393		\$35,827	\$53,596	\$86,505	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	8	\$84,724			\$78,684		
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	5	\$100,956			\$97,778		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	\$300,508			\$65,000		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	60	\$88,246	\$32,141	\$54,336	\$68,175	\$113,515	\$156,858
Top Finance Position	6	\$60,355			\$59,870		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	5	\$60,938			\$70,000		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Worth, TX							
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	7	\$73,208			\$41,207		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$59,915			\$68,250		
Fresno, CA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$62,941			\$59,150		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	\$120,987		\$90,106	\$111,817	\$141,871	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$295,658			\$333,558		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$244,811			\$285,453		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	\$109,519			\$116,342		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	12	\$90,370		\$64,283	\$94,964	\$116,864	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fresno, CA							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$72,562			\$47,805		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	14	\$119,796		\$66,400	\$88,071	\$154,422	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	14	\$57,061		\$45,963	\$59,965	\$61,175	
Youth Development: Youth Development Programs							
CEO/Executive Director	9	\$79,776			\$72,294		

Gainesville, FL

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	7	\$91,672			\$80,484		
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Gary-Hammond-East Chicago, IN

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	9	\$91,208			\$94,117		
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Human Services—Multipurpose and Other: Family Services

CEO/Executive Director	8	\$75,761			\$60,429		
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501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Gary-Hammond-East Chicago, IN							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	\$87,875		\$60,181	\$74,906	\$106,978	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$177,456			\$177,551		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$258,765			\$116,295		
Grand Forks, ND-MN							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	\$109,459			\$101,105		
Grand Junction, CO							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$280,710			\$310,883		
Top Finance Position	6	\$198,127			\$208,366		
Grand Rapids-Muskegon-Holland, MI							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	\$67,954			\$67,643		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	\$101,837			\$96,426		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	14	\$82,762		\$61,514	\$93,848	\$105,792	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	\$63,095			\$64,899		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	\$80,053			\$85,660		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	23	\$103,236	\$60,387	\$72,911	\$101,428	\$133,455	\$146,151
Top Administrative Position	5	\$126,250			\$114,688		
Top Finance Position	5	\$96,306			\$107,214		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	\$246,134			\$119,268		
Top Education Position	5	\$214,972			\$172,425		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$120,841			\$108,182		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	\$70,888			\$75,601		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	\$83,906			\$70,737		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	\$261,672			\$215,604		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	6	\$132,191			\$133,024		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	8	\$1,031,122			\$743,921		
Top Finance Position	7	\$371,709			\$350,151		
Top Operations Position	5	\$561,175			\$243,973		
Top Technology Position	5	\$432,519			\$251,183		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	5	\$247,035			\$286,462		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	10	\$125,169		\$73,099	\$114,093	\$161,494	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	20	\$95,837	\$47,532	\$59,911	\$86,976	\$129,745	\$148,146
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	12	\$56,548		\$35,469	\$48,152	\$67,174	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	\$62,641			\$60,223		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	9	\$82,582			\$65,000		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	20	\$79,709	\$34,450	\$50,003	\$70,352	\$88,908	\$117,689
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$99,552			\$101,428		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	9	\$83,379			\$84,922		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$148,639			\$119,801		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$42,473			\$31,206		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	41	\$73,815	\$36,333	\$45,705	\$66,100	\$90,461	\$130,924
Top Finance Position	6	\$33,720			\$28,512		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	\$79,910			\$72,000		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	6	\$182,674			\$209,586		
Youth Development: Youth Development Programs							
CEO/Executive Director	12	\$86,905		\$52,666	\$69,563	\$92,997	

Greeley, CO

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	8	\$82,270			\$84,398		
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Religion-Related, Spiritual Development: Christianity

CEO/Executive Director	8	\$56,586			\$56,845		
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Green Bay, WI

Human Services—Multipurpose and Other: Children & Youth Services

CEO/Executive Director	5	\$106,458			\$108,019		
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro—Winston-Salem—High Point, NC							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	11	\$82,457		\$32,255	\$54,924	\$102,641	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	\$115,733			\$78,512		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	17	\$58,927		\$34,043	\$55,000	\$81,760	
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	\$86,527			\$82,735		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	10	\$68,409		\$45,839	\$65,622	\$83,256	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	\$113,136			\$76,741		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	\$64,231			\$58,323		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	31	\$148,244	\$55,475	\$73,040	\$109,439	\$167,396	\$261,279
Top Finance Position	9	\$166,049			\$129,683		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro—Winston-Salem—High Point, NC							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	\$594,762			\$298,570		
Top Education Position	7	\$240,840			\$121,315		
Top Finance Position	6	\$321,502			\$161,361		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	\$104,792			\$89,412		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	\$83,222			\$67,675		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$271,659			\$139,067		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	13	\$732,938		\$432,297	\$586,412	\$656,526	
Top Finance Position	5	\$721,706			\$484,365		
Top Operations Position	8	\$547,313			\$472,477		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	10	\$130,813		\$90,276	\$108,207	\$143,916	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	16	\$76,954		\$49,919	\$70,377	\$90,285	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro—Winston-Salem—High Point, NC							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	13	\$87,075		\$46,700	\$69,181	\$92,630	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	11	\$69,635		\$47,480	\$59,252	\$80,991	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	25	\$102,308	\$31,964	\$47,060	\$70,000	\$110,263	\$225,676
Top Finance Position	5	\$157,105			\$155,042		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	\$66,039			\$69,088		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	\$95,462			\$65,000		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	13	\$194,076		\$94,809	\$175,429	\$263,115	
Top Finance Position	10	\$159,502		\$114,656	\$150,455	\$163,538	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$62,682			\$72,749		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	8	\$80,549			\$77,006		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro—Winston-Salem—High Point, NC							
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$175,019			\$136,092		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	\$245,503			\$82,578		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	\$87,968			\$96,027		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	15	\$66,522		\$43,727	\$57,900	\$80,912	
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$62,256			\$71,776		
Greenville-Spartanburg-Anderson, SC							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$76,153			\$69,359		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	9	\$102,334			\$60,643		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	\$138,440		\$81,725	\$103,627	\$174,550	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greenville-Spartanburg-Anderson, SC							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	\$323,007			\$267,430		
Top Administrative Position	5	\$162,959			\$163,212		
Top Development Position	6	\$165,892			\$170,355		
Top Education Position	7	\$171,028			\$170,628		
Top Finance Position	6	\$144,791			\$116,115		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$88,461			\$98,456		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	7	\$538,513			\$409,724		
Top Finance Position	6	\$433,079			\$405,274		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	9	\$73,771			\$73,006		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	\$97,943			\$90,789		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	\$88,186		\$49,560	\$94,058	\$118,722	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	9	\$63,220			\$64,300		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greenville-Spartanburg-Anderson, SC							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	22	\$114,995	\$37,599	\$56,621	\$102,175	\$126,759	\$228,174
Top Finance Position	6	\$102,642			\$81,637		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$88,440			\$89,143		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	30	\$69,449	\$25,820	\$31,619	\$48,205	\$83,138	\$131,041
Youth Development: Youth Development Programs							
CEO/Executive Director	7	\$93,086			\$87,456		
Hagerstown, MD							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$89,329			\$95,497		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$186,418			\$174,082		
Hamilton-Middletown, OH							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	\$73,002			\$70,280		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hamilton-Middletown, OH							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$96,571			\$65,791		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	\$80,335			\$60,000		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$61,005			\$63,083		
Harrisburg-Lebanon-Carlisle, PA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	\$33,527			\$32,868		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	5	\$56,045			\$53,279		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	\$95,018			\$90,782		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	\$56,279			\$52,558		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	6	\$117,868			\$116,212		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Harrisburg-Lebanon-Carlisle, PA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	14	\$169,244		\$87,688	\$118,980	\$155,240	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$328,420			\$395,118		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	\$161,630			\$155,500		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	6	\$116,010			\$79,653		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$277,046			\$162,061		
Top Finance Position	5	\$253,342			\$100,333		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	5	\$151,579			\$138,362		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	\$131,861			\$62,690		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	11	\$112,459		\$59,971	\$91,622	\$113,294	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Harrisburg-Lebanon-Carlisle, PA							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	10	\$94,293		\$54,334	\$68,891	\$87,117	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	22	\$104,758	\$37,321	\$50,944	\$75,383	\$112,800	\$173,380
Top Finance Position	6	\$123,251			\$115,545		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	\$59,830			\$31,874		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	\$169,837			\$165,701		
Top Finance Position	5	\$135,997			\$125,718		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$133,350			\$107,620		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	\$48,970		\$25,380	\$42,492	\$60,178	
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$57,615			\$51,766		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	10	\$87,204		\$53,383	\$65,212	\$142,223	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	10	\$82,486		\$40,228	\$68,857	\$113,261	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	6	\$97,746			\$87,238		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	12	\$130,164		\$78,835	\$90,159	\$158,505	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	16	\$113,278		\$31,575	\$52,959	\$83,636	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	\$107,515			\$104,797		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	\$93,972			\$85,500		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	36	\$206,781	\$51,818	\$83,865	\$120,919	\$225,866	\$483,221
Top Development Position	9	\$200,736			\$208,345		
Top Education Position	6	\$157,852			\$153,219		
Top Finance Position	13	\$192,164		\$97,246	\$141,800	\$299,345	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Top Operations Position	5	\$221,054			\$131,236		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	\$593,622			\$524,538		
Top Education Position	6	\$246,189			\$227,904		
Top Finance Position	5	\$301,497			\$298,296		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	\$179,448			\$144,594		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$62,361			\$64,692		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	9	\$86,951			\$72,000		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	\$295,386			\$245,110		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	6	\$104,765			\$102,136		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	9	\$1,136,078			\$519,781		
Top Finance Position	7	\$438,572			\$351,631		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Health—General and Rehabilitative: Hospitals							
Top Operations Position	7	\$488,803			\$277,205		
Top Technology Position	5	\$341,877			\$375,949		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	7	\$217,355			\$197,080		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	7	\$97,996			\$85,896		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	8	\$159,865			\$115,481		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	9	\$143,816			\$134,303		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	\$81,544			\$59,091		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	22	\$117,822	\$48,531	\$78,058	\$104,039	\$144,507	\$178,304
Top Finance Position	8	\$121,535			\$114,231		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	16	\$105,850		\$57,269	\$79,210	\$117,762	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	9	\$88,693			\$76,819		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	20	\$132,935	\$39,781	\$99,679	\$123,302	\$162,857	\$202,062
Top Finance Position	9	\$100,792			\$88,754		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	\$202,714			\$191,108		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	14	\$193,614		\$103,940	\$147,885	\$250,982	
Top Finance Position	9	\$146,003			\$154,388		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	\$190,153			\$140,136		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$154,202			\$76,000		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$74,839			\$62,720		
Youth Development: Youth Development Programs							
CEO/Executive Director	11	\$73,913		\$56,885	\$75,000	\$94,640	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hickory-Morganton-Lenoir, NC							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$79,604			\$87,263		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	\$57,276			\$53,581		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$151,471			\$162,891		

Honolulu, HI

Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	11	\$110,883		\$66,976	\$92,462	\$109,428
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Arts, Culture, and Humanities: Media & Communications

CEO/Executive Director	5	\$108,758			\$74,806	
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Arts, Culture, and Humanities: Museums

CEO/Executive Director	5	\$137,372			\$152,197	
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Arts, Culture, and Humanities: Performing Arts

CEO/Executive Director	8	\$73,302			\$70,138	
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Crime, Legal-Related: Legal Services

CEO/Executive Director	5	\$91,876			\$76,003	
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Honolulu, HI							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$218,766			\$255,112		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	24	\$216,421	\$64,250	\$96,893	\$140,349	\$214,245	\$552,902
Top Finance Position	10	\$204,722		\$103,474	\$142,663	\$259,759	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	\$93,114			\$70,541		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	8	\$122,939			\$103,921		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	9	\$590,981			\$318,814		
Top Finance Position	7	\$305,681			\$173,060		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	6	\$152,681			\$121,532		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	\$148,412			\$168,599		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	\$83,126			\$75,176		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Honolulu, HI							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	14	\$106,017		\$76,625	\$97,198	\$118,374	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$118,134			\$92,212		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	\$117,191		\$78,086	\$109,290	\$130,085	
Top Finance Position	5	\$98,840			\$94,636		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$106,388			\$92,376		
Top Finance Position	5	\$101,326			\$107,007		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$133,073			\$133,234		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	\$57,483			\$55,256		
Unknown							
CEO/Executive Director	6	\$97,451			\$95,176		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$69,411			\$39,000		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$89,817			\$62,760		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	18	\$75,305		\$34,881	\$62,186	\$96,092	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	5	\$67,939			\$75,800		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	\$171,347			\$127,581		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	26	\$137,242	\$23,807	\$48,388	\$79,846	\$148,635	\$357,032
Top Finance Position	7	\$110,327			\$114,129		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	7	\$64,327			\$54,042		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	7	\$229,742			\$188,180		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	12	\$105,847		\$74,000	\$103,447	\$125,903	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	5	\$117,246			\$116,125		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	7	\$89,294			\$82,424		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	11	\$64,576		\$38,306	\$56,400	\$82,119	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	18	\$118,853		\$57,699	\$92,615	\$188,487	
Top Operations Position	5	\$150,173			\$151,883		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	72	\$166,986	\$55,022	\$93,589	\$124,609	\$167,715	\$288,948
Top Administrative Position	15	\$126,998		\$104,730	\$113,551	\$144,536	
Top Business Position	6	\$126,611			\$99,720		
Top Development Position	7	\$163,028			\$168,418		
Top Education Position	7	\$133,097			\$128,663		
Top Finance Position	24	\$134,607	\$77,991	\$93,083	\$116,667	\$160,178	\$210,388
Top Operations Position	9	\$121,786			\$113,119		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	5	\$124,642			\$145,129		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$418,629			\$220,682		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	\$154,915			\$120,000		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	6	\$132,879			\$132,856		
Environmental Quality, Protection, and Beautification: Environmental Beautification							
CEO/Executive Director	5	\$140,437			\$157,050		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	8	\$129,519			\$119,145		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	5	\$185,046			\$191,080		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	11	\$282,875		\$137,939	\$177,526	\$242,705	
Top Finance Position	7	\$316,238			\$131,625		
Top Operations Position	5	\$290,712			\$159,485		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	5	\$188,208			\$229,544		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	10	\$314,141		\$76,374	\$143,821	\$438,703	
Top Finance Position	7	\$149,465			\$134,255		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	9	\$591,488			\$156,087		
Top Finance Position	6	\$287,122			\$237,995		
Top Operations Position	6	\$350,763			\$234,356		
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	5	\$127,406			\$118,421		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	7	\$551,944			\$85,440		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	12	\$126,461		\$75,632	\$96,505	\$188,321	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	\$161,166			\$86,258		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	27	\$83,791	\$30,046	\$44,500	\$65,641	\$109,520	\$153,079
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	38	\$123,811	\$45,308	\$53,044	\$89,561	\$163,874	\$241,593

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Human Services—Multipurpose and Other: Children & Youth Services							
Top Finance Position	7	\$97,045			\$93,287		
Top Operations Position	5	\$101,637			\$129,329		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	19	\$82,082		\$45,517	\$67,500	\$102,200	
Top Finance Position	5	\$90,605			\$77,365		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	19	\$97,118		\$56,731	\$84,000	\$108,892	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	27	\$114,364	\$39,096	\$49,234	\$79,441	\$127,531	\$245,423
Top Finance Position	5	\$142,791			\$135,948		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	9	\$146,611			\$129,843		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$208,178			\$184,303		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	9	\$66,591			\$61,500		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	\$131,736			\$71,629		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	11	\$120,063		\$64,080	\$117,100	\$152,750	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$181,830			\$130,756		
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	6	\$80,413			\$67,750		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	14	\$73,452		\$36,163	\$71,000	\$94,772	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	84	\$62,134	\$21,731	\$31,163	\$51,410	\$70,038	\$106,700
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	9	\$47,242			\$43,400		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	6	\$96,919			\$80,863		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	6	\$85,919			\$80,640		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Youth Development: Youth Development Programs							
CEO/Executive Director	23	\$107,253	\$45,000	\$55,281	\$80,000	\$106,782	\$177,765
Huntington-Ashland, WV-KY-OH							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	\$57,862			\$50,520		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$128,064			\$119,765		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$41,334			\$27,300		
Huntsville, AL							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	11	\$79,902		\$66,293	\$78,299	\$91,985	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$71,025			\$54,247		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$60,578			\$53,391		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	16	\$89,641		\$46,000	\$89,211	\$138,555	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	5	\$144,875			\$100,850		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	\$409,607			\$269,703		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	22	\$73,446	\$28,689	\$32,601	\$57,975	\$87,481	\$164,875
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	19	\$59,573		\$40,628	\$56,754	\$68,250	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	\$188,259			\$116,300		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	\$83,762			\$66,050		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	11	\$60,012		\$40,884	\$64,350	\$82,233	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	40	\$135,306	\$41,975	\$73,785	\$111,708	\$146,150	\$286,178
Top Finance Position	13	\$113,881		\$81,419	\$117,151	\$133,383	
Top Operations Position	5	\$114,876			\$59,373		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	\$354,425			\$334,586		
Top Development Position	5	\$200,175			\$198,429		
Top Finance Position	6	\$207,966			\$232,735		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	\$98,954			\$90,510		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	22	\$151,071	\$37,147	\$52,026	\$89,416	\$157,116	\$252,364
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	9	\$134,846			\$148,597		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$77,660			\$70,008		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	10	\$66,264		\$29,993	\$58,167	\$73,391	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	8	\$315,435			\$262,793		
Top Finance Position	5	\$256,511			\$192,603		
Top Operations Position	6	\$220,698			\$245,734		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	5	\$200,411			\$91,955		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	12	\$683,561		\$212,907	\$356,171	\$616,664	
Top Finance Position	6	\$486,924			\$334,196		
Top Operations Position	13	\$312,291		\$191,738	\$225,942	\$322,593	
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	6	\$104,683			\$77,715		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	9	\$289,825			\$220,239		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	10	\$109,918		\$70,528	\$81,791	\$124,103	
Housing, Shelter: Housing Support							
CEO/Executive Director	6	\$138,440			\$111,612		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	25	\$94,592	\$40,939	\$59,851	\$83,635	\$112,960	\$155,506
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	22	\$67,479	\$18,271	\$36,051	\$56,353	\$75,000	\$116,765
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	8	\$115,583			\$97,028		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	23	\$127,466	\$62,186	\$69,856	\$88,630	\$154,075	\$191,396
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	\$89,819			\$86,468		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$171,660			\$186,811		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$126,918			\$112,500		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	6	\$41,618			\$33,360		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	\$117,432			\$119,094		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	8	\$86,196			\$57,996		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	\$161,265			\$86,799		
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	5	\$83,646			\$102,515		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	10	\$87,748		\$76,182	\$83,482	\$95,224	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	12	\$82,752		\$47,539	\$83,236	\$107,337	
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	5	\$958,562			\$196,070		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	35	\$60,614	\$26,222	\$39,013	\$55,283	\$74,201	\$93,593

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	\$110,649			\$75,336		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	12	\$78,630		\$56,868	\$76,496	\$87,201	
Youth Development: Youth Development Programs							
CEO/Executive Director	23	\$102,882	\$26,890	\$53,750	\$91,257	\$119,637	\$211,730

Jackson, MS

Arts, Culture, and Humanities: Performing Arts

CEO/Executive Director	5	\$60,856			\$59,297		
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Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	14	\$138,619		\$78,209	\$155,211	\$174,784	
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Educational Institutions and Related Activities: Higher Education

CEO/Executive Director	5	\$347,587			\$388,616		
Top Development Position	5	\$147,973			\$129,475		
Top Finance Position	5	\$127,232			\$121,798		

Health—General and Rehabilitative: Service and Other

CEO/Executive Director	6	\$130,386			\$102,294		
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jackson, MS							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$47,215			\$32,000		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	\$106,055		\$60,902	\$103,685	\$130,587	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	15	\$79,600		\$46,834	\$76,763	\$120,183	

Jacksonville, FL

Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$86,400			\$66,500		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	\$86,425			\$58,500		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	\$66,334			\$75,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	23	\$134,725	\$41,459	\$68,488	\$97,094	\$186,680	\$229,856
Top Finance Position	5	\$109,111			\$96,544		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jacksonville, FL							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$153,808			\$164,911		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	9	\$1,458,829			\$371,981		
Top Finance Position	7	\$443,182			\$332,990		
Top Operations Position	6	\$2,048,748			\$652,531		
Top Technology Position	5	\$372,918			\$283,318		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	9	\$102,787			\$80,500		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	\$88,485			\$63,165		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	\$124,909			\$91,335		
Top Finance Position	5	\$86,018			\$100,500		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	10	\$76,391		\$54,325	\$72,049	\$91,143	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	14	\$168,608		\$67,201	\$142,366	\$237,351	
Top Finance Position	5	\$145,110			\$110,102		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jacksonville, FL							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	8	\$75,301			\$83,345		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$131,263			\$126,767		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	29	\$72,448	\$23,600	\$31,592	\$72,243	\$94,000	\$116,026
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$70,963			\$59,160		

Janesville-Beloit, WI

Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$104,898			\$19,712		

Jersey City, NJ

Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$192,878			\$165,723		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$118,829			\$109,740		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Johnson City-Kingsport-Bristol, TN-VA							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	\$46,705			\$43,480		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$44,124			\$40,865		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	\$178,463			\$88,837		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$635,091			\$435,127		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$62,810			\$58,428		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	\$73,810		\$46,287	\$62,306	\$80,171	

Johnstown, PA

Human Services—Multipurpose and Other: Human Services

CEO/Executive Director	6	\$58,700			\$51,384		
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501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kalamazoo-Battle Creek, MI							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	9	\$63,155			\$40,779		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	\$57,844			\$56,551		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$61,576			\$41,811		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	\$92,188			\$74,001		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	11	\$90,617		\$56,764	\$63,441	\$129,557	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$40,917			\$42,005		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$49,912			\$51,181		

Kansas City, MO-KS

Animal-Related: Animal Protection & Welfare

CEO/Executive Director	5	\$71,553			\$80,167		
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	9	\$74,033			\$73,882		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	5	\$36,504			\$34,500		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	12	\$197,636		\$57,860	\$145,309	\$254,639	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	20	\$140,180	\$43,353	\$53,096	\$83,030	\$195,354	\$304,775
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	16	\$103,253		\$63,938	\$85,430	\$138,720	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	\$127,252			\$99,250		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	\$44,142			\$44,605		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	\$89,567			\$91,862		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	13	\$112,206		\$73,783	\$119,020	\$140,545	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	43	\$131,775	\$33,894	\$63,954	\$109,092	\$161,569	\$227,093
Top Administrative Position	9	\$124,322			\$120,044		
Top Finance Position	8	\$126,612			\$119,216		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	13	\$203,679		\$79,334	\$131,250	\$282,561	
Top Administrative Position	6	\$146,562			\$142,935		
Top Development Position	6	\$147,122			\$167,278		
Top Education Position	8	\$177,576			\$192,030		
Top Finance Position	9	\$145,656			\$191,776		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	\$135,704			\$129,803		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	\$135,399			\$118,500		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	10	\$170,274		\$88,611	\$125,101	\$206,949	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	13	\$338,654		\$99,052	\$149,168	\$337,540	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
Top Finance Position	8	\$216,963			\$167,504		
Top Operations Position	5	\$344,771			\$255,149		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$180,157			\$96,144		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	12	\$702,027		\$151,360	\$414,766	\$604,736	
Top Finance Position	8	\$455,239			\$319,987		
Top Human Resources Position	5	\$352,863			\$227,464		
Top Operations Position	7	\$392,805			\$262,638		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	5	\$152,169			\$102,619		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	7	\$130,832			\$97,060		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	\$98,180			\$108,710		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	30	\$98,869	\$42,505	\$60,656	\$78,714	\$106,872	\$165,300

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	23	\$114,228	\$51,892	\$57,227	\$83,148	\$131,492	\$173,135
Top Finance Position	5	\$118,756			\$132,966		
Top Operations Position	5	\$114,296			\$96,744		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	19	\$72,792		\$48,850	\$58,516	\$100,442	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	15	\$127,576		\$71,879	\$106,355	\$171,062	
Top Finance Position	8	\$113,883			\$114,046		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	14	\$89,708		\$29,093	\$50,356	\$129,496	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	\$64,805			\$64,916		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$281,429			\$281,314		
Top Finance Position	6	\$200,516			\$172,670		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	6	\$98,962			\$46,372		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	11	\$228,687		\$112,927	\$147,508	\$214,989	
Top Finance Position	6	\$199,769			\$123,983		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	7	\$70,336			\$53,825		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	8	\$174,523			\$155,596		
Top Finance Position	5	\$109,758			\$94,003		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$209,443			\$299,700		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	10	\$114,600		\$49,573	\$90,634	\$111,327	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	35	\$68,284	\$27,012	\$36,138	\$60,866	\$95,066	\$117,924
Youth Development: Youth Development Programs							
CEO/Executive Director	17	\$100,016		\$62,101	\$85,075	\$90,000	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Killeen-Temple, TX							
Health—General and Rehabilitative: Hospitals							
Top Operations Position	6	\$224,679			\$255,724		
Knoxville, TN							
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	5	\$74,815			\$80,167		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	9	\$65,700			\$39,375		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$97,178			\$68,340		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	\$217,013			\$140,210		
Health—General and Rehabilitative: Hospitals							
Top Finance Position	10	\$306,668		\$172,146	\$219,180	\$347,904	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$79,760			\$77,984		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	\$86,156			\$77,738		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Knoxville, TN							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	\$67,139			\$67,722		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	7	\$72,911			\$70,515		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$107,535			\$50,000		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$72,701			\$83,950		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	31	\$73,588	\$24,138	\$32,887	\$65,600	\$87,839	\$109,838
Top Finance Position	5	\$66,807			\$53,300		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$69,607			\$53,550		
La Crosse, WI-MN							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$103,277			\$67,696		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lafayette, LA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$86,860			\$90,734		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$40,034			\$41,787		
Lakeland-Winter Haven, FL							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	13	\$123,335		\$57,750	\$107,233	\$164,831	
Top Finance Position	5	\$106,388			\$126,092		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	\$58,971			\$66,895		
Lancaster, PA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	\$40,527			\$37,830		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	\$80,615			\$76,947		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	\$126,013			\$77,277		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lancaster, PA							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$258,983			\$231,015		
Top Education Position	5	\$179,311			\$138,460		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	\$49,741			\$46,537		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	6	\$131,866			\$140,208		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$93,057			\$84,760		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	\$99,003		\$62,455	\$94,899	\$132,045	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	10	\$293,222		\$203,468	\$220,633	\$349,841	
Top Finance Position	9	\$173,634			\$166,764		
Top Human Resources Position	5	\$193,008			\$163,878		
Top Operations Position	6	\$182,053			\$150,782		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	19	\$65,628		\$34,879	\$64,000	\$90,074	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lansing-East Lansing, MI							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$117,421			\$99,916		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	11	\$175,574		\$125,515	\$167,901	\$226,476	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	8	\$309,475			\$270,711		
Top Finance Position	6	\$185,456			\$183,766		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	5	\$127,022			\$90,151		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	7	\$58,237			\$44,800		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	\$78,343			\$71,473		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$58,833			\$60,235		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$130,582			\$129,342		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lansing-East Lansing, MI							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$124,258			\$136,109		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$116,343			\$114,736		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$64,280			\$47,202		
Las Vegas, NV-AZ							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$83,457			\$60,000		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	\$150,124			\$88,600		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	22	\$125,536	\$36,897	\$41,363	\$101,698	\$155,154	\$266,624
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	7	\$277,506			\$189,704		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$154,820			\$116,969		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Las Vegas, NV-AZ							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	14	\$87,128		\$44,358	\$77,783	\$123,312	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$141,848			\$137,117		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$79,084			\$76,904		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	14	\$182,830		\$95,275	\$152,419	\$245,997	
Top Finance Position	6	\$139,866			\$112,293		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$151,941			\$76,719		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	\$69,180			\$75,165		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	\$62,576			\$55,922		
Unknown							
CEO/Executive Director	7	\$72,689			\$68,400		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Las Vegas, NV-AZ							
Youth Development: Youth Development Programs							
CEO/Executive Director	8	\$73,504			\$75,922		
Lawrence, KS							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	\$65,495			\$61,808		
Lawrence-Haverhill, MA-NH							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$201,293		\$81,257	\$151,171	\$189,042	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	\$107,251			\$128,620		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	\$71,896			\$58,389		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$115,119			\$96,000		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$39,268			\$34,313		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lewiston-Auburn, ME							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	\$113,458			\$101,361		
Lexington, KY							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	\$53,483			\$41,973		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	\$128,305			\$119,596		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$163,500			\$168,125		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	\$121,605		\$49,700	\$59,758	\$91,810	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$326,601			\$345,501		
Top Education Position	5	\$160,400			\$184,637		
Top Finance Position	5	\$138,267			\$124,436		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$146,973			\$115,374		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lexington, KY							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	\$94,083			\$83,600		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	\$55,817			\$49,696		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	\$78,635			\$75,457		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	\$78,589			\$36,750		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$117,752			\$101,898		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	\$138,712			\$93,687		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	\$65,344			\$58,694		

Lincoln, NE

Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	6	\$89,281			\$86,010		
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501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lincoln, NE							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$184,728			\$109,478		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	11	\$92,099		\$66,932	\$77,224	\$109,568	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$95,319			\$53,544		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$68,932			\$60,109		

Little Rock-North Little Rock, AR

Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	\$118,019		\$51,688	\$80,770	\$180,555	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	\$194,390			\$162,345		
Health—General and Rehabilitative: Hospitals							
Top Administrative Position	5	\$299,015			\$332,747		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	5	\$121,225			\$116,765		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Little Rock-North Little Rock, AR							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	12	\$105,411		\$71,206	\$84,930	\$150,515	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$52,071			\$44,000		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$76,377			\$55,628		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	6	\$117,853			\$57,758		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$178,321			\$182,839		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	\$74,588		\$38,497	\$57,500	\$80,282	
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$70,722			\$72,340		

Longview-Marshall, TX

Religion-Related, Spiritual Development: Christianity

CEO/Executive Director	9	\$52,789			\$36,808		
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	33	\$89,780	\$23,000	\$32,285	\$70,909	\$120,000	\$198,839
Top Finance Position	6	\$90,999			\$95,101		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	6	\$75,080			\$73,750		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	73	\$107,829	\$26,354	\$46,200	\$77,000	\$125,000	\$214,092
Top Development Position	5	\$197,165			\$170,493		
Top Finance Position	6	\$111,872			\$114,184		
Top Operations Position	5	\$189,982			\$150,585		
Top Program Position	5	\$94,583			\$123,389		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	8	\$77,041			\$72,647		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	26	\$148,008	\$29,070	\$45,125	\$87,375	\$146,799	\$379,250
Top Finance Position	6	\$174,759			\$199,400		
Top Operations Position	8	\$154,162			\$132,488		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	34	\$243,854	\$45,944	\$97,250	\$151,128	\$271,311	\$482,131
Top Development Position	8	\$239,924			\$247,304		
Top Finance Position	9	\$208,244			\$183,600		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Arts, Culture, and Humanities: Museums							
Top Operations Position	9	\$191,709			\$128,646		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	85	\$120,889	\$24,119	\$44,068	\$66,250	\$118,000	\$161,545
Top Development Position	7	\$191,526			\$159,414		
Top Finance Position	11	\$132,992		\$66,731	\$105,113	\$204,518	
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	11	\$206,245		\$85,118	\$206,700	\$260,713	
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	5	\$70,010			\$76,298		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	25	\$121,972	\$43,233	\$65,635	\$117,767	\$154,044	\$232,232
Top Finance Position	7	\$122,370			\$150,332		
Top Legal Position	6	\$170,538			\$155,392		
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	5	\$149,537			\$85,295		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	11	\$136,603		\$84,281	\$110,000	\$173,075	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	6	\$147,081			\$136,393		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	30	\$130,816	\$61,800	\$80,238	\$106,372	\$153,575	\$244,350
Top Finance Position	5	\$92,525			\$116,243		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	7	\$129,796			\$77,254		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	12	\$179,130		\$89,079	\$180,023	\$247,428	
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	6	\$209,760			\$139,658		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	10	\$144,254		\$89,423	\$117,600	\$151,580	
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	9	\$79,450			\$77,902		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	9	\$180,956			\$175,994		
Top Legal Position	5	\$169,028			\$162,102		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	6	\$119,714			\$130,746		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	10	\$109,334		\$67,127	\$91,763	\$118,679	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	8	\$137,270			\$87,332		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	13	\$153,296		\$89,773	\$106,165	\$192,876	
Top Finance Position	5	\$128,224			\$116,246		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	30	\$179,603	\$35,765	\$75,727	\$125,006	\$175,794	\$376,029
Top Finance Position	6	\$135,278			\$136,540		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	36	\$124,098	\$34,161	\$50,458	\$89,835	\$171,534	\$271,372
Top Finance Position	13	\$114,232		\$60,000	\$108,550	\$160,292	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	262	\$201,226	\$60,301	\$93,300	\$156,213	\$251,947	\$373,251
Top Administrative Position	35	\$141,960	\$89,666	\$116,784	\$136,609	\$168,550	\$177,799
Top Business Position	13	\$132,494		\$99,684	\$140,880	\$171,717	
Top Development Position	28	\$169,223	\$99,502	\$118,104	\$167,005	\$205,464	\$259,472

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Top Education Position	30	\$160,240	\$107,794	\$126,506	\$146,338	\$185,373	\$219,356
Top Facilities Position	5	\$128,309			\$119,439		
Top Finance Position	66	\$186,917	\$95,233	\$123,845	\$185,692	\$242,576	\$273,483
Top Human Resources Position	11	\$163,778		\$141,993	\$159,555	\$179,840	
Top Operations Position	38	\$143,905	\$55,908	\$110,532	\$147,134	\$180,232	\$215,589
Top PR/Communications Position	12	\$158,948		\$119,858	\$148,362	\$183,930	
Top Program Position	7	\$157,077			\$165,467		
Top Technology Position	12	\$159,155		\$123,327	\$144,157	\$177,675	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	12	\$311,249		\$97,385	\$299,383	\$458,668	
Top Development Position	6	\$183,182			\$179,593		
Top Education Position	9	\$259,769			\$252,889		
Top Finance Position	8	\$239,909			\$248,263		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	37	\$456,834	\$51,660	\$145,589	\$381,740	\$598,386	\$885,418
Top Administrative Position	19	\$308,797		\$189,526	\$286,451	\$340,057	
Top Development Position	19	\$365,897		\$205,971	\$367,515	\$387,877	
Top Education Position	23	\$317,521	\$162,607	\$221,461	\$263,267	\$353,269	\$460,651
Top Finance Position	30	\$297,988	\$83,978	\$143,083	\$219,814	\$350,439	\$397,521
Top Human Resources Position	6	\$212,140			\$212,301		
Top Legal Position	8	\$368,240			\$289,048		
Top Operations Position	7	\$302,405			\$250,766		
Top Technology Position	8	\$290,741			\$233,906		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	55	\$205,025	\$53,277	\$94,134	\$144,240	\$214,440	\$415,425
Top Finance Position	10	\$169,083		\$142,160	\$151,893	\$184,134	
Top Human Resources Position	6	\$146,310			\$132,769		
Top Operations Position	11	\$211,317		\$172,068	\$204,008	\$265,883	
Top Technology Position	7	\$404,779			\$253,837		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	21	\$126,061	\$30,000	\$80,000	\$118,750	\$183,162	\$212,222
Top Finance Position	6	\$128,180			\$137,416		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	21	\$159,608	\$67,532	\$86,250	\$119,171	\$167,442	\$239,690
Top Finance Position	8	\$148,135			\$133,031		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	8	\$256,970			\$170,689		
Top Finance Position	5	\$127,892			\$118,949		
Environmental Quality, Protection, and Beautification: Botanical, Horticultural, & Landscape Services							
CEO/Executive Director	6	\$115,815			\$103,955		
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	6	\$143,915			\$93,021		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	10	\$67,915		\$55,879	\$73,471	\$84,750	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	12	\$136,887		\$78,812	\$100,225	\$159,296	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	7	\$116,820			\$110,575		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	15	\$102,168		\$57,197	\$93,886	\$122,194	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	43	\$268,539	\$77,402	\$156,382	\$225,716	\$294,054	\$327,650
Top Finance Position	23	\$190,867	\$112,860	\$129,669	\$168,450	\$219,557	\$251,594
Top Operations Position	15	\$212,422		\$138,089	\$177,219	\$238,439	
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	9	\$179,582			\$130,010		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	9	\$111,636			\$112,494		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	39	\$563,822	\$76,036	\$140,972	\$253,895	\$676,041	\$1,349,738
Top Finance Position	25	\$442,651	\$104,270	\$145,586	\$205,982	\$528,824	\$1,058,014

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Health—General and Rehabilitative: Hospitals							
Top Human Resources Position	8	\$260,232			\$256,525		
Top Operations Position	19	\$365,833		\$139,449	\$256,654	\$382,702	
Top Technology Position	10	\$287,699		\$155,922	\$252,633	\$407,413	
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	7	\$135,584			\$100,920		
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	8	\$107,871			\$88,704		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	7	\$209,198			\$122,529		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	20	\$339,865	\$60,949	\$96,139	\$195,414	\$394,753	\$630,808
Top Finance Position	9	\$209,104			\$225,891		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	6	\$104,625			\$98,607		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	36	\$218,262	\$78,216	\$111,164	\$164,792	\$233,120	\$427,702
Top Development Position	5	\$193,656			\$172,324		
Top Finance Position	15	\$175,532		\$115,531	\$164,066	\$232,056	
Top Operations Position	7	\$204,869			\$149,428		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Housing, Shelter: Housing Support							
CEO/Executive Director	9	\$147,614			\$135,012		
Housing, Shelter: Service and Other							
CEO/Executive Director	8	\$167,007			\$128,295		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	11	\$166,590		\$87,500	\$154,585	\$228,941	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	100	\$153,221	\$51,824	\$72,483	\$122,434	\$195,198	\$309,147
Top Administrative Position	5	\$117,416			\$126,788		
Top Development Position	8	\$155,390			\$146,566		
Top Finance Position	29	\$149,292	\$81,198	\$115,663	\$135,650	\$183,603	\$245,497
Top Human Resources Position	5	\$151,442			\$157,357		
Top Operations Position	13	\$140,905		\$82,750	\$119,500	\$145,183	
Top PR/Communications Position	5	\$118,374			\$121,031		
Top Program Position	12	\$135,776		\$110,591	\$143,538	\$163,122	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	81	\$139,760	\$49,077	\$72,000	\$110,995	\$201,431	\$257,544
Top Administrative Position	12	\$114,873		\$90,033	\$118,283	\$150,841	
Top Development Position	8	\$138,962			\$137,171		
Top Finance Position	25	\$149,701	\$66,620	\$130,227	\$150,608	\$170,125	\$205,632
Top Human Resources Position	8	\$139,584			\$131,485		
Top Operations Position	13	\$170,814		\$145,340	\$163,871	\$182,405	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Human Services—Multipurpose and Other: Children & Youth Services							
Top PR/Communications Position	5	\$100,608			\$123,087		
Top Program Position	14	\$110,726		\$73,100	\$119,925	\$137,253	
Top Technology Position	7	\$143,028			\$134,046		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	12	\$105,719		\$74,391	\$88,471	\$120,559	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	33	\$148,256	\$56,920	\$79,887	\$129,116	\$187,833	\$236,066
Top Finance Position	11	\$138,022		\$121,586	\$133,621	\$148,018	
Top Program Position	6	\$93,785			\$112,993		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	52	\$98,805	\$30,666	\$46,182	\$71,833	\$112,267	\$181,287
Top Finance Position	11	\$140,282		\$84,306	\$141,397	\$190,272	
Top Operations Position	5	\$208,602			\$201,043		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	14	\$179,025		\$55,197	\$112,908	\$208,933	
Top Development Position	5	\$167,490			\$153,830		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	9	\$132,210			\$75,034		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	26	\$145,330	\$64,500	\$101,139	\$135,244	\$195,974	\$232,734
Top Administrative Position	6	\$159,776			\$132,606		
Top Finance Position	5	\$143,809			\$143,611		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$101,156			\$91,186		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	15	\$148,779		\$37,259	\$87,083	\$112,050	
Top Finance Position	5	\$191,717			\$200,823		
Top Operations Position	5	\$148,040			\$153,013		
International, Foreign Affairs, and National Security: Service and Other							
CEO/Executive Director	5	\$248,810			\$203,833		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	7	\$82,781			\$77,499		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	5	\$118,579			\$101,608		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	41	\$201,664	\$48,000	\$103,046	\$173,817	\$273,502	\$342,612
Top Development Position	6	\$167,957			\$170,886		
Top Finance Position	21	\$177,475	\$96,182	\$131,183	\$173,412	\$222,691	\$230,448

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Mental Health, Crisis Intervention: Mental Health Treatment							
Top Human Resources Position	8	\$149,056			\$147,054		
Top Operations Position	13	\$226,517		\$122,715	\$180,071	\$240,000	
Top Program Position	10	\$143,666		\$113,752	\$135,939	\$162,019	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	31	\$152,631	\$53,830	\$93,678	\$127,296	\$208,779	\$239,682
Top Finance Position	9	\$133,121			\$90,000		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	17	\$210,782		\$90,000	\$173,851	\$260,000	
Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	5	\$124,288			\$76,923		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	6	\$149,137			\$139,727		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	16	\$105,192		\$74,387	\$100,370	\$146,509	
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	10	\$334,363		\$101,344	\$250,614	\$440,160	
Top Operations Position	5	\$208,046			\$182,315		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	23	\$76,437	\$23,920	\$53,600	\$68,000	\$83,394	\$120,996
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	108	\$56,847	\$19,539	\$24,000	\$40,026	\$74,681	\$101,557
Top Finance Position	17	\$70,053		\$25,520	\$60,000	\$104,286	
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	12	\$132,400		\$76,707	\$112,050	\$147,006	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	13	\$51,238		\$38,249	\$56,349	\$59,950	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	8	\$107,550			\$93,215		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	6	\$56,721			\$59,650		
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
CEO/Executive Director	5	\$398,118			\$210,313		
Unknown							
CEO/Executive Director	23	\$112,382	\$32,228	\$55,746	\$91,000	\$161,720	\$190,930

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	\$133,030			\$78,268		
Youth Development: Scouting							
CEO/Executive Director	8	\$329,364			\$279,565		
Youth Development: Service and Other							
CEO/Executive Director	7	\$88,056			\$77,750		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	30	\$119,081	\$60,543	\$76,876	\$104,650	\$165,259	\$189,770
Top Finance Position	6	\$83,450			\$87,095		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	\$85,949			\$53,750		
Youth Development: Youth Development Programs							
CEO/Executive Director	64	\$116,004	\$27,631	\$59,475	\$87,605	\$146,029	\$193,265
Top Finance Position	11	\$127,338		\$72,000	\$110,130	\$133,568	
Top Operations Position	8	\$180,894			\$109,475		
Top Program Position	5	\$161,478			\$88,122		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisville, KY-IN							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	\$88,264			\$64,139		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	5	\$96,509			\$100,000		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	7	\$132,123			\$126,048		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	15	\$80,013		\$40,116	\$75,904	\$97,739	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	\$74,892			\$69,308		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	21	\$114,013	\$44,659	\$58,639	\$100,360	\$129,961	\$216,207
Top Finance Position	8	\$59,882			\$44,648		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$91,773			\$85,725		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	\$110,131			\$90,781		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisville, KY-IN							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	7	\$610,831			\$446,569		
Top Finance Position	6	\$374,600			\$308,615		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	7	\$92,045			\$86,022		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	\$86,278			\$90,054		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	16	\$102,661		\$67,223	\$89,538	\$117,319	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	15	\$113,196		\$72,443	\$88,356	\$145,179	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	\$71,550			\$58,934		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	13	\$75,815		\$30,198	\$59,552	\$90,421	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	15	\$159,568		\$63,330	\$146,307	\$181,353	
Top Finance Position	5	\$111,876			\$131,703		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisville, KY-IN							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$140,817			\$151,998		
Top Finance Position	5	\$104,182			\$114,676		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$162,345			\$169,273		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$82,976			\$72,000		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$166,994			\$177,836		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$76,973			\$50,000		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	15	\$58,181		\$34,352	\$60,200	\$76,543	

Lubbock, TX

Human Services—Multipurpose and Other: Children & Youth Services

CEO/Executive Director	6	\$88,873			\$65,511		
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lubbock, TX							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$100,051			\$122,352		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	\$49,583		\$30,261	\$51,723	\$63,825	
Lynchburg, VA							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$469,316			\$419,506		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$65,139			\$60,789		
Madison, WI							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$64,193			\$50,100		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	\$57,679			\$49,358		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	5	\$114,944			\$77,468		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Madison, WI							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	12	\$85,903		\$41,488	\$60,297	\$98,841	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	\$70,375			\$54,080		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	\$101,543			\$81,167		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	19	\$92,963		\$64,862	\$75,751	\$106,039	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	12	\$174,887		\$111,647	\$155,931	\$204,755	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	\$258,830			\$148,200		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	13	\$102,250		\$75,571	\$95,669	\$108,041	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$281,662			\$238,687		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Madison, WI							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$130,021			\$106,495		
Housing, Shelter: Housing Support							
CEO/Executive Director	7	\$139,815			\$108,114		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	22	\$91,414	\$63,063	\$68,213	\$75,841	\$106,479	\$154,693
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	15	\$73,104		\$62,769	\$78,499	\$89,229	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	\$64,704			\$59,846		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$82,045			\$81,674		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	\$124,992		\$89,512	\$106,751	\$163,705	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	\$66,838			\$68,074		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Madison, WI							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	\$91,830			\$72,745		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$75,439			\$70,000		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	\$105,161			\$89,666		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$86,937			\$95,904		
Manchester, NH							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	7	\$101,535			\$49,096		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	\$99,822			\$78,012		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	\$81,850			\$60,806		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$138,094			\$68,535		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Manchester, NH							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$292,063			\$292,097		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$130,934			\$138,649		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$92,675			\$76,234		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$155,145			\$167,284		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$161,238			\$126,787		
McAllen-Edinburg-Mission, TX							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$230,870			\$77,175		
Medford-Ashland, OR							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	\$135,491			\$82,340		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medford-Ashland, OR							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$93,955			\$83,985		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	7	\$85,469			\$70,075		
Melbourne-Titusville-Palm Bay, FL							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$68,512			\$71,348		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	\$56,291			\$55,706		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	\$87,928			\$79,627		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	16	\$67,301		\$34,417	\$57,030	\$97,348	
Memphis, TN-AR-MS							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	7	\$130,241			\$125,613		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Memphis, TN-AR-MS							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	14	\$85,396		\$34,435	\$63,660	\$103,532	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	11	\$72,561		\$33,765	\$70,287	\$93,882	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	\$144,968			\$132,724		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	48	\$141,961	\$60,286	\$91,754	\$119,635	\$176,132	\$254,070
Top Development Position	6	\$135,340			\$137,065		
Top Finance Position	13	\$97,316		\$72,115	\$98,345	\$109,918	
Top Operations Position	7	\$130,194			\$112,375		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$283,912			\$206,528		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$145,005			\$184,601		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	8	\$260,191			\$224,509		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	12	\$589,987		\$187,685	\$275,093	\$913,367	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Memphis, TN-AR-MS							
Health—General and Rehabilitative: Hospitals							
Top Administrative Position	7	\$527,709			\$247,824		
Top Finance Position	8	\$391,949			\$248,836		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	\$312,197			\$127,329		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	\$99,252			\$81,834		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	16	\$80,417		\$60,513	\$81,071	\$95,851	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$95,275			\$67,500		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$97,532			\$96,976		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	10	\$112,244		\$51,145	\$76,700	\$159,643	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	\$210,916			\$136,780		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Memphis, TN-AR-MS							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	7	\$82,368			\$50,000		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$71,315			\$60,000		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	19	\$84,983		\$43,151	\$66,184	\$116,097	
Youth Development: Youth Development Programs							
CEO/Executive Director	14	\$101,543		\$70,000	\$101,250	\$111,853	
Miami, FL							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	11	\$82,314		\$32,732	\$68,000	\$94,065	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	5	\$102,195			\$56,680		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	\$248,599			\$183,031		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	24	\$121,227	\$24,150	\$32,808	\$55,700	\$137,166	\$258,661

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	\$82,385			\$48,000		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	\$64,391			\$59,568		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	50	\$153,359	\$63,490	\$89,505	\$137,463	\$176,833	\$246,299
Top Finance Position	8	\$173,685			\$164,039		
Top Operations Position	6	\$148,234			\$130,645		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	\$633,945			\$171,000		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	\$118,187		\$77,043	\$117,324	\$146,598	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	\$102,944			\$83,367		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	\$221,714			\$152,046		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	11	\$758,215		\$349,040	\$426,009	\$677,817	
Top Finance Position	5	\$420,256			\$225,761		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
Health—General and Rehabilitative: Hospitals							
Top Operations Position	10	\$375,124		\$186,612	\$295,420	\$379,302	
Health—General and Rehabilitative: Nursing							
Top Administrative Position	5	\$153,934			\$153,416		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	8	\$187,256			\$126,292		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	\$101,686			\$87,925		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	12	\$150,073		\$72,100	\$118,367	\$214,758	
Top Finance Position	5	\$153,468			\$144,116		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	12	\$99,559		\$38,125	\$110,222	\$130,757	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	17	\$140,794		\$30,000	\$90,787	\$175,275	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	\$135,931			\$138,400		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	5	\$85,880			\$80,000		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	11	\$146,878		\$65,050	\$134,998	\$150,252	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	\$81,941			\$78,687		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	\$97,298			\$55,600		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	13	\$41,112		\$20,103	\$34,971	\$42,000	
Youth Development: Youth Development Programs							
CEO/Executive Director	13	\$88,223		\$65,000	\$89,323	\$109,224	

Middlesex-Somerset-Hunterdon, NJ

Arts, Culture, and Humanities: Performing Arts

CEO/Executive Director	5	\$43,287			\$27,950		
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Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	19	\$237,467		\$103,601	\$187,242	\$359,781	
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Middlesex-Somerset-Hunterdon, NJ							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Top Development Position	5	\$195,261			\$163,994		
Top Education Position	5	\$140,460			\$134,370		
Top Finance Position	7	\$188,694			\$210,687		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	7	\$73,304			\$60,604		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	7	\$387,855			\$488,892		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$131,721			\$149,027		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	12	\$116,836		\$65,351	\$98,069	\$159,672	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	\$156,807		\$90,913	\$145,909	\$182,689	
Top Finance Position	5	\$107,868			\$101,717		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	7	\$125,999			\$129,610		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	20	\$151,418	\$38,108	\$73,506	\$131,906	\$192,475	\$258,205

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Middlesex-Somerset-Hunterdon, NJ							
Human Services—Multipurpose and Other: Human Services							
Top Finance Position	6	\$144,515			\$164,439		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$271,671			\$181,924		
Top Finance Position	5	\$158,419			\$151,353		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	\$86,727			\$92,809		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$48,172			\$44,000		

Milwaukee, WI

Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	18	\$87,857		\$51,883	\$75,931	\$103,355	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	7	\$58,501			\$63,760		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	\$130,366			\$135,836		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	15	\$160,900		\$56,353	\$71,689	\$230,618	
Top Finance Position	9	\$105,353			\$94,414		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	13	\$108,177		\$37,000	\$87,200	\$127,584	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	9	\$102,549			\$110,399		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	6	\$92,900			\$77,014		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	10	\$200,046		\$42,191	\$53,183	\$105,150	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	9	\$130,349			\$119,975		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	41	\$130,844	\$50,999	\$74,268	\$105,094	\$139,063	\$241,326
Top Administrative Position	5	\$91,397			\$60,000		
Top Finance Position	10	\$113,757		\$64,557	\$118,253	\$147,423	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	\$267,956			\$212,288		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Educational Institutions and Related Activities: Higher Education							
Top Education Position	6	\$203,418			\$154,397		
Top Finance Position	5	\$241,182			\$194,989		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$117,097			\$124,503		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	9	\$81,611			\$85,292		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	8	\$77,889			\$77,191		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	\$128,883			\$88,849		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	15	\$875,136		\$222,266	\$653,377	\$1,163,208	
Top Finance Position	8	\$607,752			\$531,093		
Top Human Resources Position	5	\$368,442			\$499,960		
Top Operations Position	6	\$827,319			\$602,069		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	5	\$196,078			\$175,011		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	8	\$162,335			\$124,793		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	\$85,652			\$75,286		
Housing, Shelter: Housing Support							
CEO/Executive Director	5	\$75,352			\$93,139		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	\$82,930			\$84,133		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	23	\$138,031	\$52,203	\$63,554	\$83,475	\$170,572	\$328,636
Top Finance Position	8	\$143,929			\$142,860		
Top Operations Position	6	\$134,388			\$129,307		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	\$118,842			\$93,789		
Top Finance Position	5	\$122,837			\$130,523		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	13	\$75,146		\$48,826	\$67,840	\$100,465	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	33	\$126,556	\$27,196	\$58,783	\$92,026	\$150,100	\$201,493

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Human Services—Multipurpose and Other: Human Services							
Top Finance Position	7	\$127,165			\$101,400		
Top Operations Position	5	\$110,949			\$113,767		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	10	\$173,063		\$88,271	\$126,914	\$262,759	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	\$80,321			\$80,126		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	12	\$175,692		\$81,016	\$164,063	\$260,101	
Top Finance Position	6	\$142,340			\$151,279		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	11	\$90,343		\$78,576	\$88,609	\$100,096	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	15	\$103,075		\$79,695	\$107,844	\$122,845	
Youth Development: Youth Development Programs							
CEO/Executive Director	10	\$97,627		\$38,522	\$73,985	\$132,042	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	14	\$70,229		\$42,236	\$49,780	\$86,282	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	6	\$198,285			\$140,903		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	50	\$89,938	\$33,288	\$49,940	\$75,117	\$124,144	\$169,031
Top Finance Position	6	\$118,349			\$118,615		
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	7	\$85,475			\$71,449		
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	8	\$69,061			\$49,795		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	6	\$98,149			\$53,292		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	27	\$135,913	\$44,720	\$55,711	\$81,000	\$151,409	\$353,397
Top Operations Position	5	\$189,814			\$274,113		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	12	\$169,841		\$54,008	\$104,697	\$169,024	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	73	\$79,181	\$31,525	\$44,150	\$61,258	\$83,576	\$143,364
Top Finance Position	10	\$88,896		\$58,122	\$80,173	\$128,917	
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	11	\$71,253		\$52,253	\$77,838	\$94,884	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	10	\$71,707		\$67,739	\$76,675	\$84,212	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	7	\$78,384			\$96,573		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	8	\$158,563			\$60,103		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	36	\$78,934	\$44,010	\$51,392	\$68,821	\$85,883	\$136,696
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	6	\$75,334			\$58,343		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	5	\$78,472			\$80,678		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	11	\$199,561		\$59,775	\$101,333	\$261,073	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	7	\$109,941			\$87,909		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	12	\$92,645		\$73,677	\$97,143	\$109,138	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	\$143,746			\$129,455		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	6	\$129,374			\$96,853		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	\$65,446			\$66,446		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	6	\$111,239			\$124,425		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	11	\$104,252		\$63,720	\$73,575	\$136,292	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	22	\$88,383	\$22,787	\$29,880	\$78,785	\$113,910	\$154,552
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	133	\$123,923	\$52,479	\$73,099	\$107,550	\$139,235	\$183,282
Top Administrative Position	12	\$108,411		\$60,994	\$78,296	\$133,193	
Top Business Position	10	\$89,789		\$43,760	\$73,031	\$110,994	
Top Development Position	7	\$156,056			\$116,091		
Top Education Position	6	\$98,184			\$96,247		
Top Finance Position	34	\$74,626	\$41,230	\$51,682	\$60,903	\$91,123	\$128,145
Top Operations Position	13	\$144,444		\$92,481	\$123,496	\$192,462	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	8	\$209,549			\$171,360		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	16	\$321,538		\$110,077	\$291,174	\$410,762	
Top Administrative Position	5	\$216,947			\$219,497		
Top Development Position	6	\$225,551			\$177,124		
Top Education Position	9	\$234,137			\$234,946		
Top Finance Position	9	\$211,143			\$200,567		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	26	\$236,104	\$52,474	\$74,685	\$122,785	\$193,972	\$641,762
Top Finance Position	7	\$226,230			\$116,669		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	12	\$128,942		\$42,820	\$110,927	\$166,164	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	11	\$110,343		\$67,149	\$106,096	\$141,036	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	7	\$207,274			\$161,105		
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	5	\$164,019			\$145,492		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	14	\$115,982		\$68,556	\$127,430	\$145,820	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	11	\$83,349		\$64,704	\$87,836	\$103,549	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	17	\$100,322		\$60,000	\$80,350	\$99,495	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	18	\$333,740		\$97,427	\$179,434	\$242,604	
Top Finance Position	10	\$282,425		\$110,687	\$142,026	\$332,251	
Top Operations Position	8	\$342,332			\$175,353		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	11	\$343,997		\$195,575	\$299,651	\$397,164	
Top Finance Position	6	\$267,461			\$202,698		
Top Operations Position	5	\$227,687			\$149,009		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	17	\$706,514		\$214,458	\$421,235	\$991,549	
Top Administrative Position	5	\$296,438			\$255,966		
Top Finance Position	11	\$561,033		\$289,267	\$435,832	\$798,686	
Top Human Resources Position	7	\$447,113			\$375,652		
Top Operations Position	13	\$434,298		\$255,915	\$302,458	\$432,525	
Top Technology Position	7	\$393,523			\$415,883		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	15	\$156,128		\$77,935	\$170,807	\$197,955	
Top Administrative Position	16	\$135,537		\$114,952	\$130,569	\$148,361	
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	6	\$83,131			\$64,758		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	\$166,113			\$100,915		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	10	\$123,374		\$52,809	\$78,651	\$122,418	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	6	\$211,142			\$181,757		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	29	\$130,808	\$49,877	\$88,065	\$111,202	\$154,143	\$229,981
Top Administrative Position	5	\$120,358			\$115,120		
Top Finance Position	8	\$134,012			\$135,180		
Top Operations Position	5	\$141,475			\$130,000		
Housing, Shelter: Housing Support							
CEO/Executive Director	6	\$138,342			\$154,570		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	11	\$84,237		\$58,373	\$80,943	\$109,877	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	64	\$118,732	\$56,160	\$72,900	\$111,047	\$133,949	\$187,980
Top Finance Position	19	\$97,004		\$77,581	\$95,943	\$117,851	
Top Operations Position	6	\$122,969			\$128,591		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	44	\$100,214	\$29,387	\$54,749	\$76,490	\$133,495	\$170,532
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	10	\$97,614		\$83,382	\$94,301	\$101,807	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	38	\$94,883	\$33,734	\$56,901	\$81,579	\$107,115	\$167,637
Top Finance Position	7	\$101,133			\$92,177		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	62	\$132,344	\$39,248	\$70,988	\$112,769	\$170,482	\$217,784
Top Finance Position	18	\$135,776		\$95,682	\$111,240	\$146,193	
Top Operations Position	6	\$183,130			\$176,082		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	19	\$112,361		\$47,805	\$73,286	\$140,862	
Top Finance Position	5	\$119,959			\$103,425		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	\$87,694			\$67,351		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	14	\$196,881		\$97,778	\$161,855	\$196,717	
Top Administrative Position	9	\$144,456			\$145,509		
Top Finance Position	7	\$175,817			\$129,722		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	9	\$98,172			\$109,553		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	19	\$88,791		\$45,750	\$79,122	\$102,124	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
International, Foreign Affairs, and National Security: International Human Rights							
CEO/Executive Director	7	\$56,046			\$50,100		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	6	\$108,756			\$81,923		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	23	\$175,547	\$86,588	\$100,964	\$163,309	\$205,968	\$275,675
Top Development Position	5	\$133,515			\$142,525		
Top Finance Position	9	\$129,530			\$114,045		
Top Human Resources Position	5	\$188,850			\$175,797		
Top Operations Position	8	\$153,817			\$152,237		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	19	\$146,787		\$86,333	\$127,417	\$170,815	
Top Finance Position	5	\$147,051			\$134,660		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	\$67,985			\$57,497		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	14	\$158,401		\$61,358	\$109,666	\$270,562	
Top Development Position	5	\$142,963			\$136,728		
Top Finance Position	6	\$154,860			\$152,853		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	\$121,212			\$98,346		
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	8	\$114,663			\$105,342		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	6	\$89,702			\$89,482		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	26	\$71,923	\$27,500	\$57,676	\$74,052	\$86,377	\$102,601
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	72	\$74,355	\$21,041	\$32,740	\$53,605	\$84,999	\$111,666
Top Finance Position	5	\$107,018			\$37,860		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	\$64,024			\$59,883		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	7	\$84,535			\$62,136		
Youth Development: Youth Development Programs							
CEO/Executive Director	46	\$92,384	\$43,417	\$57,025	\$75,999	\$113,619	\$182,634
Top Finance Position	6	\$85,126			\$82,674		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missoula, MT							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	\$48,736			\$46,518		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$66,913		\$43,499	\$56,728	\$85,576	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	9	\$106,104			\$90,725		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	\$75,191			\$75,096		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$56,529			\$55,813		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$71,617			\$82,000		

Mobile, AL

Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$108,133			\$93,329		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	\$79,868			\$76,417		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mobile, AL							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$66,427			\$59,622		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$102,695			\$75,387		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	7	\$70,022			\$59,135		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	17	\$48,823		\$25,020	\$35,620	\$54,500	

Modesto, CA

Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$108,233			\$91,016		

Monmouth-Ocean, NJ

Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	9	\$109,648			\$81,978		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	20	\$176,919	\$43,692	\$67,849	\$168,916	\$259,917	\$304,350
Top Finance Position	5	\$154,074			\$134,928		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Monmouth-Ocean, NJ							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$211,380			\$186,722		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$1,698,276			\$888,388		
Top Finance Position	5	\$891,106			\$553,235		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$86,766			\$77,309		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	\$113,468			\$115,545		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	\$105,613			\$104,443		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$105,478			\$70,114		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$137,332			\$151,129		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$299,447			\$212,670		
Top Finance Position	5	\$246,088			\$209,375		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Monmouth-Ocean, NJ							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	\$134,959			\$133,828		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	\$98,733		\$62,115	\$87,426	\$125,316	
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	6	\$52,909			\$39,128		

Monroe, LA

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	5	\$69,480			\$48,917		
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Montgomery, AL

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	10	\$103,194		\$82,220	\$104,072	\$132,528	
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Human Services—Multipurpose and Other: Family Services

CEO/Executive Director	6	\$81,754			\$97,446		
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Human Services—Multipurpose and Other: Human Services

CEO/Executive Director	7	\$112,436			\$135,944		
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Myrtle Beach, SC							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$54,369			\$65,006		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$31,970			\$33,200		
Naples, FL							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	\$116,272			\$132,570		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	\$141,974		\$92,308	\$122,163	\$158,843	
Top Finance Position	6	\$97,630			\$100,174		
Nashua, NH							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$100,205			\$87,602		
Nashville, TN							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	\$55,046			\$46,875		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	10	\$92,358		\$38,094	\$74,800	\$97,657	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	5	\$116,216			\$107,791		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	7	\$130,600			\$124,590		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	9	\$146,860			\$92,465		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	14	\$120,071		\$47,607	\$59,737	\$144,457	
Top Finance Position	5	\$142,229			\$142,595		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	\$91,490			\$102,997		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	5	\$115,592			\$113,400		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	8	\$72,872			\$63,413		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	5	\$100,291			\$105,950		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	7	\$45,595			\$38,002		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	8	\$172,754			\$161,102		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	14	\$110,126		\$81,456	\$107,560	\$143,917	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	42	\$173,621	\$55,108	\$68,116	\$124,120	\$185,374	\$371,739
Top Development Position	6	\$155,696			\$146,634		
Top Finance Position	13	\$123,441		\$97,847	\$134,041	\$147,638	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	12	\$291,913		\$100,132	\$168,891	\$297,847	
Top Development Position	6	\$161,779			\$161,147		
Top Education Position	6	\$196,447			\$152,569		
Top Finance Position	8	\$173,298			\$160,484		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	11	\$177,070		\$117,758	\$140,388	\$214,769	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	\$76,809			\$46,801		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	6	\$98,804			\$82,716		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	8	\$90,052			\$81,112		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	9	\$92,864			\$62,190		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	9	\$211,574			\$132,623		
Top Finance Position	5	\$192,353			\$132,843		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	6	\$136,140			\$113,094		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	9	\$592,036			\$327,675		
Top Finance Position	8	\$316,892			\$223,086		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	6	\$304,166			\$132,536		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	13	\$91,130		\$60,000	\$79,800	\$119,855	
Housing, Shelter: Housing Support							
CEO/Executive Director	6	\$64,170			\$70,876		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	10	\$68,999		\$31,580	\$42,050	\$81,959	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	38	\$73,697	\$32,261	\$46,773	\$74,605	\$86,775	\$116,717
Top Finance Position	8	\$59,942			\$73,471		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	23	\$89,411	\$54,726	\$65,662	\$73,882	\$106,918	\$136,494
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	13	\$54,395		\$31,000	\$38,800	\$75,602	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	21	\$95,478	\$44,935	\$50,701	\$94,500	\$130,461	\$147,206
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	15	\$116,947		\$53,407	\$85,146	\$133,147	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	\$83,441			\$76,884		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$144,639			\$99,600		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	11	\$104,641		\$53,987	\$81,900	\$126,129	
Mental Health, Crisis Intervention: Addictive Disorders N.E.C.							
CEO/Executive Director	5	\$53,034			\$41,000		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	6	\$82,217			\$72,702		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	9	\$264,560			\$179,124		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	5	\$100,629			\$73,175		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	10	\$65,961		\$40,052	\$64,256	\$81,830	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$133,905			\$104,402		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$87,437			\$90,000		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	76	\$72,015	\$25,923	\$37,860	\$61,000	\$96,533	\$128,021
Top Finance Position	9	\$63,597			\$44,000		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	11	\$44,846		\$22,991	\$52,094	\$62,101	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	\$75,324			\$69,996		
Youth Development: Youth Development Programs							
CEO/Executive Director	16	\$73,362		\$47,628	\$77,753	\$90,251	
Nassau-Suffolk, NY							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	12	\$89,895		\$35,750	\$58,686	\$85,784	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	12	\$71,429		\$35,435	\$72,993	\$85,906	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	17	\$68,858		\$47,500	\$67,000	\$88,594	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	7	\$87,753			\$91,924		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	15	\$176,991		\$96,659	\$120,033	\$176,268	
Top Finance Position	5	\$119,712			\$125,045		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	13	\$73,262		\$29,000	\$58,675	\$83,758	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	\$235,949			\$166,000		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	6	\$235,090			\$73,658		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	\$144,840			\$128,997		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	9	\$97,363			\$65,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	46	\$191,517	\$63,756	\$116,250	\$171,833	\$248,744	\$354,258
Top Administrative Position	11	\$132,412		\$83,684	\$125,000	\$151,765	
Top Development Position	5	\$150,811			\$149,309		
Top Education Position	5	\$136,176			\$145,399		
Top Facilities Position	5	\$142,547			\$139,277		
Top Finance Position	16	\$162,652		\$121,785	\$174,877	\$197,699	
Top Human Resources Position	5	\$131,341			\$125,844		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	14	\$754,609		\$535,895	\$713,649	\$916,457	
Top Education Position	5	\$479,940			\$438,008		
Top Finance Position	6	\$361,434			\$337,624		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$166,616			\$118,000		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	6	\$143,922			\$121,831		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	22	\$1,319,058	\$532,582	\$617,533	\$864,462	\$1,038,385	\$2,860,680
Top Finance Position	10	\$686,657		\$499,839	\$549,115	\$880,689	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Health—General and Rehabilitative: Hospitals							
Top Human Resources Position	7	\$547,912			\$485,179		
Top Operations Position	11	\$822,220		\$404,072	\$571,248	\$696,315	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	11	\$461,910		\$212,966	\$282,917	\$690,493	
Top Administrative Position	7	\$184,834			\$167,405		
Top Finance Position	12	\$215,559		\$155,152	\$187,038	\$251,393	
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	11	\$273,046		\$102,242	\$168,744	\$365,363	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	\$125,528			\$74,915		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	\$56,178			\$40,616		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	15	\$200,414		\$78,386	\$109,501	\$334,155	
Top Finance Position	5	\$199,998			\$201,812		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	36	\$128,757	\$49,685	\$88,393	\$114,682	\$146,776	\$217,043
Top Finance Position	6	\$162,813			\$140,209		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	7	\$81,535			\$76,000		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	22	\$175,227	\$40,973	\$54,215	\$107,425	\$305,163	\$371,880
Top Finance Position	10	\$161,160		\$104,657	\$165,666	\$203,501	
Top Human Resources Position	5	\$160,615			\$157,806		
Top Operations Position	7	\$198,515			\$191,226		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	14	\$297,731		\$180,810	\$219,493	\$454,070	
Top Finance Position	8	\$179,067			\$174,794		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	16	\$231,948		\$178,225	\$207,091	\$254,515	
Top Finance Position	6	\$175,886			\$169,087		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	10	\$92,078		\$80,047	\$99,706	\$115,925	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	\$108,807			\$82,561		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	19	\$46,541		\$27,000	\$39,824	\$52,000	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	\$111,341			\$88,456		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$116,148			\$101,808		
New Bedford, MA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$215,763			\$110,950		
New Haven-Meriden, CT							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	\$77,380			\$59,563		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	\$83,905			\$60,602		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	10	\$120,269		\$74,097	\$105,134	\$153,967	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	41	\$181,085	\$61,750	\$90,898	\$164,000	\$210,586	\$311,608
Top Business Position	5	\$116,884			\$128,332		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Haven-Meriden, CT							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Top Development Position	5	\$228,552			\$135,705		
Top Finance Position	7	\$214,277			\$198,701		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$1,198,693			\$691,555		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	6	\$256,216			\$227,529		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$137,171			\$125,167		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	13	\$104,642		\$77,654	\$100,935	\$119,293	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$92,203			\$70,402		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	7	\$77,356			\$87,231		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$122,254			\$118,579		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Haven-Meriden, CT							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	\$160,790			\$147,366		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$84,334			\$70,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	9	\$73,307			\$66,970		

New London-Norwich, CT-RI

Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	\$188,821			\$144,954		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$139,683			\$65,917		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	10	\$85,619		\$57,033	\$82,640	\$127,217	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$136,465			\$116,690		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	18	\$87,124		\$44,727	\$83,517	\$119,010	
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	5	\$86,746			\$62,991		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	9	\$70,738			\$60,003		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	\$169,453			\$94,818		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	10	\$74,630		\$39,112	\$67,813	\$99,474	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	8	\$169,184			\$93,951		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	\$119,444			\$92,488		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	7	\$101,980			\$104,230		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	13	\$118,197		\$65,000	\$93,514	\$177,460	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	42	\$169,541	\$80,102	\$103,916	\$142,597	\$203,351	\$287,137
Top Finance Position	15	\$138,426		\$106,624	\$114,643	\$170,560	
Top Operations Position	10	\$127,707		\$111,609	\$124,451	\$139,750	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	15	\$144,415		\$80,765	\$172,176	\$185,902	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$200,111			\$184,330		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$1,028,931			\$714,113		
Top Finance Position	6	\$357,293			\$331,531		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	\$277,715			\$158,888		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	\$135,170			\$129,608		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	11	\$99,098		\$56,841	\$91,353	\$115,844	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	\$106,621		\$78,039	\$106,910	\$131,021	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	7	\$76,201			\$82,016		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	22	\$118,980	\$41,000	\$64,303	\$95,484	\$178,491	\$190,762
Top Finance Position	5	\$137,862			\$117,779		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	\$109,919			\$75,888		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$107,898			\$102,417		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	13	\$64,313		\$39,996	\$57,176	\$70,500	
Youth Development: Youth Development Programs							
CEO/Executive Director	9	\$64,539			\$74,057		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	25	\$114,842	\$20,097	\$28,500	\$66,538	\$131,385	\$193,307
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	8	\$371,183			\$184,397		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	176	\$129,104	\$31,855	\$50,000	\$95,388	\$178,858	\$257,605
Top Administrative Position	9	\$153,747			\$150,651		
Top Business Position	6	\$156,065			\$139,420		
Top Development Position	14	\$168,989		\$132,955	\$142,971	\$177,450	
Top Education Position	7	\$159,218			\$154,536		
Top Finance Position	35	\$124,140	\$36,025	\$67,012	\$117,304	\$155,600	\$199,477
Top Marketing Position	5	\$139,243			\$139,482		
Top Operations Position	15	\$143,007		\$92,015	\$148,248	\$178,837	
Top PR/Communications Position	5	\$163,959			\$159,209		
Top Program Position	6	\$132,859			\$152,909		
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	30	\$150,408	\$51,815	\$73,165	\$113,292	\$197,876	\$282,366
Top Development Position	5	\$160,479			\$140,723		
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	30	\$142,140	\$40,282	\$52,014	\$101,100	\$190,671	\$278,124
Top Development Position	7	\$175,422			\$159,316		
Top Finance Position	8	\$162,754			\$163,468		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	28	\$177,613	\$59,654	\$83,622	\$146,820	\$233,072	\$341,111
Top Development Position	5	\$166,524			\$152,464		
Top Finance Position	7	\$123,829			\$103,000		
Arts, Culture, and Humanities: Humanities							
CEO/Executive Director	17	\$140,984		\$71,728	\$119,551	\$175,329	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	78	\$168,563	\$41,512	\$65,381	\$120,585	\$223,846	\$335,948
Top Administrative Position	7	\$244,595			\$171,968		
Top Development Position	5	\$253,275			\$263,018		
Top Finance Position	19	\$198,333		\$101,513	\$154,588	\$258,202	
Top Human Resources Position	5	\$217,501			\$120,929		
Top Operations Position	8	\$214,442			\$179,454		
Top Program Position	6	\$222,505			\$186,224		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	59	\$257,396	\$67,615	\$105,445	\$151,705	\$294,124	\$548,661
Top Administrative Position	7	\$275,002			\$297,207		
Top Development Position	14	\$239,898		\$169,427	\$200,082	\$265,779	
Top Education Position	6	\$248,662			\$224,071		
Top Facilities Position	7	\$250,784			\$223,356		
Top Finance Position	23	\$275,472	\$86,111	\$144,133	\$202,321	\$295,277	\$414,667
Top Human Resources Position	5	\$160,777			\$172,342		
Top Legal Position	7	\$350,251			\$249,427		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Arts, Culture, and Humanities: Museums							
Top Marketing Position	5	\$232,119			\$193,886		
Top Operations Position	14	\$333,939		\$175,043	\$223,383	\$377,242	
Top PR/Communications Position	7	\$329,269			\$288,592		
Top Technology Position	8	\$208,962			\$192,113		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	295	\$154,687	\$25,340	\$44,260	\$80,285	\$142,729	\$280,648
Top Administrative Position	20	\$272,667	\$96,700	\$114,937	\$153,361	\$211,017	\$369,747
Top Development Position	34	\$232,228	\$115,879	\$143,185	\$190,507	\$260,131	\$377,089
Top Facilities Position	5	\$195,731			\$195,735		
Top Finance Position	63	\$173,446	\$26,249	\$77,474	\$136,090	\$217,116	\$397,440
Top Legal Position	6	\$356,010			\$291,717		
Top Marketing Position	14	\$221,699		\$144,842	\$174,560	\$266,881	
Top Operations Position	11	\$324,830		\$147,845	\$178,790	\$402,784	
Top PR/Communications Position	9	\$186,821			\$154,513		
Top Program Position	9	\$173,422			\$188,348		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	48	\$168,938	\$39,288	\$77,501	\$147,608	\$235,381	\$321,558
Top Development Position	5	\$161,304			\$167,092		
Top Finance Position	13	\$155,285		\$126,804	\$156,409	\$170,307	
Top Program Position	5	\$134,013			\$130,660		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	27	\$123,308	\$35,221	\$70,707	\$98,708	\$160,288	\$230,162

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	12	\$217,707		\$115,930	\$258,389	\$278,482	
Top Finance Position	6	\$169,021			\$155,853		
Top Legal Position	6	\$235,087			\$214,598		
Top Operations Position	5	\$138,389			\$145,115		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	54	\$164,090	\$63,196	\$85,044	\$130,920	\$203,184	\$295,606
Top Administrative Position	8	\$169,610			\$168,310		
Top Development Position	15	\$180,562		\$141,490	\$177,250	\$217,936	
Top Finance Position	11	\$159,909		\$127,101	\$150,933	\$191,591	
Top Human Resources Position	5	\$179,965			\$157,645		
Top Legal Position	11	\$182,863		\$140,939	\$187,882	\$226,737	
Top Operations Position	7	\$141,366			\$120,714		
Top PR/Communications Position	10	\$159,849		\$135,622	\$145,828	\$192,664	
Top Program Position	6	\$181,028			\$177,294		
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	20	\$145,456	\$77,045	\$100,336	\$144,486	\$177,974	\$225,851
Top Finance Position	5	\$165,159			\$137,033		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	14	\$197,354		\$94,584	\$151,275	\$303,657	
Top Finance Position	7	\$166,398			\$190,587		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	28	\$182,829	\$44,372	\$58,195	\$121,781	\$188,292	\$410,435
Top Finance Position	7	\$257,655			\$213,317		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	84	\$150,440	\$54,614	\$76,924	\$100,000	\$211,337	\$296,996
Top Finance Position	16	\$191,207		\$132,210	\$197,153	\$239,742	
Top Operations Position	11	\$172,126		\$134,390	\$177,808	\$219,959	
Top Program Position	6	\$175,631			\$160,524		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	11	\$175,278		\$90,568	\$151,067	\$198,681	
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	8	\$144,023			\$127,702		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	41	\$157,699	\$56,400	\$82,500	\$147,167	\$244,674	\$288,500
Top Finance Position	10	\$153,357		\$119,712	\$146,030	\$190,967	
Top Operations Position	8	\$160,667			\$161,782		
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	11	\$196,538		\$87,661	\$214,401	\$237,637	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	26	\$167,020	\$56,917	\$92,018	\$170,714	\$211,817	\$294,401

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Community Improvement, Capacity Building: Service and Other							
Top Finance Position	6	\$146,296			\$129,799		
Top Operations Position	5	\$186,962			\$173,462		
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	6	\$281,791			\$161,234		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	5	\$160,532			\$111,603		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	34	\$174,563	\$59,673	\$114,016	\$191,870	\$227,524	\$252,411
Top Development Position	5	\$153,802			\$139,915		
Top Finance Position	13	\$158,005		\$156,484	\$162,786	\$168,070	
Top Legal Position	20	\$167,558	\$124,939	\$146,571	\$158,280	\$193,029	\$213,321
Top Operations Position	5	\$157,056			\$157,885		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	7	\$115,703			\$99,591		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	13	\$140,107		\$63,333	\$113,027	\$164,425	
Crime, Legal-Related: Service and Other							
CEO/Executive Director	5	\$153,215			\$150,500		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	15	\$158,882		\$79,759	\$157,410	\$231,384	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	13	\$261,852		\$114,099	\$199,998	\$351,366	
Top Finance Position	5	\$252,530			\$260,698		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	5	\$158,628			\$115,000		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle, & Bone Diseases							
CEO/Executive Director	6	\$132,312			\$134,002		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	37	\$236,531	\$88,396	\$109,499	\$179,649	\$337,500	\$372,314
Top Development Position	6	\$217,819			\$205,240		
Top Finance Position	9	\$232,643			\$223,363		
Top Operations Position	9	\$217,804			\$212,387		
Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C.							
CEO/Executive Director	5	\$300,277			\$274,698		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	16	\$175,917		\$62,625	\$123,372	\$196,159	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	45	\$167,383	\$58,666	\$86,666	\$137,449	\$209,540	\$346,788
Top Finance Position	9	\$168,057			\$145,089		
Top Operations Position	6	\$171,472			\$158,291		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	70	\$216,006	\$55,581	\$76,774	\$134,763	\$249,074	\$408,738
Top Administrative Position	6	\$137,834			\$136,663		
Top Development Position	15	\$167,643		\$137,852	\$151,703	\$193,359	
Top Education Position	10	\$201,889		\$129,403	\$183,647	\$237,387	
Top Finance Position	21	\$203,394	\$47,000	\$125,649	\$164,860	\$300,000	\$356,348
Top Human Resources Position	7	\$168,405			\$171,235		
Top Operations Position	20	\$231,395	\$100,905	\$138,205	\$198,242	\$251,276	\$307,553
Top PR/Communications Position	6	\$226,993			\$178,277		
Top Program Position	9	\$223,094			\$168,163		
Top Technology Position	5	\$296,973			\$241,175		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	358	\$239,178	\$75,070	\$131,692	\$179,667	\$255,348	\$413,079
Top Administrative Position	37	\$171,832	\$118,162	\$137,749	\$162,083	\$198,102	\$235,002
Top Business Position	18	\$149,225		\$126,599	\$144,204	\$166,006	
Top Development Position	49	\$197,197	\$122,457	\$147,464	\$180,725	\$232,746	\$277,079
Top Education Position	61	\$156,772	\$111,423	\$120,009	\$135,221	\$172,865	\$214,224
Top Facilities Position	14	\$214,994		\$185,111	\$232,167	\$243,185	
Top Finance Position	116	\$192,891	\$64,585	\$120,711	\$156,142	\$236,767	\$333,978
Top Human Resources Position	14	\$141,208		\$126,978	\$135,880	\$169,647	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Top Operations Position	71	\$162,606	\$93,055	\$120,361	\$142,327	\$176,581	\$235,703
Top PR/Communications Position	9	\$186,933			\$174,851		
Top Program Position	23	\$140,711	\$106,001	\$120,837	\$133,981	\$154,226	\$206,554
Top Technology Position	22	\$202,211	\$138,547	\$156,453	\$197,951	\$256,826	\$279,021
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	9	\$447,436			\$372,839		
Top Administrative Position	5	\$279,385			\$291,310		
Top Development Position	5	\$238,933			\$231,156		
Top Education Position	8	\$354,236			\$330,192		
Top Finance Position	10	\$257,377		\$168,035	\$274,749	\$319,064	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	50	\$785,948	\$118,061	\$267,118	\$393,569	\$690,261	\$1,292,088
Top Administrative Position	21	\$281,580	\$161,003	\$190,915	\$234,496	\$362,716	\$466,584
Top Development Position	23	\$281,720	\$158,529	\$198,229	\$236,835	\$332,958	\$420,268
Top Education Position	40	\$541,365	\$127,935	\$188,534	\$270,060	\$439,242	\$659,440
Top Facilities Position	10	\$349,895		\$235,791	\$272,108	\$402,868	
Top Finance Position	43	\$293,343	\$114,384	\$182,267	\$278,040	\$366,380	\$477,064
Top Human Resources Position	8	\$276,156			\$232,435		
Top Legal Position	9	\$497,707			\$501,178		
Top Operations Position	12	\$268,486		\$213,849	\$243,111	\$303,409	
Top Technology Position	17	\$371,306		\$194,586	\$274,411	\$367,423	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	11	\$242,232		\$96,838	\$190,017	\$273,670	
Top Finance Position	5	\$265,280			\$294,101		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	76	\$197,355	\$66,363	\$92,689	\$171,892	\$267,639	\$384,635
Top Administrative Position	6	\$258,720			\$239,860		
Top Development Position	8	\$215,107			\$206,138		
Top Education Position	6	\$259,008			\$182,993		
Top Finance Position	24	\$184,973	\$114,868	\$137,066	\$166,129	\$225,522	\$286,943
Top Human Resources Position	5	\$189,012			\$184,430		
Top Operations Position	13	\$207,745		\$148,690	\$170,040	\$259,727	
Top PR/Communications Position	7	\$200,274			\$182,032		
Top Program Position	5	\$150,581			\$139,278		
Top Technology Position	5	\$170,883			\$141,286		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	39	\$184,172	\$67,914	\$95,121	\$152,642	\$228,091	\$335,611
Top Administrative Position	5	\$157,928			\$143,400		
Top Finance Position	8	\$193,479			\$206,187		
Top Operations Position	9	\$171,138			\$146,939		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	31	\$166,806	\$40,000	\$89,400	\$166,244	\$228,042	\$285,533
Top Administrative Position	7	\$154,723			\$132,266		
Top Development Position	6	\$161,909			\$159,354		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Employment, Job-Related: Employment Preparation & Procurement							
Top Education Position	8	\$249,407			\$252,656		
Top Finance Position	11	\$170,845		\$128,824	\$189,287	\$208,806	
Top Operations Position	6	\$146,858			\$136,180		
Employment, Job-Related: Labor Unions							
CEO/Executive Director	5	\$207,648			\$95,455		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	5	\$193,415			\$150,000		
Environmental Quality, Protection, and Beautification: Botanical, Horticultural, & Landscape Services							
CEO/Executive Director	10	\$218,827		\$100,000	\$152,547	\$251,336	
Environmental Quality, Protection, and Beautification: Environmental Beautification							
CEO/Executive Director	7	\$120,050			\$87,123		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	8	\$151,306			\$136,655		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	21	\$251,022	\$72,073	\$99,357	\$158,144	\$329,433	\$543,731
Top Development Position	8	\$216,300			\$184,310		
Top Finance Position	7	\$227,741			\$264,997		
Top Legal Position	5	\$303,965			\$271,177		
Top Program Position	5	\$293,583			\$296,953		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Environmental Quality, Protection, and Beautification: Pollution Abatement & Control							
CEO/Executive Director	9	\$86,734			\$70,675		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	15	\$172,586		\$87,375	\$207,198	\$237,321	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	15	\$166,514		\$75,241	\$100,900	\$237,128	
Food, Agriculture, and Nutrition: Nutrition							
CEO/Executive Director	5	\$145,113			\$94,958		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	33	\$393,340	\$123,201	\$210,087	\$294,198	\$451,561	\$681,289
Top Development Position	6	\$173,435			\$179,997		
Top Finance Position	20	\$276,078	\$113,916	\$144,185	\$182,231	\$331,027	\$425,512
Top Operations Position	14	\$308,466		\$163,580	\$211,392	\$347,626	
Top Technology Position	7	\$249,817			\$251,375		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	14	\$196,382		\$70,923	\$150,233	\$217,189	
Top Finance Position	5	\$176,854			\$135,000		
Top Program Position	5	\$180,390			\$131,259		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	7	\$137,454			\$147,263		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	21	\$285,179	\$60,000	\$90,000	\$170,000	\$405,794	\$532,099
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	52	\$1,121,518	\$130,990	\$204,500	\$576,546	\$1,346,724	\$1,699,055
Top Administrative Position	6	\$216,529			\$188,501		
Top Business Position	6	\$792,664			\$706,743		
Top Development Position	12	\$502,116		\$221,984	\$309,648	\$648,610	
Top Facilities Position	6	\$543,717			\$534,413		
Top Finance Position	38	\$514,010	\$156,211	\$230,602	\$402,634	\$658,699	\$1,051,675
Top Human Resources Position	14	\$642,170		\$260,292	\$371,949	\$782,867	
Top Legal Position	11	\$844,277		\$358,265	\$464,581	\$848,178	
Top Operations Position	27	\$724,929	\$175,403	\$296,147	\$445,008	\$624,927	\$1,530,157
Top Program Position	6	\$169,197			\$140,118		
Top Technology Position	8	\$692,123			\$377,418		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	32	\$344,010	\$119,079	\$203,597	\$301,451	\$390,455	\$706,208
Top Administrative Position	24	\$221,306	\$137,765	\$150,354	\$219,328	\$281,911	\$299,955
Top Business Position	5	\$267,297			\$240,077		
Top Facilities Position	5	\$167,098			\$153,905		
Top Finance Position	28	\$215,876	\$129,944	\$149,904	\$191,965	\$253,012	\$377,595
Top Operations Position	13	\$211,593		\$161,463	\$184,038	\$239,279	
Top Program Position	5	\$169,574			\$152,000		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	20	\$225,031	\$39,600	\$83,638	\$177,043	\$337,800	\$525,822
Top Finance Position	9	\$227,942			\$205,880		
Top Operations Position	7	\$239,461			\$206,964		
Top Program Position	5	\$180,777			\$182,821		
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	8	\$149,660			\$134,458		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	9	\$315,120			\$322,221		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	33	\$307,266	\$78,463	\$114,318	\$202,246	\$351,551	\$625,903
Top Development Position	9	\$232,134			\$182,427		
Top Finance Position	15	\$276,636		\$171,728	\$246,403	\$388,169	
Top Operations Position	11	\$224,661		\$159,064	\$199,480	\$254,613	
Top PR/Communications Position	5	\$223,566			\$202,809		
Top Technology Position	5	\$217,839			\$225,387		
Housing, Shelter: Homeowners & Tenants Associations							
CEO/Executive Director	7	\$178,686			\$85,207		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	9	\$188,185			\$157,204		
Top Finance Position	5	\$149,818			\$134,870		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	59	\$182,323	\$77,965	\$103,021	\$147,693	\$207,982	\$309,772
Top Facilities Position	9	\$131,506			\$126,594		
Top Finance Position	19	\$149,455		\$89,057	\$122,924	\$166,694	
Top Operations Position	12	\$214,067		\$140,637	\$168,676	\$182,413	
Housing, Shelter: Housing Support							
CEO/Executive Director	10	\$131,203		\$93,878	\$123,557	\$160,239	
Housing, Shelter: Service and Other							
CEO/Executive Director	6	\$149,267			\$137,078		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	18	\$186,699		\$88,398	\$137,357	\$300,627	
Top Finance Position	14	\$154,270		\$93,269	\$175,551	\$211,686	
Top Operations Position	7	\$176,076			\$144,592		
Top Program Position	7	\$164,999			\$152,632		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	155	\$172,257	\$56,597	\$90,448	\$141,549	\$226,698	\$322,769
Top Administrative Position	5	\$141,628			\$155,662		
Top Development Position	8	\$159,399			\$160,021		
Top Education Position	5	\$160,084			\$143,663		
Top Finance Position	60	\$159,221	\$75,848	\$113,172	\$162,116	\$201,286	\$240,814
Top Human Resources Position	9	\$179,803			\$181,234		
Top Operations Position	28	\$159,411	\$106,461	\$125,218	\$148,390	\$171,287	\$223,564

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
Top Program Position	20	\$161,923	\$97,946	\$121,525	\$166,690	\$199,713	\$269,583
Top Technology Position	7	\$189,593			\$160,423		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	115	\$163,121	\$60,971	\$82,036	\$128,960	\$195,934	\$312,410
Top Administrative Position	5	\$110,517			\$98,282		
Top Development Position	8	\$206,936			\$175,611		
Top Education Position	9	\$114,719			\$100,673		
Top Finance Position	25	\$174,985	\$81,350	\$108,601	\$183,743	\$235,492	\$271,836
Top Human Resources Position	8	\$168,804			\$176,261		
Top Operations Position	14	\$212,571		\$163,790	\$232,949	\$258,271	
Top Program Position	15	\$186,830		\$130,872	\$172,000	\$249,223	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	10	\$113,669		\$86,294	\$100,852	\$151,293	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	50	\$154,280	\$55,166	\$93,534	\$130,442	\$187,907	\$322,221
Top Administrative Position	5	\$84,780			\$77,151		
Top Development Position	5	\$147,992			\$128,603		
Top Finance Position	21	\$125,829	\$74,620	\$94,694	\$134,922	\$163,143	\$178,988
Top Operations Position	8	\$145,604			\$138,439		
Top Program Position	6	\$126,068			\$122,944		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	135	\$164,433	\$52,334	\$85,492	\$136,749	\$209,339	\$284,569
Top Administrative Position	5	\$149,684			\$142,199		
Top Development Position	18	\$161,446		\$134,444	\$147,297	\$159,764	
Top Finance Position	44	\$159,306	\$78,036	\$104,524	\$140,454	\$186,680	\$238,105
Top Human Resources Position	5	\$141,626			\$126,042		
Top Operations Position	20	\$159,272	\$102,935	\$125,468	\$158,103	\$171,097	\$189,511
Top Program Position	17	\$143,200		\$113,997	\$148,466	\$170,606	
Top Technology Position	5	\$153,705			\$142,105		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	32	\$228,191	\$67,648	\$100,132	\$170,899	\$284,919	\$516,295
Top Finance Position	15	\$160,546		\$119,056	\$143,113	\$203,288	
Top Operations Position	5	\$264,714			\$197,413		
Top Program Position	8	\$146,039			\$155,708		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	10	\$129,333		\$103,580	\$106,333	\$160,266	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	24	\$242,595	\$91,158	\$169,370	\$222,408	\$271,007	\$327,220
Top Finance Position	17	\$169,288		\$145,018	\$174,326	\$198,930	
Top Human Resources Position	5	\$130,694			\$150,820		
Top Operations Position	6	\$187,620			\$178,206		
Top Program Position	8	\$155,250			\$147,140		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	17	\$125,391		\$48,000	\$100,228	\$192,400	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	62	\$213,765	\$48,450	\$82,639	\$167,980	\$253,659	\$441,647
Top Administrative Position	5	\$99,071			\$111,172		
Top Business Position	7	\$188,946			\$166,300		
Top Development Position	11	\$217,048		\$155,648	\$160,887	\$254,999	
Top Finance Position	19	\$214,381		\$146,531	\$201,353	\$263,565	
Top Human Resources Position	7	\$235,337			\$159,240		
Top Legal Position	7	\$255,208			\$241,716		
Top Operations Position	18	\$211,931		\$130,318	\$180,645	\$289,812	
Top PR/Communications Position	7	\$218,866			\$194,215		
Top Program Position	9	\$206,278			\$189,030		
International, Foreign Affairs, and National Security: International Human Rights							
CEO/Executive Director	24	\$188,145	\$65,145	\$93,012	\$155,762	\$208,345	\$319,691
Top Finance Position	6	\$138,175			\$121,526		
Top Program Position	5	\$177,019			\$156,751		
International, Foreign Affairs, and National Security: International Peace & Security							
CEO/Executive Director	10	\$182,861		\$61,235	\$103,992	\$252,032	
International, Foreign Affairs, and National Security: International, Foreign Affairs, & National Security N.E.C.							
CEO/Executive Director	5	\$204,212			\$124,800		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	33	\$184,772	\$31,560	\$92,431	\$126,460	\$275,000	\$346,490
Top Finance Position	8	\$141,071			\$141,659		
Top Operations Position	5	\$148,876			\$155,908		
Top Program Position	5	\$144,611			\$153,266		
International, Foreign Affairs, and National Security: Service and Other							
CEO/Executive Director	23	\$280,315	\$76,092	\$105,885	\$174,959	\$377,547	\$421,695
Top Administrative Position	5	\$255,497			\$309,538		
Top Development Position	8	\$206,332			\$175,936		
Top Finance Position	6	\$209,544			\$140,267		
Medical Research: Cancer Research							
CEO/Executive Director	12	\$350,049		\$158,374	\$280,858	\$551,595	
Top Development Position	5	\$186,594			\$168,405		
Top Finance Position	6	\$293,972			\$319,588		
Top PR/Communications Position	6	\$222,658			\$221,719		
Medical Research: Medical Research N.E.C.							
CEO/Executive Director	6	\$316,584			\$129,912		
Medical Research: Service and Other							
CEO/Executive Director	10	\$357,618		\$184,409	\$280,782	\$441,824	
Medical Research: Specifically Named Diseases Research							
CEO/Executive Director	8	\$496,048			\$607,449		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	11	\$168,256		\$122,407	\$136,324	\$182,974	
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	9	\$183,221			\$175,000		
Top Finance Position	5	\$144,436			\$145,401		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	52	\$233,891	\$107,717	\$143,450	\$213,433	\$307,044	\$431,411
Top Administrative Position	6	\$214,016			\$210,740		
Top Development Position	5	\$173,662			\$168,840		
Top Finance Position	29	\$170,584	\$83,771	\$122,482	\$167,051	\$212,296	\$244,353
Top Operations Position	14	\$221,636		\$159,464	\$250,455	\$280,294	
Top Program Position	7	\$220,457			\$213,241		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	9	\$211,068			\$107,721		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	29	\$218,347	\$70,394	\$94,027	\$170,506	\$273,680	\$458,954
Top Administrative Position	6	\$140,852			\$131,439		
Top Finance Position	15	\$192,208		\$136,230	\$185,616	\$237,660	
Top Human Resources Position	5	\$153,742			\$148,422		
Top Operations Position	5	\$262,470			\$246,702		
Top Technology Position	6	\$169,111			\$174,162		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	7	\$291,878			\$253,241		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	13	\$263,116		\$174,801	\$211,254	\$233,389	
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.							
CEO/Executive Director	10	\$236,353		\$100,082	\$160,148	\$229,785	
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	11	\$264,296		\$99,989	\$139,538	\$217,855	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	16	\$356,962		\$159,033	\$302,042	\$372,918	
Top Finance Position	8	\$267,103			\$211,612		
Top Operations Position	7	\$256,464			\$200,054		
Top Program Position	7	\$225,055			\$188,241		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	21	\$187,475	\$45,603	\$88,058	\$167,000	\$215,830	\$282,404
Top Finance Position	5	\$196,720			\$206,213		
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	10	\$234,536		\$135,882	\$147,787	\$254,349	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	8	\$162,662			\$115,510		
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	5	\$191,420			\$162,281		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	19	\$308,717		\$131,587	\$159,616	\$260,074	
Top Finance Position	8	\$211,016			\$169,942		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	18	\$265,450		\$78,746	\$177,164	\$296,421	
Top Finance Position	5	\$201,633			\$206,127		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	25	\$104,689	\$21,934	\$46,500	\$73,850	\$160,358	\$200,320
Top Finance Position	5	\$63,091			\$35,000		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	10	\$196,508		\$74,835	\$170,336	\$255,002	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	10	\$246,046		\$105,060	\$180,974	\$245,850	
Top Development Position	5	\$204,503			\$204,344		
Top Finance Position	8	\$214,151			\$156,545		
Top Operations Position	5	\$238,355			\$190,703		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	6	\$160,082			\$150,525		
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	6	\$135,197			\$128,334		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	51	\$69,015	\$20,800	\$25,436	\$40,000	\$88,808	\$144,000
Top Finance Position	5	\$99,720			\$101,400		
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	5	\$103,000			\$70,000		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	44	\$170,182	\$22,680	\$48,740	\$156,570	\$217,621	\$346,692
Top Finance Position	14	\$136,878		\$79,855	\$113,151	\$166,220	
Top Program Position	5	\$187,761			\$205,497		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	\$48,064			\$41,358		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	8	\$136,834			\$109,497		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	5	\$370,003			\$153,891		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	9	\$233,306			\$195,964		
Unknown							
CEO/Executive Director	11	\$211,276		\$58,447	\$158,026	\$333,067	
Youth Development: Service and Other							
CEO/Executive Director	14	\$149,915		\$88,583	\$121,474	\$175,830	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	17	\$185,317		\$98,453	\$133,900	\$301,179	
Top Development Position	5	\$181,616			\$188,044		
Top Finance Position	5	\$163,207			\$198,502		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	15	\$177,293		\$84,236	\$150,000	\$222,207	
Top Finance Position	5	\$172,459			\$186,516		
Youth Development: Youth Development Programs							
CEO/Executive Director	113	\$132,449	\$45,751	\$70,683	\$114,406	\$155,907	\$234,385
Top Development Position	13	\$170,674		\$127,112	\$138,994	\$154,852	
Top Finance Position	15	\$162,254		\$123,495	\$151,408	\$174,073	
Top Operations Position	10	\$172,054		\$76,783	\$181,687	\$230,368	
Top Program Position	8	\$110,445			\$114,695		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	9	\$67,931			\$70,000		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	18	\$68,607		\$37,300	\$55,798	\$98,330	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	\$90,315			\$80,919		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	21	\$129,918	\$21,870	\$40,681	\$78,500	\$150,127	\$211,190
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	8	\$93,152			\$85,500		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	\$138,849			\$110,306		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	\$137,274			\$135,000		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	8	\$100,523			\$79,852		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	\$88,064			\$71,409		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	73	\$183,564	\$55,196	\$110,379	\$157,591	\$234,654	\$333,746
Top Administrative Position	9	\$134,454			\$138,751		
Top Business Position	8	\$195,746			\$176,717		
Top Development Position	11	\$184,844		\$132,430	\$158,964	\$226,559	
Top Education Position	7	\$152,341			\$135,665		
Top Finance Position	17	\$175,588		\$117,674	\$160,156	\$190,978	
Top Operations Position	6	\$140,349			\$132,173		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	\$458,336			\$476,144		
Top Administrative Position	5	\$238,701			\$217,284		
Top Education Position	6	\$219,332			\$192,118		
Top Finance Position	7	\$210,210			\$217,284		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	\$192,895		\$77,117	\$159,583	\$263,924	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	\$101,285			\$67,656		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	\$325,139			\$327,026		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
Top Finance Position	5	\$164,193			\$88,980		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	10	\$1,006,482		\$321,713	\$882,290	\$1,334,558	
Top Finance Position	7	\$632,504			\$503,787		
Top Human Resources Position	6	\$369,647			\$287,062		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	7	\$257,715			\$193,879		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	\$188,192			\$215,265		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	5	\$139,016			\$79,167		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	16	\$137,685		\$85,767	\$131,335	\$190,633	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	\$98,094			\$95,268		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	22	\$168,017	\$69,115	\$98,040	\$124,856	\$214,498	\$256,226
Top Finance Position	5	\$174,433			\$187,189		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
Top Human Resources Position	6	\$130,291			\$127,599		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	27	\$121,579	\$57,705	\$71,774	\$119,890	\$144,647	\$203,674
Top Finance Position	8	\$114,733			\$112,364		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	\$77,632			\$58,846		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	13	\$123,440		\$87,865	\$107,716	\$154,291	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	39	\$159,505	\$40,863	\$85,728	\$135,000	\$220,354	\$292,984
Top Finance Position	12	\$138,761		\$95,921	\$130,256	\$174,499	
Top Operations Position	11	\$168,575		\$127,963	\$176,801	\$185,552	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	8	\$147,697			\$131,611		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	10	\$217,193		\$112,781	\$173,521	\$255,301	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	13	\$168,499		\$137,658	\$153,941	\$174,262	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	11	\$124,133		\$86,868	\$100,892	\$139,611	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	18	\$59,872		\$30,622	\$50,975	\$88,177	
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$110,262			\$96,673		
Newburgh-Middletown, NY							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$142,060			\$155,192		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$163,264			\$147,635		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	\$96,210			\$97,382		
Norfolk-Virginia Beach-Newport News, VA-NC							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	8	\$66,450			\$55,042		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Norfolk-Virginia Beach-Newport News, VA-NC							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	\$59,184			\$60,893		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	9	\$216,575			\$105,758		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	13	\$84,339		\$33,363	\$56,626	\$116,272	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	\$161,639			\$86,209		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	\$83,384			\$45,801		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	28	\$141,251	\$44,950	\$70,000	\$105,247	\$147,523	\$255,185
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	\$97,753			\$86,976		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$196,115			\$126,660		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Norfolk-Virginia Beach-Newport News, VA-NC							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	6	\$239,956			\$84,733		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$593,377			\$629,053		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$87,825			\$68,760		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	\$81,156			\$62,500		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	15	\$122,006		\$53,684	\$125,587	\$146,911	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	\$88,633			\$71,853		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	9	\$93,857			\$81,318		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	14	\$127,586		\$75,864	\$113,648	\$135,771	
Top Finance Position	6	\$135,875			\$130,247		
Top Operations Position	5	\$119,175			\$113,942		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Norfolk-Virginia Beach-Newport News, VA-NC							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	\$85,730			\$80,654		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$234,592			\$225,794		
Top Administrative Position	5	\$137,003			\$135,025		
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	5	\$62,108			\$60,557		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	18	\$85,498		\$33,050	\$87,139	\$122,250	
Oakland, CA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	10	\$130,470		\$52,488	\$97,646	\$152,902	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	26	\$72,390	\$32,004	\$45,608	\$69,927	\$85,305	\$121,273
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	19	\$91,865		\$41,932	\$85,283	\$119,966	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	7	\$85,714			\$55,000		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	38	\$92,648	\$28,488	\$52,570	\$78,035	\$105,866	\$167,199
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	21	\$162,742	\$66,302	\$106,181	\$146,157	\$193,461	\$278,599
Top Finance Position	8	\$119,334			\$119,197		
Top Operations Position	8	\$148,715			\$140,946		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	10	\$125,669		\$85,909	\$123,847	\$138,246	
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	\$174,807			\$200,148		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	8	\$88,982			\$62,158		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	\$133,248			\$99,425		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	10	\$152,778		\$109,014	\$129,914	\$158,940	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Crime, Legal-Related: Legal Services							
CEO/Executive Director	15	\$119,030		\$77,450	\$106,926	\$143,439	
Top Legal Position	5	\$148,625			\$164,405		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	7	\$93,068			\$85,628		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	\$133,932			\$123,815		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	18	\$163,817		\$79,619	\$111,432	\$197,653	
Top Finance Position	6	\$163,313			\$171,587		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	17	\$150,601		\$115,000	\$143,079	\$174,948	
Top Finance Position	5	\$142,054			\$148,067		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	92	\$146,964	\$63,272	\$91,650	\$119,433	\$172,145	\$248,557
Top Administrative Position	12	\$137,710		\$90,178	\$138,714	\$182,715	
Top Business Position	6	\$116,368			\$100,980		
Top Development Position	8	\$168,419			\$153,414		
Top Education Position	6	\$152,484			\$141,367		
Top Finance Position	27	\$130,566	\$54,348	\$82,738	\$123,403	\$171,184	\$210,682
Top Human Resources Position	5	\$133,644			\$127,723		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Top Operations Position	14	\$165,152		\$136,877	\$161,737	\$193,859	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	9	\$337,425			\$393,471		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	12	\$308,032		\$212,482	\$362,696	\$430,002	
Top Education Position	6	\$222,067			\$204,695		
Top Finance Position	8	\$161,961			\$157,080		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	27	\$156,901	\$55,415	\$82,280	\$154,793	\$182,785	\$230,333
Top Finance Position	6	\$121,164			\$126,448		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	12	\$103,178		\$68,206	\$103,332	\$121,325	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	10	\$128,333		\$94,109	\$110,592	\$155,103	
Top Education Position	5	\$217,837			\$206,493		
Employment, Job-Related: Service and Other							
CEO/Executive Director	6	\$137,634			\$125,373		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	6	\$139,365			\$141,296		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	28	\$127,263	\$51,681	\$99,920	\$136,461	\$155,025	\$181,773
Top Finance Position	8	\$94,942			\$87,643		
Top Program Position	5	\$125,266			\$112,939		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	16	\$123,713		\$101,426	\$118,177	\$141,272	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	9	\$131,677			\$103,538		
Food, Agriculture, and Nutrition: Nutrition							
CEO/Executive Director	5	\$62,714			\$75,000		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$195,018			\$213,982		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	15	\$351,785		\$103,372	\$229,327	\$388,555	
Top Finance Position	6	\$309,283			\$232,881		
Top Technology Position	6	\$321,794			\$245,681		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	8	\$118,274			\$82,453		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	6	\$204,393			\$140,976		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	13	\$203,714		\$105,311	\$132,463	\$317,747	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	21	\$196,357	\$53,386	\$100,002	\$185,893	\$237,450	\$271,238
Top Finance Position	10	\$186,386		\$159,972	\$174,536	\$207,503	
Top Operations Position	7	\$230,835			\$212,691		
Housing, Shelter: Service and Other							
CEO/Executive Director	6	\$199,465			\$112,906		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	\$155,891			\$154,232		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	31	\$103,990	\$55,751	\$70,000	\$103,871	\$132,520	\$150,776
Top Finance Position	6	\$95,316			\$80,859		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	36	\$129,652	\$51,269	\$75,465	\$109,653	\$145,670	\$251,257

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Human Services—Multipurpose and Other: Children & Youth Services							
Top Finance Position	8	\$134,131			\$101,659		
Top Operations Position	5	\$143,580			\$126,170		
Top Program Position	5	\$123,036			\$126,236		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	17	\$115,162		\$94,765	\$111,930	\$143,779	
Top Administrative Position	5	\$100,290			\$100,917		
Top Finance Position	7	\$91,940			\$98,500		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	22	\$113,879	\$25,875	\$60,125	\$102,985	\$131,214	\$188,912
Top Finance Position	5	\$120,931			\$116,579		
Top Operations Position	5	\$120,439			\$93,568		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	8	\$168,734			\$159,525		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	14	\$97,463		\$56,387	\$74,707	\$145,168	
Top Finance Position	5	\$59,261			\$51,337		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	18	\$119,443		\$65,190	\$124,975	\$146,731	
Top Finance Position	6	\$122,688			\$80,000		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	20	\$160,607	\$93,112	\$103,911	\$156,731	\$194,887	\$283,426
Top Finance Position	10	\$153,347		\$127,516	\$148,306	\$160,516	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	9	\$117,828			\$101,213		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	14	\$199,621		\$113,156	\$163,700	\$273,268	
Top Finance Position	5	\$156,396			\$120,795		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	7	\$116,963			\$107,178		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$211,790			\$180,379		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	17	\$100,307		\$51,000	\$90,000	\$135,796	
Top Finance Position	5	\$52,955			\$47,333		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	\$92,862		\$56,230	\$73,654	\$87,975	
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	7	\$136,304			\$132,794		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Unknown							
CEO/Executive Director	10	\$107,918		\$72,757	\$89,506	\$114,265	
Youth Development: Scouting							
CEO/Executive Director	7	\$237,278			\$224,157		
Youth Development: Service and Other							
CEO/Executive Director	5	\$112,463			\$107,000		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	12	\$121,849		\$96,515	\$116,649	\$145,873	
Youth Development: Youth Development Programs							
CEO/Executive Director	46	\$97,693	\$43,500	\$64,014	\$82,375	\$116,869	\$158,498
Top Finance Position	11	\$79,664		\$38,460	\$77,031	\$109,932	

Ocala, FL

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	6	\$69,784			\$65,307		
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Religion-Related, Spiritual Development: Christianity

CEO/Executive Director	5	\$56,103			\$32,669		
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Odessa-Midland, TX							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	\$113,236			\$109,089		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	\$80,328			\$69,778		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$91,390			\$93,963		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$96,309			\$80,000		

Oklahoma City, OK

Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	\$93,275			\$75,877		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	6	\$103,832			\$90,591		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	7	\$136,856			\$88,162		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	9	\$97,543			\$58,148		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma City, OK							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	\$111,412			\$47,917		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	\$80,839			\$82,955		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	20	\$118,662	\$35,666	\$58,021	\$116,418	\$142,535	\$263,989
Top Finance Position	5	\$72,697			\$84,460		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	9	\$215,664			\$222,359		
Top Administrative Position	5	\$86,670			\$81,166		
Top Education Position	6	\$125,205			\$120,228		
Top Finance Position	6	\$122,672			\$124,099		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$155,341			\$72,270		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	6	\$120,652			\$99,782		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	\$121,097			\$77,368		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma City, OK							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	7	\$222,164			\$96,579		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	11	\$671,830		\$229,701	\$326,715	\$726,248	
Top Finance Position	5	\$287,114			\$228,607		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	\$109,661			\$100,032		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	23	\$77,885	\$34,232	\$44,156	\$68,816	\$94,714	\$137,743
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	17	\$87,646		\$60,054	\$75,000	\$112,079	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	18	\$72,121		\$46,336	\$66,321	\$87,420	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	15	\$90,822		\$61,769	\$82,420	\$99,980	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	\$68,814			\$71,462		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma City, OK							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$115,699			\$86,183		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	\$151,293			\$104,428		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	9	\$97,437			\$90,000		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$74,640			\$88,424		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	23	\$55,343	\$19,980	\$27,002	\$45,479	\$81,156	\$108,376
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	\$65,610			\$63,500		
Youth Development: Youth Development Programs							
CEO/Executive Director	8	\$62,654			\$57,305		

Olympia, WA

Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations

CEO/Executive Director	5	\$80,546			\$66,945		
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Olympia, WA							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$50,329			\$61,611		
Omaha, NE-IA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	8	\$74,403			\$65,625		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	\$156,817			\$99,717		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	12	\$108,880		\$51,236	\$74,447	\$84,299	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	\$171,201			\$125,287		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	\$105,120			\$91,237		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$82,999			\$84,839		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	5	\$66,291			\$82,999		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Omaha, NE-IA							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	\$246,103			\$134,750		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	9	\$653,598			\$610,538		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	7	\$169,815			\$53,928		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	11	\$133,104		\$54,889	\$75,188	\$107,491	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	11	\$118,340		\$65,833	\$102,339	\$153,977	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	\$124,998		\$54,309	\$107,515	\$173,023	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$130,482			\$132,901		
Top Finance Position	5	\$91,210			\$104,988		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$84,008			\$89,076		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Omaha, NE-IA							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	\$57,760			\$60,140		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	\$26,370			\$22,589		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$122,886			\$103,951		
Youth Development: Youth Development Programs							
CEO/Executive Director	8	\$119,028			\$95,195		
Orange County, CA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	\$102,493			\$106,286		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	8	\$146,903			\$81,938		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	13	\$154,126		\$44,700	\$60,569	\$181,927	
Top Finance Position	5	\$133,465			\$109,567		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	\$87,829			\$90,000		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	15	\$126,797		\$45,625	\$99,998	\$174,284	
Top Finance Position	5	\$134,028			\$120,165		
Top Operations Position	5	\$149,878			\$137,247		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	45	\$163,334	\$52,954	\$87,875	\$147,771	\$210,000	\$281,143
Top Development Position	7	\$116,218			\$119,671		
Top Education Position	5	\$152,479			\$164,885		
Top Finance Position	13	\$143,822		\$99,688	\$134,112	\$160,361	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	12	\$381,191		\$62,511	\$284,439	\$396,422	
Top Education Position	7	\$311,365			\$214,717		
Top Finance Position	6	\$255,696			\$214,151		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	\$171,728		\$143,187	\$159,569	\$215,436	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	\$101,477			\$105,914		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	8	\$182,810			\$138,023		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	\$72,719			\$64,579		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	10	\$175,516		\$38,623	\$212,966	\$268,698	
Top Finance Position	8	\$131,119			\$147,198		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	14	\$304,394		\$134,991	\$156,868	\$458,958	
Housing, Shelter: Housing Support							
CEO/Executive Director	8	\$219,633			\$180,363		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	9	\$115,380			\$103,249		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	29	\$143,115	\$67,233	\$82,222	\$118,732	\$171,695	\$243,369
Top Finance Position	9	\$166,260			\$164,383		
Top Operations Position	6	\$142,173			\$133,623		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	22	\$120,823	\$46,200	\$69,043	\$86,940	\$136,714	\$226,921

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	\$89,898			\$86,923		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	25	\$120,486	\$55,764	\$63,858	\$95,338	\$151,883	\$212,209
Top Operations Position	5	\$110,743			\$110,550		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	23	\$133,662	\$46,614	\$64,480	\$95,893	\$186,821	\$207,233
Top Finance Position	5	\$135,461			\$130,162		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$119,554			\$73,576		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	5	\$120,452			\$107,240		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$119,131			\$124,326		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	8	\$105,767			\$85,706		
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	5	\$93,431			\$86,538		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$192,729			\$110,532		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	26	\$74,229	\$26,950	\$35,729	\$64,726	\$106,913	\$133,199
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	57	\$75,885	\$22,071	\$32,200	\$54,988	\$95,001	\$172,111
Top Finance Position	11	\$88,981		\$19,800	\$49,489	\$164,441	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	8	\$83,956			\$57,324		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	6	\$116,845			\$102,607		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	12	\$118,646		\$97,865	\$112,428	\$143,429	
Youth Development: Youth Development Programs							
CEO/Executive Director	19	\$90,930		\$67,956	\$85,000	\$116,455	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orlando, FL							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	\$66,021			\$73,827		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	\$116,314			\$104,039		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	13	\$105,413		\$50,000	\$69,258	\$83,989	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	\$91,839			\$89,304		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	\$76,953			\$70,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	30	\$111,187	\$36,821	\$59,118	\$100,383	\$125,580	\$174,408
Top Finance Position	5	\$96,803			\$79,300		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$298,315			\$156,529		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$170,663			\$119,972		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orlando, FL							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	8	\$1,256,579			\$840,794		
Top Finance Position	5	\$916,902			\$924,489		
Top Operations Position	5	\$1,150,616			\$496,369		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	7	\$145,746			\$143,308		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	25	\$101,242	\$39,748	\$64,108	\$93,500	\$132,420	\$169,468
Top Finance Position	7	\$98,974			\$93,768		
Top Operations Position	9	\$99,879			\$103,664		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	18	\$128,630		\$63,498	\$92,098	\$152,302	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	10	\$80,236		\$41,103	\$76,354	\$122,465	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	11	\$85,324		\$37,400	\$54,854	\$135,887	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$169,571			\$129,963		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orlando, FL							
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	\$187,587			\$84,632		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$169,668			\$115,563		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	\$106,626			\$90,258		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	\$108,014			\$57,675		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$212,816			\$89,805		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	49	\$69,254	\$22,367	\$28,962	\$47,282	\$77,620	\$150,382
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	8	\$55,579			\$38,546		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	8	\$162,662			\$169,867		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orlando, FL							
Youth Development: Youth Development Programs							
CEO/Executive Director	9	\$61,080			\$60,000		
Pensacola, FL							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$103,678			\$93,097		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	\$43,884			\$37,000		
Peoria-Pekin, IL							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	\$109,486			\$120,633		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$87,110			\$86,000		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	\$52,205			\$51,722		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	19	\$99,817		\$49,700	\$89,571	\$119,037	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	44	\$101,358	\$29,109	\$50,657	\$77,694	\$105,783	\$166,773
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	5	\$52,904			\$61,979		
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	9	\$82,398			\$59,192		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	15	\$93,515		\$52,500	\$78,962	\$110,374	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	16	\$170,280		\$48,578	\$101,698	\$173,113	
Top Finance Position	6	\$129,932			\$134,302		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	22	\$226,626	\$54,783	\$69,095	\$137,838	\$317,520	\$555,447
Top Development Position	7	\$213,445			\$199,007		
Top Finance Position	6	\$186,395			\$161,779		
Top Operations Position	6	\$271,700			\$272,673		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	67	\$103,430	\$26,281	\$39,939	\$63,947	\$92,272	\$182,950
Top Development Position	6	\$192,351			\$174,440		
Top Finance Position	8	\$180,858			\$141,075		
Top Operations Position	5	\$177,630			\$141,826		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	8	\$112,130			\$105,697		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	7	\$105,704			\$64,910		
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	5	\$147,635			\$68,500		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	12	\$128,187		\$91,356	\$99,430	\$137,500	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	6	\$76,141			\$73,741		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	9	\$224,649			\$139,292		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	37	\$150,044	\$38,303	\$63,600	\$90,263	\$134,105	\$226,615

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	17	\$130,463		\$71,750	\$80,481	\$192,080	
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	8	\$135,941			\$110,886		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	12	\$125,831		\$84,957	\$121,545	\$166,307	
Top Finance Position	5	\$135,952			\$146,005		
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	5	\$200,819			\$112,333		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	12	\$188,486		\$90,313	\$114,455	\$187,920	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	6	\$180,284			\$155,049		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	7	\$314,279			\$85,292		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	6	\$275,249			\$168,860		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	7	\$150,270			\$140,522		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	8	\$82,046			\$81,922		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	23	\$115,293	\$39,091	\$72,349	\$107,250	\$158,315	\$190,526
Top Operations Position	5	\$92,886			\$95,223		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	31	\$134,459	\$40,000	\$71,460	\$91,448	\$130,911	\$205,608
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	205	\$183,548	\$54,605	\$105,000	\$158,809	\$213,748	\$299,108
Top Administrative Position	18	\$133,733		\$86,534	\$130,431	\$164,169	
Top Business Position	12	\$132,288		\$99,709	\$114,088	\$164,570	
Top Development Position	20	\$148,109	\$88,985	\$116,098	\$152,030	\$172,393	\$208,021
Top Education Position	17	\$131,042		\$105,341	\$139,357	\$164,591	
Top Finance Position	42	\$152,590	\$89,334	\$115,466	\$141,101	\$186,425	\$227,422
Top Human Resources Position	8	\$139,530			\$139,217		
Top Operations Position	15	\$159,076		\$124,760	\$154,853	\$196,737	
Top Program Position	6	\$117,461			\$108,306		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	9	\$788,204			\$188,138		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	31	\$521,988	\$124,027	\$202,181	\$393,172	\$595,650	\$771,873
Top Administrative Position	19	\$286,233		\$166,580	\$263,293	\$393,111	
Top Development Position	21	\$334,610	\$153,953	\$193,217	\$265,236	\$338,240	\$540,759
Top Education Position	25	\$426,669	\$169,337	\$194,265	\$249,346	\$356,710	\$574,557
Top Facilities Position	6	\$273,854			\$226,204		
Top Finance Position	30	\$313,343	\$146,237	\$176,784	\$239,463	\$370,266	\$451,228
Top Human Resources Position	6	\$292,381			\$225,014		
Top Legal Position	10	\$343,287		\$205,404	\$250,035	\$433,671	
Top Operations Position	11	\$491,869		\$163,488	\$239,546	\$594,106	
Top PR/Communications Position	7	\$287,632			\$284,633		
Top Technology Position	10	\$278,304		\$193,216	\$210,350	\$283,234	
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	15	\$99,534		\$68,173	\$87,295	\$119,798	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	27	\$132,418	\$39,917	\$77,173	\$124,187	\$176,622	\$227,649
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	16	\$133,770		\$95,895	\$125,083	\$163,131	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	7	\$115,928			\$87,385		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	7	\$222,564			\$199,868		
Top Finance Position	5	\$149,321			\$135,986		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	19	\$103,586		\$75,980	\$89,856	\$137,942	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	7	\$134,825			\$139,697		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	13	\$66,287		\$20,192	\$55,073	\$79,891	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	16	\$415,492		\$153,005	\$232,232	\$377,510	
Top Finance Position	9	\$267,381			\$153,235		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	6	\$253,990			\$138,085		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	10	\$132,355		\$57,222	\$107,234	\$154,070	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	31	\$747,979	\$130,000	\$299,114	\$458,729	\$1,077,799	\$1,273,575
Top Administrative Position	9	\$452,912			\$326,200		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Health—General and Rehabilitative: Hospitals							
Top Development Position	11	\$359,089		\$201,360	\$285,003	\$474,242	
Top Finance Position	23	\$546,230	\$226,853	\$296,971	\$435,623	\$716,750	\$978,782
Top Human Resources Position	18	\$374,178		\$242,478	\$385,718	\$454,786	
Top Legal Position	10	\$489,222		\$302,256	\$458,282	\$497,443	
Top Operations Position	19	\$442,608		\$289,301	\$387,089	\$496,092	
Top Technology Position	12	\$417,844		\$307,693	\$421,604	\$483,395	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	22	\$245,123	\$85,583	\$126,719	\$211,192	\$335,132	\$419,908
Top Administrative Position	13	\$149,492		\$131,920	\$162,445	\$173,538	
Top Finance Position	14	\$185,550		\$128,813	\$158,240	\$189,437	
Top Human Resources Position	7	\$188,264			\$168,621		
Top Marketing Position	6	\$202,816			\$171,418		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	9	\$140,657			\$99,672		
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	7	\$153,794			\$162,658		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	\$250,055			\$219,273		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	20	\$228,850	\$82,492	\$101,687	\$156,147	\$242,229	\$377,519

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Health—General and Rehabilitative: Service and Other							
Top Development Position	5	\$192,502			\$161,875		
Top Finance Position	7	\$185,549			\$167,654		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	28	\$136,887	\$60,075	\$84,877	\$102,476	\$153,656	\$272,135
Top Finance Position	9	\$138,580			\$139,200		
Housing, Shelter: Housing Support							
CEO/Executive Director	9	\$86,161			\$91,426		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	11	\$100,145		\$61,500	\$66,500	\$141,026	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	93	\$125,157	\$36,713	\$58,240	\$93,000	\$153,649	\$220,740
Top Development Position	6	\$167,449			\$168,691		
Top Finance Position	21	\$168,598	\$91,278	\$99,500	\$120,930	\$268,908	\$311,116
Top Human Resources Position	6	\$154,869			\$143,519		
Top Operations Position	9	\$190,358			\$146,339		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	56	\$114,644	\$39,509	\$50,153	\$88,380	\$147,919	\$205,291
Top Finance Position	12	\$110,439		\$106,595	\$109,205	\$111,744	
Top Operations Position	5	\$196,689			\$115,519		
Top Program Position	5	\$99,580			\$113,887		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	12	\$80,198		\$59,317	\$76,458	\$95,589	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	33	\$120,197	\$46,138	\$79,500	\$102,762	\$154,917	\$202,114
Top Finance Position	7	\$137,277			\$138,487		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	76	\$134,920	\$47,697	\$75,109	\$102,676	\$170,622	\$247,564
Top Finance Position	14	\$163,397		\$119,376	\$138,530	\$204,364	
Top Operations Position	9	\$159,032			\$147,465		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	15	\$109,566		\$61,482	\$75,220	\$108,323	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	\$117,104			\$113,775		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	38	\$188,874	\$62,252	\$113,082	\$172,941	\$226,562	\$338,590
Top Finance Position	20	\$165,069	\$68,123	\$125,439	\$168,244	\$202,195	\$234,050
Top Human Resources Position	8	\$143,829			\$142,421		
Top Marketing Position	8	\$146,706			\$143,575		
Top Operations Position	7	\$183,468			\$170,459		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	14	\$155,986		\$78,809	\$109,236	\$140,987	
Top Finance Position	5	\$157,369			\$123,767		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	9	\$117,155			\$97,500		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	7	\$168,159			\$121,211		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	37	\$171,124	\$73,839	\$106,027	\$147,172	\$207,738	\$269,540
Top Finance Position	19	\$141,646		\$106,877	\$134,618	\$171,077	
Top Operations Position	12	\$167,014		\$113,572	\$147,458	\$165,094	
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	7	\$69,858			\$49,933		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	19	\$141,069		\$76,112	\$105,056	\$209,189	
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	\$166,966			\$153,944		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.							
CEO/Executive Director	5	\$325,972			\$107,607		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	7	\$92,116			\$69,572		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	12	\$197,480		\$135,215	\$161,531	\$191,584	
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	7	\$179,625			\$106,312		
Public Safety, Disaster Preparedness, and Relief: Safety Education							
CEO/Executive Director	5	\$72,050			\$80,400		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	7	\$100,325			\$85,529		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$264,058			\$125,184		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	15	\$79,315		\$33,288	\$83,701	\$105,428	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	7	\$114,684			\$102,501		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	\$105,602			\$86,539		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	41	\$81,510	\$27,200	\$32,083	\$60,833	\$95,640	\$150,000
Top Finance Position	10	\$80,299		\$29,360	\$47,234	\$130,839	
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	5	\$120,297			\$83,024		
Unknown							
CEO/Executive Director	7	\$86,723			\$55,854		
Youth Development: Scouting							
CEO/Executive Director	5	\$240,969			\$212,139		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	12	\$114,476		\$67,875	\$96,612	\$162,448	
Youth Development: Youth Development Programs							
CEO/Executive Director	32	\$89,309	\$33,793	\$48,050	\$81,136	\$106,211	\$178,764

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	\$114,461			\$67,873		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	11	\$104,766		\$60,000	\$86,907	\$120,909	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	6	\$55,142			\$53,000		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	\$86,847			\$37,127		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	27	\$102,162	\$25,000	\$45,096	\$59,551	\$131,039	\$233,374
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	8	\$113,062			\$115,515		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	\$221,533			\$135,210		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	10	\$119,805		\$49,730	\$83,040	\$126,864	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	\$197,098			\$159,425		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	5	\$93,406			\$72,776		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	7	\$84,263			\$49,500		
Top Finance Position	5	\$48,436			\$49,500		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	12	\$106,736		\$55,378	\$102,192	\$159,281	
Top Finance Position	5	\$50,408			\$35,043		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	\$108,311			\$109,047		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	121	\$109,716	\$50,135	\$79,500	\$98,949	\$122,210	\$173,224
Top Administrative Position	14	\$120,537		\$67,021	\$107,657	\$185,089	
Top Education Position	5	\$122,549			\$149,493		
Top Finance Position	21	\$99,293	\$63,393	\$75,637	\$91,682	\$132,202	\$148,429
Top Operations Position	7	\$117,973			\$115,188		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	13	\$178,863		\$80,050	\$123,388	\$215,963	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	11	\$93,816		\$58,225	\$75,957	\$114,797	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	6	\$66,929			\$67,527		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	10	\$186,473		\$77,752	\$157,621	\$261,834	
Top Finance Position	5	\$113,501			\$114,939		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	5	\$91,386			\$57,354		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	6	\$408,320			\$492,160		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	10	\$1,576,963		\$223,532	\$291,180	\$904,520	
Top Finance Position	8	\$520,897			\$170,005		
Top Operations Position	5	\$992,635			\$189,483		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	\$80,668			\$65,750		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	\$83,888			\$78,756		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	\$126,912			\$133,962		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	39	\$125,033	\$47,424	\$64,238	\$108,670	\$191,480	\$233,300
Top Finance Position	9	\$113,001			\$118,837		
Top Operations Position	7	\$72,965			\$72,512		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	29	\$100,179	\$33,280	\$50,700	\$90,574	\$140,000	\$188,757
Top Finance Position	8	\$99,314			\$112,132		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	7	\$67,528			\$59,160		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	20	\$84,213	\$23,463	\$36,027	\$70,635	\$116,368	\$151,244
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	36	\$112,045	\$33,974	\$44,688	\$80,761	\$136,305	\$225,263
Top Finance Position	8	\$125,151			\$107,385		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	\$142,219			\$138,594		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	11	\$182,187		\$71,697	\$150,000	\$244,443	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$85,594			\$59,000		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	7	\$82,081			\$77,198		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	11	\$144,472		\$90,708	\$110,394	\$209,969	
Top Finance Position	5	\$131,150			\$130,704		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	11	\$187,547		\$121,348	\$179,559	\$225,970	
Top Operations Position	5	\$132,162			\$117,479		
Mutual/Membership Benefit Organizations, Other: Service and Other							
CEO/Executive Director	5	\$142,285			\$55,000		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$210,555			\$204,099		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	7	\$154,027			\$121,000		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	5	\$62,619			\$66,000		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	14	\$66,014		\$42,156	\$47,347	\$97,859	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	62	\$71,100	\$28,551	\$37,829	\$60,205	\$81,102	\$134,015
Top Finance Position	5	\$56,691			\$46,269		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	\$81,369			\$59,866		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	5	\$128,141			\$91,109		
Unknown							
CEO/Executive Director	6	\$353,969			\$145,437		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	\$131,024			\$101,447		
Youth Development: Youth Development Programs							
CEO/Executive Director	20	\$77,985	\$39,464	\$56,690	\$72,000	\$85,703	\$112,271

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	19	\$106,958		\$40,329	\$50,000	\$103,193	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	5	\$112,357			\$151,333		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	6	\$176,180			\$183,307		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	7	\$185,306			\$143,163		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	35	\$109,556	\$35,400	\$42,441	\$60,000	\$95,000	\$262,575
Top Finance Position	5	\$125,692			\$97,393		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	6	\$241,896			\$245,669		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	24	\$94,971	\$46,973	\$53,692	\$81,402	\$100,550	\$118,262
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	16	\$121,858		\$81,800	\$98,727	\$155,563	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	5	\$93,489			\$81,097		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	12	\$126,368		\$103,729	\$128,690	\$162,852	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	52	\$141,329	\$40,297	\$74,343	\$119,775	\$172,932	\$252,901
Top Administrative Position	6	\$87,248			\$66,315		
Top Development Position	5	\$170,793			\$168,089		
Top Education Position	7	\$154,212			\$161,381		
Top Finance Position	9	\$154,166			\$163,464		
Top Operations Position	8	\$133,028			\$123,134		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	18	\$400,830		\$230,365	\$301,597	\$573,540	
Top Administrative Position	9	\$224,371			\$204,861		
Top Business Position	5	\$295,199			\$292,740		
Top Development Position	10	\$259,564		\$183,601	\$207,404	\$313,002	
Top Education Position	9	\$305,301			\$235,500		
Top Finance Position	13	\$245,826		\$158,425	\$217,466	\$303,211	
Top Legal Position	5	\$386,460			\$298,280		
Top Technology Position	8	\$211,639			\$169,009		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	23	\$64,446	\$27,835	\$42,459	\$51,598	\$63,097	\$98,802

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$325,703			\$160,216		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	7	\$150,163			\$136,983		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	11	\$104,338		\$95,978	\$106,093	\$115,963	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	11	\$104,680		\$58,196	\$77,351	\$106,814	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	9	\$119,527			\$123,131		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	8	\$173,672			\$123,833		
Top Finance Position	6	\$105,888			\$79,651		
Top Operations Position	5	\$123,302			\$58,600		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	16	\$987,028		\$207,957	\$377,790	\$776,269	
Top Administrative Position	5	\$609,605			\$193,118		
Top Finance Position	13	\$430,395		\$152,429	\$252,994	\$377,095	
Top Human Resources Position	5	\$262,111			\$272,850		
Top Operations Position	6	\$716,478			\$449,006		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Health—General and Rehabilitative: Hospitals							
Top Technology Position	6	\$351,547			\$326,960		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	7	\$213,703			\$179,940		
Top Administrative Position	5	\$130,591			\$120,209		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	5	\$87,600			\$89,782		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	12	\$193,832		\$137,384	\$178,193	\$259,873	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	10	\$92,394		\$70,782	\$93,164	\$110,378	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	\$78,077			\$65,000		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	50	\$107,709	\$33,463	\$54,873	\$91,371	\$131,794	\$219,488
Top Finance Position	15	\$103,693		\$60,657	\$75,522	\$148,292	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	29	\$134,039	\$51,008	\$68,250	\$110,062	\$176,970	\$260,179
Top Finance Position	7	\$138,372			\$142,204		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Human Services—Multipurpose and Other: Children & Youth Services							
Top Operations Position	6	\$152,384			\$143,315		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	8	\$103,507			\$90,766		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	24	\$96,960	\$50,105	\$58,335	\$82,566	\$122,628	\$170,363
Top Finance Position	6	\$90,230			\$97,227		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	31	\$116,759	\$31,700	\$58,775	\$82,146	\$142,233	\$228,790
Top Finance Position	10	\$136,076		\$92,808	\$141,105	\$149,743	
Top Operations Position	5	\$92,017			\$89,721		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	\$94,725			\$107,292		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	10	\$130,057		\$70,332	\$141,478	\$193,207	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	20	\$116,142	\$63,302	\$72,419	\$117,411	\$148,361	\$168,359
Top Finance Position	9	\$108,054			\$105,031		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	8	\$116,098			\$78,978		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	8	\$146,771			\$74,600		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	9	\$80,528			\$74,861		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	9	\$117,321			\$113,513		
Top Finance Position	5	\$98,637			\$91,370		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$167,195			\$126,928		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$154,536			\$176,829		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	\$65,951			\$72,750		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	24	\$72,259	\$29,551	\$43,782	\$70,048	\$83,516	\$133,401

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Youth Development: Youth Development Programs							
CEO/Executive Director	16	\$85,665		\$47,875	\$66,984	\$127,981	
Pittsfield, MA							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	9	\$145,261			\$150,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$206,092			\$171,668		
Top Finance Position	5	\$140,431			\$113,313		
Health—General and Rehabilitative: Nursing							
Top Administrative Position	11	\$142,765		\$127,043	\$138,270	\$146,787	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	\$110,285			\$74,901		
Portland, ME							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	10	\$79,473		\$55,921	\$67,824	\$73,432	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	7	\$71,687			\$71,776		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, ME							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	11	\$84,991		\$52,971	\$74,943	\$100,550	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	14	\$136,624		\$75,859	\$97,979	\$149,790	
Top Finance Position	7	\$68,093			\$68,330		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$69,512			\$71,818		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	11	\$97,273		\$67,816	\$88,973	\$106,507	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	\$179,132			\$159,005		
Top Finance Position	5	\$139,616			\$137,985		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	10	\$89,073		\$67,097	\$98,267	\$111,116	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$134,362			\$69,534		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	\$60,622			\$53,036		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, ME							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$64,035			\$74,306		
Youth Development: Youth Development Programs							
CEO/Executive Director	10	\$74,447		\$71,250	\$80,315	\$85,059	
Portland, OR-WA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	8	\$88,425			\$51,448		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	9	\$78,040			\$65,000		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	27	\$91,274	\$24,796	\$38,678	\$60,830	\$103,990	\$170,356
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	14	\$108,880		\$42,575	\$75,038	\$114,107	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	10	\$151,898		\$74,949	\$104,896	\$140,369	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	42	\$73,970	\$32,971	\$44,555	\$57,714	\$82,939	\$115,957

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Arts, Culture, and Humanities: Performing Arts							
Top Finance Position	5	\$99,310			\$83,083		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	8	\$69,695			\$44,769		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	8	\$99,980			\$85,366		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	15	\$100,332		\$62,513	\$77,826	\$95,039	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	\$83,201			\$77,188		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	8	\$87,951			\$66,626		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	6	\$109,163			\$117,707		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	8	\$77,420			\$75,716		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	5	\$56,965			\$67,415		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	13	\$95,086		\$52,008	\$79,602	\$112,131	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	18	\$110,679		\$58,388	\$73,829	\$126,182	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	69	\$98,087	\$33,541	\$56,250	\$94,592	\$111,058	\$167,300
Top Administrative Position	7	\$79,032			\$59,550		
Top Finance Position	11	\$95,861		\$54,163	\$77,338	\$136,678	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	6	\$165,018			\$59,023		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	9	\$318,812			\$282,010		
Top Education Position	6	\$233,798			\$267,886		
Top Finance Position	5	\$223,755			\$259,580		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	\$94,989			\$78,080		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	17	\$107,043		\$62,511	\$91,168	\$135,355	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	12	\$109,878		\$87,850	\$104,184	\$132,624	
Top Finance Position	6	\$110,262			\$105,341		
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	8	\$72,507			\$61,347		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	5	\$78,999			\$67,972		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	38	\$113,093	\$39,969	\$65,653	\$85,881	\$172,780	\$215,621
Top Finance Position	8	\$140,174			\$140,814		
Top Operations Position	7	\$157,880			\$133,308		
Top Program Position	6	\$149,777			\$147,147		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	9	\$105,775			\$73,675		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	8	\$105,593			\$111,829		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	8	\$153,170			\$112,703		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	6	\$79,979			\$76,301		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	14	\$641,558		\$156,346	\$417,033	\$574,114	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	7	\$111,544			\$112,430		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	8	\$79,053			\$70,512		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	8	\$92,114			\$91,948		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	25	\$139,021	\$68,805	\$85,000	\$124,461	\$178,364	\$245,460
Top Finance Position	7	\$128,617			\$127,953		
Housing, Shelter: Housing Support							
CEO/Executive Director	7	\$124,335			\$140,529		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Housing, Shelter: Service and Other							
CEO/Executive Director	6	\$92,907			\$88,153		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	38	\$96,881	\$52,902	\$66,995	\$85,858	\$112,690	\$150,915
Top Finance Position	5	\$104,388			\$97,087		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	26	\$113,584	\$55,031	\$76,100	\$116,630	\$146,663	\$170,839
Top Finance Position	6	\$87,211			\$97,925		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	9	\$72,224			\$57,938		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	11	\$77,848		\$61,650	\$74,856	\$95,745	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	26	\$84,632	\$35,114	\$58,552	\$80,268	\$106,057	\$123,981
Top Finance Position	5	\$97,604			\$98,566		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	10	\$92,116		\$65,395	\$85,028	\$117,472	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	\$96,557			\$102,376		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	21	\$132,208	\$84,070	\$94,158	\$112,477	\$152,064	\$212,616
Top Finance Position	7	\$107,147			\$96,871		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$100,469			\$89,378		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	15	\$92,748		\$34,000	\$50,400	\$58,512	
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	9	\$65,937			\$65,141		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	5	\$73,332			\$90,780		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	13	\$142,228		\$110,561	\$131,762	\$154,739	
Top Finance Position	6	\$107,798			\$102,855		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	10	\$136,499		\$70,579	\$131,814	\$191,811	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$220,464			\$205,485		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$122,240			\$69,834		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	12	\$88,441		\$54,313	\$72,732	\$102,575	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	6	\$103,364			\$93,533		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	32	\$61,959	\$21,810	\$34,100	\$55,736	\$77,555	\$92,059
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	9	\$72,333			\$74,796		
Unknown							
CEO/Executive Director	15	\$68,311		\$32,420	\$59,944	\$70,038	
Youth Development: Service and Other							
CEO/Executive Director	5	\$102,007			\$90,246		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	\$164,927			\$119,155		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Youth Development: Youth Development Programs							
CEO/Executive Director	23	\$77,801	\$35,948	\$48,456	\$69,939	\$88,845	\$110,645
Portsmouth-Dover-Rochester, NH-ME							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$181,128		\$61,495	\$122,288	\$180,677	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	\$106,920			\$73,160		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	\$68,532			\$68,054		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$71,487			\$65,180		
Providence-Fall River-Warwick, RI-MA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$61,824			\$69,474		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	8	\$106,966			\$101,661		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	15	\$101,584		\$62,833	\$93,151	\$118,653	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	8	\$143,236			\$88,488		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	14	\$146,289		\$38,065	\$63,281	\$104,875	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	\$92,269			\$68,962		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	5	\$73,147			\$76,355		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	11	\$81,704		\$41,314	\$64,107	\$101,867	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	48	\$144,090	\$47,210	\$90,762	\$125,810	\$172,046	\$277,669
Top Finance Position	17	\$137,285		\$84,786	\$116,498	\$187,714	
Top Operations Position	5	\$198,867			\$175,386		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	\$1,327,710			\$626,821		
Top Administrative Position	5	\$404,816			\$347,342		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Educational Institutions and Related Activities: Higher Education							
Top Development Position	5	\$283,704			\$238,289		
Top Education Position	5	\$400,256			\$315,369		
Top Finance Position	7	\$425,475			\$383,289		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	8	\$101,707			\$112,266		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	\$179,549		\$95,639	\$145,650	\$247,911	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	\$63,814			\$74,273		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	9	\$82,134			\$89,862		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	6	\$105,638			\$98,240		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	\$282,638			\$268,860		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	7	\$620,525			\$458,083		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	7	\$175,563			\$172,477		
Top Administrative Position	9	\$151,905			\$152,391		
Top Finance Position	6	\$131,000			\$129,488		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	10	\$72,848		\$42,002	\$66,060	\$101,959	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	16	\$147,267		\$90,877	\$115,399	\$162,470	
Top Finance Position	6	\$103,445			\$102,207		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	\$98,493		\$54,589	\$84,144	\$121,876	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	7	\$132,501			\$117,272		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	30	\$139,182	\$40,588	\$64,915	\$131,334	\$185,173	\$234,840
Top Finance Position	14	\$114,250		\$78,260	\$102,017	\$146,332	
Top Operations Position	9	\$159,354			\$160,881		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$111,071			\$131,293		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	11	\$164,832		\$135,473	\$163,357	\$209,541	
Top Finance Position	5	\$119,445			\$119,126		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	8	\$113,406			\$92,782		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$200,893			\$84,820		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$106,801			\$113,912		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	8	\$112,967			\$116,786		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$84,653			\$62,181		
Provo-Orem, UT							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$109,248		\$76,669	\$110,335	\$134,829	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$90,574			\$78,803		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	10	\$69,851		\$39,501	\$69,199	\$95,258	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	10	\$95,154		\$51,522	\$73,381	\$116,604	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	20	\$80,856	\$31,123	\$34,329	\$65,011	\$75,307	\$170,690
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	8	\$83,521			\$76,041		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	6	\$79,094			\$74,925		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	13	\$95,119		\$51,147	\$93,991	\$120,214	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	\$119,774			\$78,644		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	5	\$57,251			\$62,020		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	7	\$107,782			\$125,000		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	6	\$127,378			\$69,839		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	11	\$105,428		\$69,291	\$93,803	\$124,674	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	19	\$121,377		\$52,237	\$83,307	\$114,187	
Top Operations Position	5	\$122,364			\$92,840		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	64	\$126,415	\$43,356	\$64,500	\$90,645	\$152,648	\$220,200
Top Administrative Position	7	\$120,863			\$122,033		
Top Finance Position	14	\$130,746		\$70,605	\$108,684	\$218,062	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	\$365,333			\$335,967		
Top Administrative Position	5	\$279,847			\$177,009		
Top Development Position	6	\$138,758			\$139,788		
Top Education Position	6	\$331,946			\$145,371		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Educational Institutions and Related Activities: Higher Education							
Top Finance Position	9	\$186,389			\$177,009		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	20	\$119,706	\$55,120	\$72,489	\$106,827	\$137,046	\$204,884
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	6	\$203,072			\$115,228		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	6	\$122,563			\$105,419		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	15	\$93,601		\$68,185	\$83,915	\$107,263	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	10	\$93,911		\$57,813	\$86,707	\$105,968	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	\$149,065			\$111,585		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$508,397			\$280,711		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	\$111,253			\$68,600		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	\$432,975			\$186,434		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	11	\$181,782		\$81,853	\$117,552	\$235,512	
Top Finance Position	6	\$125,691			\$112,272		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	23	\$121,233	\$55,780	\$57,501	\$82,102	\$102,097	\$128,724
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	19	\$109,364		\$48,151	\$75,297	\$108,518	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	15	\$90,691		\$62,121	\$80,397	\$92,223	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	22	\$89,220	\$34,770	\$47,458	\$75,254	\$95,007	\$135,066
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	\$75,140			\$65,000		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	\$60,975			\$57,715		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	13	\$145,218		\$53,500	\$124,886	\$216,737	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$63,979			\$60,000		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	6	\$90,571			\$66,807		
Medical Research: Medical Disciplines Research							
CEO/Executive Director	5	\$118,826			\$113,171		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	9	\$128,820			\$101,005		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$153,209			\$176,878		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	13	\$93,927		\$37,500	\$62,875	\$85,930	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	32	\$75,741	\$25,412	\$37,691	\$59,973	\$98,620	\$144,503
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	\$91,373			\$47,779		
Youth Development: Youth Development Programs							
CEO/Executive Director	20	\$68,794	\$32,412	\$46,159	\$60,349	\$82,373	\$117,006

Reading, PA

Health—General and Rehabilitative: Health Support

CEO/Executive Director	5	\$75,435			\$68,000		
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Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations

CEO/Executive Director	7	\$196,987			\$113,395		
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Redding, CA

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	5	\$102,187			\$103,795		
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501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Reno, NV							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$70,138			\$78,556		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$142,361			\$152,821		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$374,540			\$253,339		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$82,942			\$84,430		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$85,074			\$87,968		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$48,164			\$49,221		

Richmond-Petersburg, VA

Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	11	\$78,317		\$44,893	\$65,000	\$97,220
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Arts, Culture, and Humanities: Historical Organizations

CEO/Executive Director	5	\$115,803			\$145,093	
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	8	\$137,102			\$107,474		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	9	\$72,962			\$42,813		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	\$87,954			\$65,742		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	\$119,456			\$85,176		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	\$81,325			\$51,939		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	30	\$121,794	\$33,030	\$53,631	\$81,490	\$124,940	\$221,361
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	\$101,236			\$89,259		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	6	\$91,211			\$82,683		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	7	\$249,329			\$186,899		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	8	\$242,868			\$241,983		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	9	\$173,747			\$213,374		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$122,920			\$88,667		
Housing, Shelter: Housing Support							
CEO/Executive Director	5	\$189,697			\$178,283		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	16	\$86,172		\$61,154	\$80,767	\$94,188	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	13	\$170,411		\$99,120	\$127,558	\$253,132	
Top Finance Position	6	\$150,724			\$151,643		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	\$80,630			\$78,819		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	16	\$75,479		\$35,781	\$67,796	\$101,367	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	13	\$102,942		\$42,718	\$60,755	\$163,654	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	\$122,322			\$109,930		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	17	\$65,920		\$26,000	\$65,468	\$83,735	
Youth Development: Youth Development Programs							
CEO/Executive Director	16	\$78,554		\$46,014	\$68,637	\$107,061	
Riverside-San Bernardino-Ontario, CA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	12	\$53,707		\$24,581	\$46,766	\$79,375	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	11	\$95,763		\$48,750	\$85,000	\$131,469	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	7	\$135,113			\$97,304		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	8	\$94,582			\$59,050		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	\$77,120			\$60,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	43	\$140,301	\$65,242	\$104,675	\$126,053	\$179,207	\$217,165
Top Administrative Position	7	\$146,493			\$138,839		
Top Business Position	7	\$104,355			\$78,206		
Top Finance Position	5	\$102,765			\$103,890		
Top Operations Position	5	\$147,635			\$148,569		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$442,691			\$375,811		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$128,433			\$140,761		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	\$95,040			\$100,185		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$103,363			\$86,672		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	\$308,547			\$348,566		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	8	\$585,835			\$277,703		
Top Finance Position	6	\$346,220			\$278,329		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	15	\$143,179		\$82,684	\$123,594	\$161,393	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	11	\$81,018		\$63,020	\$70,722	\$98,451	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	14	\$84,200		\$38,881	\$71,415	\$94,789	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	27	\$114,031	\$46,632	\$63,600	\$112,500	\$155,438	\$194,633
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	12	\$99,185		\$69,775	\$78,796	\$96,431	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	19	\$89,579		\$49,875	\$70,013	\$133,374	
Top Finance Position	6	\$62,177			\$55,011		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	21	\$112,119	\$39,000	\$78,000	\$108,106	\$149,409	\$184,634
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	5	\$61,438			\$40,000		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	9	\$152,026			\$160,000		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	12	\$150,229		\$78,438	\$156,846	\$180,936	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$45,242			\$43,394		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	41	\$59,813	\$19,409	\$23,024	\$37,000	\$80,150	\$115,479
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	8	\$47,116			\$40,932		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	12	\$70,145		\$59,991	\$68,985	\$85,251	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Youth Development: Youth Development Programs							
CEO/Executive Director	9	\$85,825			\$76,342		
Roanoke, VA							
Health—General and Rehabilitative: Hospitals							
Top Finance Position	5	\$279,783			\$274,746		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$111,083			\$85,664		
Rochester, MN							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$99,869			\$97,591		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	\$88,971			\$107,330		
Rochester, NY							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	7	\$76,165			\$74,274		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rochester, NY							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	11	\$78,350		\$48,717	\$63,198	\$85,379	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	\$68,900			\$61,108		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	\$141,501			\$147,186		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	23	\$132,759	\$52,957	\$67,078	\$140,335	\$159,639	\$227,773
Top Finance Position	6	\$93,490			\$93,854		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$561,813			\$333,536		
Top Finance Position	6	\$266,182			\$206,664		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	\$85,040			\$84,690		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	5	\$70,778			\$46,339		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$142,534			\$136,457		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rochester, NY							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	11	\$380,435		\$217,637	\$369,169	\$456,444	
Top Operations Position	5	\$299,923			\$300,836		
Health—General and Rehabilitative: Nursing							
Top Administrative Position	7	\$168,940			\$168,877		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	5	\$90,743			\$74,985		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	11	\$103,514		\$67,771	\$100,000	\$134,209	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	12	\$179,208		\$73,965	\$145,806	\$207,897	
Top Finance Position	5	\$153,513			\$165,978		
Top Operations Position	5	\$162,066			\$179,121		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	14	\$65,480		\$46,149	\$55,444	\$64,297	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	24	\$127,767	\$50,390	\$68,859	\$107,367	\$160,542	\$207,013
Top Finance Position	14	\$88,014		\$67,378	\$80,402	\$108,342	
Top Operations Position	5	\$97,431			\$85,492		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rochester, NY							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$164,480			\$132,148		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$54,135			\$50,092		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$106,383			\$46,500		
Rockford, IL							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	\$74,553			\$65,000		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	\$63,929			\$65,986		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	10	\$89,399		\$53,874	\$85,650	\$112,848	
Top Finance Position	5	\$85,696			\$78,751		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$107,399			\$96,860		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rocky Mount, NC							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	\$121,785			\$103,105		
Sacramento, CA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$82,867			\$60,866		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	7	\$45,610			\$32,452		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	7	\$145,295			\$80,958		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	\$128,005			\$82,513		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	12	\$76,734		\$44,786	\$58,424	\$98,927	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	\$192,979			\$72,572		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	\$162,552			\$186,546		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	10	\$161,286		\$97,332	\$144,467	\$208,444	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	\$96,083			\$62,500		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	32	\$142,148	\$48,671	\$100,089	\$131,605	\$172,263	\$229,254
Top Administrative Position	7	\$155,076			\$155,469		
Top Business Position	5	\$81,677			\$56,194		
Top Finance Position	8	\$96,891			\$105,014		
Top Operations Position	5	\$103,410			\$112,138		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$186,114			\$196,759		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$111,447			\$100,122		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	7	\$85,714			\$101,963		
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	5	\$84,734			\$90,000		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	20	\$130,109	\$59,450	\$90,913	\$126,976	\$159,681	\$180,176
Top Finance Position	5	\$105,612			\$118,415		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	5	\$234,131			\$177,773		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	\$79,952			\$68,757		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$93,217			\$81,796		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	11	\$771,212		\$236,219	\$268,781	\$618,485	
Top Finance Position	7	\$455,245			\$177,255		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	7	\$175,612			\$169,612		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	11	\$120,403		\$75,762	\$103,183	\$149,660	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	21	\$127,153	\$51,850	\$58,997	\$108,720	\$145,526	\$251,541
Top Finance Position	6	\$129,026			\$152,653		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
Top Operations Position	5	\$162,119			\$150,746		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	17	\$120,618		\$68,294	\$100,137	\$177,385	
Top Finance Position	6	\$119,126			\$116,655		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	9	\$95,591			\$97,057		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	23	\$100,618	\$31,040	\$45,738	\$82,846	\$127,819	\$189,757
Top Finance Position	5	\$90,463			\$91,677		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	\$177,188			\$113,797		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$118,661			\$124,000		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	11	\$150,833		\$96,538	\$144,383	\$192,077	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	7	\$74,770			\$63,829		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	\$128,745			\$109,095		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	\$72,551			\$53,394		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	18	\$87,167		\$20,861	\$44,113	\$78,965	
Unknown							
CEO/Executive Director	8	\$82,599			\$83,753		
Youth Development: Youth Development Programs							
CEO/Executive Director	17	\$74,713		\$50,982	\$68,750	\$85,132	
Saginaw-Bay City-Midland, MI							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$773,211			\$296,208		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	\$83,913			\$78,358		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$85,522			\$106,553		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Saginaw-Bay City-Midland, MI							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$81,507			\$81,689		
Salem, OR							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$102,917			\$82,353		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$79,817			\$76,258		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$69,949			\$77,875		
Salinas, CA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	\$70,797			\$48,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$210,781			\$132,567		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	\$99,821			\$100,420		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salinas, CA							
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$80,772			\$70,054		
Salt Lake City-Ogden, UT							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	7	\$82,893			\$77,877		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	\$99,503			\$98,608		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	13	\$103,786		\$42,000	\$68,352	\$88,012	
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	\$95,437			\$84,667		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	22	\$146,212	\$44,049	\$70,538	\$96,043	\$133,671	\$318,476
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$158,194			\$135,668		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	6	\$117,442			\$75,145		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salt Lake City-Ogden, UT							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	\$86,130			\$86,901		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	\$288,261			\$107,085		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	\$103,625			\$82,252		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	\$73,733			\$75,224		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	12	\$85,364		\$42,474	\$80,479	\$119,071	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$105,685			\$87,791		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$98,939			\$115,102		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	11	\$71,112		\$40,810	\$75,171	\$95,669	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salt Lake City-Ogden, UT							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$169,981			\$75,516		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	\$140,698			\$125,229		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	\$96,680			\$64,522		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$110,238			\$78,793		

San Antonio, TX

Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	8	\$93,819			\$65,007		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	9	\$101,744			\$86,333		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	5	\$144,100			\$150,618		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	\$180,577			\$192,071		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	19	\$89,938		\$50,623	\$59,333	\$99,176	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	\$135,128			\$127,794		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	\$121,459			\$112,136		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$104,141			\$75,654		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	\$165,332			\$123,136		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	30	\$115,727	\$41,354	\$77,297	\$105,124	\$155,053	\$191,958
Top Administrative Position	13	\$123,368		\$96,561	\$129,167	\$155,000	
Top Finance Position	7	\$82,204			\$91,047		
Top Operations Position	6	\$77,990			\$84,303		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$345,150			\$322,357		
Top Education Position	6	\$259,123			\$274,050		
Top Finance Position	5	\$247,251			\$218,572		
Top Technology Position	5	\$208,834			\$189,696		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	\$150,549			\$97,849		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	\$289,668			\$110,537		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	6	\$210,690			\$200,251		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	9	\$138,410			\$105,836		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	23	\$113,361	\$22,808	\$48,484	\$62,963	\$131,303	\$292,359
Top Finance Position	7	\$176,503			\$129,495		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	22	\$103,738	\$49,263	\$63,650	\$92,000	\$147,053	\$163,448
Top Finance Position	5	\$81,897			\$79,871		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	13	\$79,743		\$53,077	\$75,000	\$91,336	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	19	\$103,279		\$65,495	\$79,356	\$110,629	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$101,095			\$90,586		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$172,287			\$54,100		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	\$159,302			\$126,647		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	37	\$75,524	\$24,720	\$40,000	\$61,408	\$90,300	\$129,523
Youth Development: Youth Development Programs							
CEO/Executive Director	12	\$71,139		\$41,966	\$77,027	\$90,946	
San Diego, CA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	\$136,604			\$75,193		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	18	\$57,156		\$28,805	\$52,579	\$75,170	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	5	\$92,787			\$83,041		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	21	\$192,898	\$64,892	\$117,138	\$193,448	\$271,586	\$326,579
Top Development Position	5	\$193,261			\$120,477		
Top Finance Position	6	\$168,860			\$168,128		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	36	\$98,251	\$32,682	\$51,241	\$70,190	\$107,927	\$180,516
Top Finance Position	5	\$118,773			\$119,023		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	\$94,363			\$99,342		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	6	\$155,581			\$184,274		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	5	\$143,885			\$160,438		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	8	\$123,498			\$94,908		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	10	\$100,488		\$74,308	\$96,652	\$130,000	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	82	\$159,304	\$61,910	\$99,177	\$131,986	\$187,905	\$293,994

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Top Administrative Position	9	\$160,410			\$166,890		
Top Business Position	7	\$105,737			\$107,091		
Top Development Position	6	\$151,636			\$152,878		
Top Education Position	7	\$159,494			\$161,148		
Top Finance Position	28	\$136,772	\$57,908	\$96,692	\$129,575	\$161,916	\$241,884
Top Operations Position	15	\$143,526		\$101,536	\$111,020	\$206,836	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$411,374			\$354,293		
Top Education Position	5	\$243,396			\$247,253		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	15	\$165,002		\$61,045	\$172,500	\$234,991	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	\$194,989			\$191,426		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	6	\$61,729			\$69,090		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	16	\$112,894		\$70,238	\$98,250	\$134,038	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	15	\$316,708		\$176,267	\$246,888	\$417,996	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
Top Finance Position	11	\$208,799		\$132,301	\$179,089	\$301,677	
Top Operations Position	8	\$213,814			\$189,477		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	8	\$184,787			\$143,469		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	8	\$1,867,842			\$593,195		
Top Finance Position	5	\$781,454			\$648,250		
Top Operations Position	5	\$651,708			\$655,428		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	14	\$160,863		\$50,100	\$175,448	\$240,444	
Top Finance Position	5	\$161,332			\$157,119		
Housing, Shelter: Housing Support							
CEO/Executive Director	5	\$84,526			\$80,000		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	32	\$145,021	\$60,010	\$84,172	\$133,570	\$182,272	\$278,845
Top Finance Position	10	\$135,366		\$124,168	\$126,100	\$153,816	
Top Operations Position	6	\$108,588			\$119,710		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	21	\$128,139	\$44,352	\$67,789	\$103,101	\$163,784	\$238,757

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Human Services—Multipurpose and Other: Children & Youth Services							
Top Finance Position	7	\$108,989			\$89,695		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	10	\$113,391		\$74,984	\$105,994	\$142,260	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	12	\$180,675		\$84,250	\$126,634	\$288,967	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	33	\$118,904	\$29,042	\$69,865	\$93,810	\$162,481	\$211,792
Top Finance Position	9	\$136,566			\$149,362		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	\$218,959			\$212,718		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	9	\$153,195			\$139,203		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	15	\$118,222		\$49,479	\$75,252	\$129,726	
Top Finance Position	5	\$157,603			\$177,922		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	10	\$52,776		\$30,825	\$41,492	\$68,750	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	5	\$67,365			\$58,618		
Medical Research: Medical Disciplines Research							
CEO/Executive Director	9	\$319,631			\$294,471		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$218,547			\$224,423		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	13	\$108,909		\$60,000	\$90,530	\$118,092	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$139,928			\$127,453		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	\$172,772			\$154,941		
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	6	\$96,894			\$70,639		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	10	\$107,363		\$76,092	\$88,896	\$128,557	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	10	\$99,851		\$68,324	\$88,096	\$129,190	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	14	\$84,053		\$53,695	\$70,040	\$103,590	
Top Finance Position	7	\$49,918			\$32,083		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	47	\$66,473	\$22,599	\$34,224	\$59,850	\$89,133	\$116,999
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	11	\$116,061		\$91,682	\$109,459	\$129,316	
Youth Development: Youth Development Programs							
CEO/Executive Director	21	\$105,366	\$27,135	\$50,000	\$64,307	\$113,000	\$157,716
San Francisco-Oakland, CA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	10	\$184,479		\$102,367	\$163,478	\$232,439	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	8	\$160,944			\$147,941		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	63	\$89,349	\$34,887	\$48,804	\$76,000	\$100,738	\$177,874
Top Finance Position	7	\$89,502			\$60,010		
Top Operations Position	7	\$128,762			\$110,632		
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	6	\$85,445			\$104,652		
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	8	\$78,355			\$81,888		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	10	\$99,878		\$60,677	\$82,145	\$137,754	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	30	\$117,126	\$36,219	\$49,985	\$94,414	\$125,988	\$244,968
Top Finance Position	6	\$138,794			\$119,592		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	13	\$185,816		\$102,269	\$181,732	\$204,376	
Top Finance Position	6	\$180,098			\$134,188		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	70	\$126,798	\$30,000	\$52,586	\$88,512	\$144,576	\$192,835
Top Administrative Position	6	\$138,037			\$142,905		
Top Development Position	8	\$148,266			\$155,885		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Arts, Culture, and Humanities: Performing Arts							
Top Finance Position	16	\$130,135		\$70,188	\$118,553	\$165,634	
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	12	\$121,922		\$66,485	\$89,361	\$141,071	
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	6	\$52,799			\$53,784		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	24	\$114,278	\$60,600	\$72,891	\$98,530	\$145,154	\$183,450
Top Finance Position	5	\$87,939			\$97,281		
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	6	\$160,730			\$148,256		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	7	\$153,697			\$119,654		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	17	\$145,619		\$93,326	\$148,479	\$166,764	
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	\$68,375			\$73,802		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	15	\$178,568		\$59,054	\$171,625	\$229,146	
Top Finance Position	6	\$185,606			\$183,862		
Top Operations Position	6	\$212,644			\$181,808		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	8	\$137,843			\$80,716		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	11	\$109,631		\$53,626	\$90,372	\$152,552	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	\$157,496			\$161,438		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	5	\$286,797			\$132,000		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	\$174,104			\$179,868		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	23	\$148,622	\$33,244	\$62,229	\$109,000	\$179,126	\$334,180
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	22	\$151,027	\$48,652	\$75,065	\$128,434	\$190,379	\$272,229
Top Finance Position	5	\$185,973			\$186,621		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	135	\$200,722	\$51,840	\$89,003	\$137,616	\$277,556	\$490,939
Top Administrative Position	14	\$135,653		\$100,243	\$115,876	\$185,641	
Top Development Position	23	\$179,581	\$128,136	\$148,780	\$175,628	\$200,822	\$231,868
Top Education Position	21	\$157,715	\$113,809	\$131,624	\$149,792	\$181,867	\$191,559
Top Finance Position	44	\$175,789	\$98,383	\$124,080	\$176,913	\$225,598	\$262,409
Top Operations Position	17	\$160,018		\$128,316	\$157,185	\$208,467	
Top Program Position	8	\$152,632			\$151,245		
Top Technology Position	14	\$161,497		\$134,494	\$150,124	\$190,464	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	9	\$689,028			\$306,969		
Top Business Position	5	\$425,668			\$261,110		
Top Development Position	5	\$326,459			\$140,540		
Top Education Position	7	\$769,476			\$264,008		
Top Finance Position	6	\$373,729			\$270,302		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	6	\$157,859			\$143,569		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	22	\$156,192	\$56,750	\$81,529	\$113,780	\$157,673	\$194,837
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	14	\$79,161		\$42,500	\$75,922	\$113,125	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	9	\$156,131			\$173,928		
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	9	\$136,418			\$104,500		
Environmental Quality, Protection, and Beautification: Environmental Beautification							
CEO/Executive Director	5	\$246,305			\$188,715		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	7	\$152,885			\$106,824		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	25	\$185,035	\$51,060	\$85,264	\$165,631	\$193,871	\$273,002
Top Development Position	7	\$144,274			\$131,072		
Top Finance Position	8	\$159,115			\$143,210		
Top Operations Position	5	\$194,049			\$164,181		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	8	\$230,661			\$133,930		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	14	\$205,741		\$127,273	\$178,148	\$236,608	
Top Finance Position	9	\$168,036			\$131,902		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$250,491			\$223,861		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	12	\$1,359,665		\$99,358	\$183,861	\$317,202	
Top Finance Position	11	\$496,930		\$206,510	\$242,923	\$319,537	
Top Technology Position	5	\$640,871			\$216,544		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	10	\$107,863		\$67,555	\$91,652	\$154,433	
Top Operations Position	5	\$89,074			\$69,070		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	10	\$296,451		\$110,979	\$180,934	\$426,461	
Top Operations Position	7	\$258,372			\$178,894		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	24	\$235,085	\$111,291	\$163,622	\$226,209	\$252,749	\$340,455
Top Finance Position	11	\$210,078		\$160,915	\$176,040	\$223,347	
Top Operations Position	5	\$281,332			\$312,348		
Housing, Shelter: Service and Other							
CEO/Executive Director	5	\$112,466			\$90,001		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	\$116,637			\$99,297		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Housing, Shelter: Temporary Housing							
Top Finance Position	5	\$118,464			\$109,296		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	54	\$144,115	\$52,578	\$78,155	\$128,363	\$172,127	\$262,406
Top Development Position	6	\$144,842			\$120,266		
Top Finance Position	21	\$122,929	\$66,926	\$105,083	\$114,968	\$139,785	\$181,822
Top Human Resources Position	8	\$141,418			\$135,648		
Top Operations Position	7	\$114,154			\$132,010		
Top Program Position	5	\$117,182			\$113,744		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	37	\$139,328	\$68,531	\$92,846	\$131,171	\$183,776	\$210,502
Top Development Position	5	\$118,354			\$123,511		
Top Finance Position	11	\$114,766		\$84,482	\$121,288	\$148,272	
Top Program Position	9	\$113,487			\$114,890		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	16	\$157,874		\$120,029	\$144,454	\$195,257	
Top Finance Position	6	\$140,628			\$104,729		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	29	\$168,306	\$55,553	\$94,782	\$127,692	\$186,196	\$307,350
Top Development Position	5	\$185,627			\$165,284		
Top Finance Position	10	\$180,298		\$124,145	\$171,000	\$217,640	
Top Human Resources Position	5	\$159,289			\$141,342		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Human Services—Multipurpose and Other: Human Services							
Top Operations Position	8	\$165,905			\$148,979		
Top Program Position	5	\$171,690			\$163,398		
Top Technology Position	5	\$139,039			\$145,522		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	12	\$118,838		\$83,652	\$116,744	\$146,693	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	16	\$193,012		\$99,332	\$136,725	\$206,889	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$128,898			\$100,000		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	13	\$124,709		\$72,132	\$112,348	\$152,806	
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	6	\$175,296			\$130,676		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	6	\$97,754			\$101,072		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	\$132,535			\$144,489		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	13	\$123,784		\$86,215	\$104,996	\$135,490	
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	7	\$141,226			\$104,479		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	12	\$246,258		\$155,252	\$196,688	\$294,614	
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	6	\$196,979			\$226,353		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	9	\$265,341			\$253,461		
Top Finance Position	5	\$225,400			\$234,141		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	8	\$194,329			\$138,757		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	12	\$524,319		\$68,540	\$83,725	\$136,904	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	7	\$144,122			\$138,578		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	13	\$107,102		\$53,264	\$85,898	\$141,180	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	\$116,730			\$119,115		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	6	\$244,238			\$217,203		
Top Operations Position	5	\$155,110			\$149,574		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	5	\$144,981			\$134,250		
Unknown							
CEO/Executive Director	11	\$134,284		\$81,267	\$111,116	\$159,681	
Youth Development: Service and Other							
CEO/Executive Director	5	\$105,199			\$85,000		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	\$125,658			\$112,200		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	9	\$102,930			\$106,333		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Youth Development: Youth Development Programs							
CEO/Executive Director	44	\$113,533	\$35,809	\$62,475	\$118,885	\$140,758	\$179,013
Top Development Position	6	\$119,747			\$125,348		
Top Finance Position	13	\$111,452		\$101,341	\$113,365	\$141,148	
Top Operations Position	5	\$121,486			\$117,441		
San Jose, CA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	19	\$100,255		\$42,568	\$66,000	\$151,730	
Top Finance Position	5	\$89,187			\$74,322		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	7	\$85,458			\$42,466		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	9	\$158,044			\$95,384		
Top Finance Position	5	\$149,780			\$154,968		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	16	\$86,054		\$63,623	\$80,424	\$101,767	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	\$81,098			\$65,769		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Crime, Legal-Related: Legal Services							
CEO/Executive Director	6	\$107,379			\$98,850		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	11	\$117,642		\$59,714	\$110,000	\$153,733	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	68	\$167,851	\$62,557	\$99,588	\$135,587	\$192,681	\$328,008
Top Administrative Position	10	\$144,354		\$85,141	\$127,088	\$161,724	
Top Business Position	5	\$96,088			\$96,000		
Top Finance Position	18	\$144,695		\$86,904	\$108,333	\$216,367	
Top Operations Position	12	\$153,348		\$101,798	\$129,835	\$229,176	
Top Program Position	5	\$79,873			\$66,006		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	\$161,341			\$104,515		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	8	\$122,478			\$123,456		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$169,436			\$143,640		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$795,824			\$328,005		
Top Operations Position	5	\$713,918			\$352,741		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	7	\$311,576			\$211,074		
Top Finance Position	5	\$152,553			\$162,028		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	22	\$138,433	\$52,358	\$87,308	\$130,602	\$188,822	\$204,201
Top Finance Position	6	\$127,543			\$126,927		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	13	\$149,657		\$80,000	\$103,937	\$215,987	
Top Finance Position	6	\$207,333			\$219,085		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	8	\$127,948			\$106,826		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	14	\$169,681		\$129,824	\$157,730	\$170,641	
Top Finance Position	6	\$104,444			\$76,314		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$127,331			\$90,478		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$181,923			\$186,747		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$140,894			\$137,117		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	\$247,911			\$150,000		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	\$163,699			\$144,000		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	\$121,086			\$98,553		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	18	\$77,626		\$44,200	\$71,725	\$88,223	
Unknown							
CEO/Executive Director	5	\$98,086			\$120,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	15	\$115,273		\$71,806	\$100,000	\$157,344	

San Juan, PR

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	8	\$120,142			\$109,896		
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501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Juan, PR							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$38,320			\$47,914		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$55,105			\$59,018		
San Luis Obispo-Atascadero-Paso Robles, CA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$94,146			\$97,703		
Santa Barbara-Santa Maria-Lompoc, CA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$62,807			\$63,909		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	\$132,130			\$157,724		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	\$149,957			\$151,831		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	\$185,376			\$151,821		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Barbara-Santa Maria-Lompoc, CA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	26	\$159,615	\$49,900	\$83,227	\$123,715	\$209,203	\$303,632
Top Finance Position	9	\$123,021			\$128,841		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	8	\$114,004			\$118,973		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	\$125,116			\$104,386		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$107,920			\$105,956		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$131,987			\$134,302		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$211,800			\$185,759		

Santa Cruz, CA

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	12	\$110,785		\$60,290	\$81,235	\$164,014	
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501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Cruz, CA							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	7	\$110,940			\$100,000		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	\$77,974			\$73,343		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$62,190			\$56,358		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$67,835			\$69,701		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$84,781			\$84,097		

Santa Fe, NM

Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	8	\$77,265			\$60,448		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	7	\$51,183			\$57,500		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	\$111,384			\$74,480		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Fe, NM							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	\$90,237			\$79,785		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	16	\$104,969		\$60,136	\$76,126	\$128,831	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$97,218			\$99,703		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	7	\$61,916			\$63,648		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$68,287			\$49,922		

Santa Rosa, CA

Animal-Related: Animal Protection & Welfare

CEO/Executive Director	5	\$133,634			\$121,401		
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Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	10	\$63,046		\$40,746	\$59,788	\$86,148	
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Arts, Culture, and Humanities: Performing Arts

CEO/Executive Director	6	\$100,557			\$52,544		
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Rosa, CA							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	\$74,803			\$75,066		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	20	\$132,877	\$43,675	\$51,938	\$109,356	\$150,767	\$286,275
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	14	\$96,583		\$65,975	\$82,310	\$107,199	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	\$180,953			\$179,549		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	14	\$132,453		\$93,274	\$121,260	\$137,464	
Top Finance Position	5	\$101,799			\$89,735		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$106,836			\$106,748		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$177,439			\$171,110		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sarasota-Bradenton, FL							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$90,695			\$91,578		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	5	\$65,271			\$58,520		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	14	\$119,921		\$58,415	\$102,189	\$172,116	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	9	\$117,088			\$132,128		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	14	\$100,243		\$49,937	\$78,223	\$116,859	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	13	\$102,775		\$59,719	\$94,169	\$117,531	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	\$118,985		\$65,462	\$111,635	\$161,831	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	7	\$74,470			\$72,216		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sarasota-Bradenton, FL							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	10	\$130,254		\$62,065	\$77,235	\$161,816	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$255,046			\$190,383		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	\$55,269			\$53,004		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$131,004			\$120,713		

Savannah, GA

Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	\$126,403		\$68,127	\$113,997	\$155,222	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$97,690			\$82,460		

Scranton—Wilkes-Barre—Hazleton, PA

Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$80,102			\$51,336		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Scranton—Wilkes-Barre—Hazleton, PA							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	\$259,570			\$221,278		
Top Development Position	6	\$181,256			\$194,586		
Top Education Position	7	\$208,695			\$223,816		
Top Finance Position	5	\$235,547			\$245,523		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	\$172,511			\$84,261		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$65,676			\$60,990		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	11	\$101,905		\$67,803	\$97,857	\$107,694	
Seattle-Everett, WA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	13	\$74,079		\$36,000	\$80,850	\$107,642	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	5	\$69,535			\$70,137		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	33	\$73,418	\$40,032	\$54,899	\$67,816	\$78,583	\$105,948

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	14	\$120,356		\$41,132	\$74,323	\$191,535	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	11	\$131,435		\$67,712	\$101,000	\$167,434	
Top Finance Position	5	\$146,492			\$136,947		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	52	\$87,574	\$30,056	\$45,570	\$68,133	\$106,564	\$163,387
Top Administrative Position	5	\$121,956			\$119,829		
Top Development Position	6	\$131,798			\$142,952		
Top Finance Position	10	\$100,604		\$53,628	\$103,076	\$139,175	
Top Marketing Position	6	\$143,372			\$141,267		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	6	\$103,147			\$93,508		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	5	\$119,924			\$123,252		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	7	\$102,180			\$79,949		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	5	\$87,341			\$78,291		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	13	\$78,239		\$44,375	\$70,800	\$114,100	
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	6	\$69,778			\$67,877		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	\$108,763			\$110,832		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	7	\$96,234			\$83,800		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	11	\$118,279		\$80,645	\$98,400	\$170,062	
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	6	\$63,914			\$61,356		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	15	\$116,179		\$77,937	\$100,592	\$133,531	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	23	\$79,080	\$34,193	\$45,745	\$71,284	\$95,667	\$117,000

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	100	\$153,414	\$50,691	\$72,264	\$119,474	\$194,440	\$325,827
Top Administrative Position	7	\$91,210			\$97,297		
Top Business Position	9	\$117,063			\$111,963		
Top Development Position	11	\$150,767		\$121,209	\$145,629	\$169,467	
Top Education Position	6	\$129,817			\$139,511		
Top Finance Position	38	\$131,996	\$70,981	\$90,828	\$110,191	\$148,852	\$240,070
Top Operations Position	12	\$121,160		\$72,325	\$98,968	\$150,652	
Top Technology Position	6	\$138,054			\$135,222		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	10	\$208,824		\$66,708	\$178,094	\$283,282	
Top Finance Position	5	\$196,091			\$169,371		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	19	\$125,879		\$70,750	\$95,281	\$191,960	
Top Finance Position	5	\$132,169			\$139,464		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	10	\$108,976		\$55,628	\$85,784	\$114,931	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	9	\$117,880			\$104,118		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	7	\$137,670			\$127,594		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	6	\$103,430			\$103,699		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	25	\$86,820	\$51,019	\$62,595	\$87,300	\$108,517	\$124,351
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	7	\$106,041			\$85,655		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	16	\$82,585		\$62,605	\$84,724	\$104,784	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	13	\$294,297		\$113,215	\$184,272	\$293,935	
Top Finance Position	6	\$117,432			\$119,370		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	7	\$282,645			\$150,075		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	22	\$620,987	\$226,645	\$299,810	\$383,514	\$865,447	\$1,400,763
Top Administrative Position	7	\$464,284			\$408,421		
Top Finance Position	17	\$339,364		\$257,418	\$348,219	\$443,117	
Top Human Resources Position	7	\$476,063			\$340,737		
Top Operations Position	14	\$447,191		\$300,437	\$418,477	\$560,705	
Top Technology Position	6	\$650,643			\$506,294		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	8	\$201,398			\$187,629		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	9	\$114,169			\$90,250		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	14	\$220,086		\$88,745	\$118,175	\$247,489	
Top Finance Position	5	\$270,935			\$159,713		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	5	\$134,393			\$123,842		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	11	\$123,214		\$75,856	\$112,556	\$150,128	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	10	\$86,498		\$59,377	\$79,759	\$112,424	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	61	\$102,310	\$39,062	\$61,200	\$100,722	\$125,046	\$172,471
Top Finance Position	9	\$110,927			\$106,142		
Top Operations Position	5	\$93,912			\$119,636		
Top Program Position	5	\$75,182			\$59,375		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	33	\$102,302	\$47,233	\$73,729	\$98,672	\$127,924	\$153,221
Top Finance Position	7	\$80,194			\$80,125		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	8	\$87,494			\$90,241		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	14	\$100,809		\$49,343	\$92,304	\$123,326	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	39	\$122,192	\$50,881	\$70,073	\$103,484	\$138,562	\$214,491
Top Finance Position	8	\$106,816			\$87,404		
Top Operations Position	8	\$125,554			\$111,923		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	12	\$165,227		\$106,711	\$147,304	\$202,736	
Top Finance Position	7	\$127,397			\$123,821		
Top Operations Position	6	\$131,479			\$105,560		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	\$113,382			\$106,743		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$176,324			\$155,000		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	18	\$100,213		\$71,400	\$84,339	\$109,375	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	20	\$143,755	\$37,014	\$47,296	\$69,627	\$134,561	\$408,860
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	6	\$115,921			\$99,660		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	10	\$173,387		\$109,443	\$166,197	\$216,575	
Top Finance Position	6	\$134,321			\$121,573		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	11	\$111,583		\$71,023	\$119,730	\$150,669	
Top Finance Position	5	\$78,769			\$73,740		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	12	\$142,182		\$81,955	\$117,809	\$161,957	
Top Finance Position	6	\$113,497			\$98,893		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	\$124,184			\$108,395		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$124,691			\$125,613		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	16	\$72,098		\$32,892	\$60,346	\$96,936	
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	5	\$144,419			\$121,840		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	5	\$110,757			\$88,101		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	\$102,049			\$95,083		
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	6	\$82,298			\$79,010		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	20	\$54,925	\$24,542	\$32,868	\$56,206	\$69,112	\$81,429
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	\$55,949			\$54,000		
Unknown							
CEO/Executive Director	15	\$96,906		\$57,919	\$71,397	\$103,430	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Youth Development: Scouting							
CEO/Executive Director	7	\$129,191			\$117,163		
Youth Development: Service and Other							
CEO/Executive Director	6	\$64,001			\$51,500		
Youth Development: Youth Development Programs							
CEO/Executive Director	39	\$86,177	\$39,926	\$50,789	\$74,880	\$104,310	\$128,983
Top Operations Position	5	\$88,949			\$83,959		

Sharon, PA

Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations

CEO/Executive Director	5	\$99,175			\$114,481		
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Shreveport-Bossier City, LA

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	5	\$101,432			\$108,849		
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Human Services—Multipurpose and Other: Human Services

CEO/Executive Director	6	\$103,613			\$102,744		
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Religion-Related, Spiritual Development: Christianity

CEO/Executive Director	5	\$47,833			\$42,500		
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501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sioux Falls, SD							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$95,791			\$80,640		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	\$48,598			\$49,944		
South Bend, IN							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$104,506			\$99,775		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$763,390			\$576,223		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$85,398			\$52,100		
Spokane, WA							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	\$67,190			\$50,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$115,922			\$123,939		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Spokane, WA							
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	5	\$103,316			\$96,289		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$83,631			\$98,236		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	\$56,552			\$50,227		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$104,488			\$95,200		
Unknown							
CEO/Executive Director	6	\$103,428			\$90,397		
Springfield, IL							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$140,422			\$155,209		
Springfield, MA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	10	\$74,030		\$35,417	\$57,346	\$68,246	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, MA							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	6	\$72,505			\$67,386		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	\$167,235			\$110,609		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	11	\$54,735		\$27,728	\$52,359	\$76,563	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	\$108,998			\$106,120		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	23	\$204,412	\$73,839	\$89,312	\$131,983	\$215,437	\$488,781
Top Development Position	5	\$223,715			\$242,382		
Top Finance Position	5	\$249,463			\$243,213		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	\$675,546			\$588,210		
Top Administrative Position	7	\$279,650			\$257,745		
Top Development Position	7	\$261,107			\$213,361		
Top Education Position	10	\$264,342		\$224,279	\$254,877	\$307,934	
Top Finance Position	7	\$293,674			\$257,745		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	\$155,425			\$100,412		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, MA							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	7	\$167,328			\$119,629		
Top Finance Position	5	\$118,800			\$117,858		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	15	\$125,029		\$106,769	\$118,177	\$154,543	
Top Finance Position	7	\$131,490			\$134,879		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	\$82,635			\$70,000		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	19	\$116,199		\$52,581	\$123,134	\$153,446	
Top Finance Position	6	\$103,198			\$96,176		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	\$114,220			\$117,237		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$55,711			\$42,800		

Springfield, MO

Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations

CEO/Executive Director	5	\$90,561			\$76,496		
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501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, MO							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$50,728			\$50,250		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$73,383			\$86,800		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	\$65,561			\$68,242		
St. Cloud, MN							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$84,558			\$93,377		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$90,182			\$88,928		
St. Louis, MO-IL							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	11	\$75,501		\$36,343	\$59,723	\$78,484	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	14	\$92,390		\$37,211	\$72,466	\$151,326	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	\$133,222			\$81,167		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	20	\$104,396	\$25,235	\$31,076	\$56,005	\$119,958	\$236,474
Top Finance Position	5	\$88,024			\$107,936		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	7	\$79,470			\$60,857		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	18	\$101,281		\$54,301	\$72,759	\$105,787	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	\$221,012			\$136,266		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	7	\$57,425			\$59,034		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	\$87,698			\$95,924		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	10	\$95,865		\$72,351	\$98,128	\$122,739	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	49	\$158,062	\$40,372	\$65,356	\$114,673	\$200,049	\$343,195
Top Administrative Position	7	\$125,701			\$105,781		
Top Business Position	5	\$133,451			\$129,358		
Top Finance Position	14	\$152,148		\$100,700	\$124,322	\$168,430	
Top Operations Position	8	\$195,950			\$136,051		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	11	\$454,867		\$102,579	\$431,464	\$567,224	
Top Administrative Position	6	\$251,326			\$197,991		
Top Development Position	5	\$317,447			\$306,368		
Top Education Position	9	\$196,542			\$179,996		
Top Finance Position	9	\$209,344			\$236,332		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	\$178,073		\$110,292	\$124,354	\$210,135	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	8	\$128,448			\$92,777		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	7	\$70,826			\$80,561		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	8	\$75,732			\$60,405		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	\$254,039			\$294,457		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$259,675			\$174,663		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	17	\$1,555,398		\$209,878	\$682,923	\$1,029,645	
Top Finance Position	12	\$838,762		\$224,866	\$285,857	\$573,841	
Top Operations Position	11	\$554,567		\$276,349	\$338,207	\$422,059	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	6	\$117,765			\$111,502		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	\$395,947			\$198,543		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	14	\$110,585		\$73,410	\$92,296	\$151,719	
Housing, Shelter: Housing Support							
CEO/Executive Director	5	\$127,965			\$124,426		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	\$108,827			\$79,794		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	53	\$109,135	\$38,438	\$64,600	\$88,492	\$132,335	\$176,032
Top Finance Position	11	\$124,556		\$73,699	\$124,561	\$145,415	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	31	\$112,191	\$46,931	\$58,903	\$100,397	\$159,680	\$187,379
Top Finance Position	10	\$108,306		\$92,552	\$98,700	\$135,177	
Top Operations Position	6	\$123,041			\$125,538		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	\$60,227			\$58,030		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	13	\$83,099		\$41,800	\$73,017	\$95,661	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	34	\$131,245	\$49,986	\$73,391	\$99,406	\$162,143	\$235,439
Top Finance Position	9	\$121,151			\$128,888		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	8	\$97,647			\$79,939		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	19	\$138,807		\$68,592	\$115,500	\$170,725	
Top Finance Position	5	\$170,320			\$123,933		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$97,927			\$87,884		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	5	\$71,094			\$67,440		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	9	\$140,400			\$115,265		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	6	\$225,930			\$225,278		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	12	\$100,626		\$54,101	\$71,466	\$96,975	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	6	\$107,295			\$83,768		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	32	\$56,639	\$20,772	\$40,835	\$56,783	\$70,993	\$84,571
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	\$77,649			\$76,084		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$79,698			\$83,547		
Youth Development: Youth Development Programs							
CEO/Executive Director	18	\$88,064		\$53,000	\$66,132	\$98,845	
Stamford, CT							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	7	\$65,327			\$72,000		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	11	\$78,913		\$38,625	\$62,387	\$98,798	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	33	\$289,617	\$78,177	\$108,397	\$189,203	\$333,466	\$703,223
Top Development Position	11	\$241,981		\$198,603	\$221,178	\$250,690	
Top Education Position	5	\$176,528			\$187,314		
Top Finance Position	11	\$267,929		\$137,417	\$304,663	\$373,062	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	10	\$127,066		\$69,117	\$110,367	\$128,660	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$122,343			\$105,000		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Stamford, CT							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	14	\$179,002		\$112,241	\$190,497	\$243,208	
Top Finance Position	6	\$142,735			\$145,819		
Youth Development: Youth Development Programs							
CEO/Executive Director	7	\$152,627			\$100,107		
State College, PA							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$67,299			\$55,017		
Stockton-Lodi, CA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	\$108,278			\$130,004		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$118,368			\$71,243		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	\$99,886			\$87,534		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$85,189			\$79,072		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Syracuse, NY							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	\$78,431			\$60,306		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	\$86,886			\$72,707		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	\$50,467			\$49,131		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$92,567			\$79,969		
Top Finance Position	5	\$73,702			\$71,142		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	\$460,551			\$346,316		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	11	\$59,230		\$37,252	\$50,546	\$83,786	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	\$61,239			\$49,324		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	8	\$412,251			\$430,458		
Top Finance Position	5	\$191,127			\$203,558		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Syracuse, NY							
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	5	\$277,533			\$196,627		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	9	\$104,368			\$109,111		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	11	\$99,742		\$58,878	\$70,461	\$134,847	
Top Finance Position	5	\$128,739			\$136,884		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	\$56,951			\$59,085		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	16	\$128,744		\$63,828	\$93,633	\$149,747	
Top Finance Position	7	\$104,135			\$101,199		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$118,144			\$104,989		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$180,771			\$117,443		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tacoma, WA							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	7	\$123,826			\$115,637		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	9	\$91,971			\$66,700		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$119,950			\$75,882		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$216,915			\$114,000		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	\$81,571			\$73,735		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	10	\$85,457		\$68,079	\$71,887	\$95,843	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$80,449			\$79,977		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	11	\$127,907		\$77,394	\$93,714	\$112,748	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tacoma, WA							
Youth Development: Youth Development Programs							
CEO/Executive Director	7	\$81,174			\$77,760		
Tallahassee, FL							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	\$57,278			\$57,063		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$105,214			\$66,586		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	\$108,518			\$72,529		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	\$87,122			\$88,754		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$176,576			\$123,806		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$113,042			\$85,395		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$122,414			\$96,916		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	\$103,481			\$102,131		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	10	\$67,909		\$48,082	\$52,000	\$68,076	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	7	\$117,294			\$105,347		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	7	\$167,879			\$157,073		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	11	\$165,568		\$36,878	\$88,850	\$183,499	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	\$90,536			\$84,375		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	\$89,477			\$71,040		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	43	\$118,265	\$39,461	\$57,890	\$93,793	\$135,332	\$249,782
Top Administrative Position	6	\$80,422			\$79,444		
Top Finance Position	10	\$87,438		\$36,805	\$63,091	\$138,083	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	\$136,568			\$126,788		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	6	\$130,992			\$92,392		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	\$248,457			\$250,100		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$275,817			\$118,249		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	11	\$710,919		\$265,984	\$470,513	\$633,265	
Top Finance Position	6	\$385,937			\$204,347		
Top Operations Position	11	\$323,208		\$167,750	\$211,022	\$238,888	
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	7	\$106,962			\$104,977		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	\$62,488			\$49,953		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	7	\$276,933			\$208,719		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	10	\$132,055		\$112,825	\$134,848	\$147,305	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	20	\$115,238	\$42,181	\$89,465	\$109,076	\$155,353	\$185,244
Top Finance Position	6	\$96,479			\$97,366		
Top Operations Position	5	\$81,338			\$95,695		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	18	\$121,719		\$64,696	\$112,179	\$174,995	
Top Operations Position	6	\$125,088			\$117,885		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	18	\$122,679		\$55,367	\$69,374	\$130,733	
Top Finance Position	6	\$91,648			\$80,064		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	22	\$133,447	\$44,000	\$69,382	\$111,980	\$177,997	\$232,666
Top Finance Position	9	\$121,120			\$115,536		
Top Operations Position	5	\$142,704			\$138,059		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	11	\$96,786		\$25,168	\$81,155	\$116,253	
Top Finance Position	5	\$70,836			\$75,629		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	\$336,470			\$280,966		
Top Finance Position	5	\$338,526			\$189,550		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	10	\$134,516		\$99,043	\$128,146	\$153,982	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	8	\$134,838			\$114,428		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$115,055			\$93,000		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	\$121,179			\$73,101		
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	5	\$309,085			\$112,675		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	36	\$55,661	\$27,343	\$34,505	\$50,350	\$77,460	\$89,402
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	\$175,137			\$132,440		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	8	\$79,596			\$66,042		
Youth Development: Youth Development Programs							
CEO/Executive Director	15	\$132,998		\$52,906	\$65,688	\$87,699	
Toledo, OH							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$90,414			\$65,825		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	7	\$111,487			\$89,078		
Health—General and Rehabilitative: Hospitals							
Top Finance Position	5	\$437,237			\$178,147		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	15	\$85,288		\$52,559	\$67,152	\$112,563	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$121,149			\$84,387		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	7	\$72,463			\$69,124		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Toledo, OH							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$97,839			\$59,712		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$165,655			\$157,843		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	\$238,658			\$200,276		
Top Finance Position	5	\$130,486			\$118,287		
Top Operations Position	5	\$176,804			\$142,865		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$116,079			\$91,000		

Topeka, KS

Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	10	\$73,026		\$54,459	\$67,550	\$102,504	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$101,851			\$87,127		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Trenton, NJ							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	\$103,902			\$106,670		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	\$92,404			\$49,857		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	28	\$244,957	\$50,404	\$96,462	\$160,340	\$256,313	\$527,957
Top Development Position	5	\$277,624			\$250,018		
Top Finance Position	8	\$193,295			\$230,397		
Top Technology Position	5	\$174,375			\$204,181		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	\$140,175		\$100,022	\$167,224	\$180,000	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	11	\$199,042		\$89,921	\$132,602	\$195,765	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	12	\$106,055		\$73,206	\$91,341	\$117,914	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$124,010			\$121,675		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	11	\$117,337		\$100,075	\$124,727	\$142,244	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Trenton, NJ							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	\$131,735			\$132,575		
Tucson, AZ							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$46,036			\$52,687		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	\$113,384			\$125,759		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	\$67,644			\$47,000		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	\$83,273			\$80,152		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	\$118,714			\$62,710		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	26	\$106,651	\$54,192	\$68,207	\$88,640	\$128,883	\$199,990
Top Finance Position	6	\$73,421			\$73,132		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tucson, AZ							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	\$135,808			\$102,626		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	7	\$112,632			\$91,157		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$156,723			\$105,860		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	13	\$75,133		\$43,190	\$67,115	\$107,740	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	\$130,440			\$97,306		
Top Finance Position	5	\$83,458			\$83,867		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$115,641			\$121,031		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	13	\$118,188		\$83,105	\$92,653	\$133,169	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$101,377			\$107,970		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tulsa, OK							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	\$67,074			\$82,034		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	\$100,742			\$85,282		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	\$101,671			\$101,800		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	17	\$87,773		\$68,709	\$82,500	\$103,133	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$65,866			\$43,966		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$1,127,920			\$278,909		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	11	\$73,795		\$49,425	\$76,237	\$100,249	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	\$70,832			\$55,000		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tulsa, OK							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$84,167			\$61,815		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$79,714			\$60,300		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$126,120			\$96,557		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	7	\$54,563			\$45,008		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$179,512			\$163,839		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$56,633			\$56,400		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	48	\$74,434	\$29,064	\$41,891	\$65,177	\$96,902	\$125,016
Top Finance Position	9	\$41,513			\$34,997		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	\$68,468			\$71,250		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tyler, TX							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$89,544			\$81,280		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$97,794			\$84,585		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	\$56,052			\$52,705		
Utica-Rome, NY							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	\$189,532			\$206,724		
Vallejo-Fairfield-Napa, CA							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	\$75,141			\$54,671		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	\$54,457			\$37,668		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$134,249		\$98,803	\$121,576	\$182,079	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vallejo-Fairfield-Napa, CA							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	\$98,551			\$84,544		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$93,082			\$103,623		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	9	\$95,016			\$93,746		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$78,362			\$85,214		

Ventura, CA

Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	\$168,102		\$63,923	\$143,576	\$196,714	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$69,512			\$54,996		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	\$176,494			\$187,912		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	\$100,152			\$102,802		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ventura, CA							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$149,084			\$121,275		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$77,023			\$91,640		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$97,629			\$83,379		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	\$73,985		\$36,954	\$52,650	\$78,000	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$81,788			\$89,183		

Visalia-Tulare-Porterville, CA

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	7	\$109,472			\$112,078		
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Religion-Related, Spiritual Development: Christianity

CEO/Executive Director	6	\$65,588			\$57,167		
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501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Waco, TX							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$86,301			\$88,603		
Washington, DC-MD-VA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	23	\$116,553	\$25,962	\$42,567	\$74,431	\$125,407	\$277,451
Top Finance Position	7	\$104,289			\$61,747		
Top Operations Position	5	\$150,840			\$111,955		
Animal-Related: Service and Other							
CEO/Executive Director	6	\$155,911			\$103,001		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	17	\$182,337		\$60,000	\$134,693	\$268,062	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	77	\$137,296	\$36,595	\$59,978	\$90,000	\$154,264	\$240,926
Top Finance Position	6	\$136,884			\$139,442		
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	10	\$159,647		\$92,951	\$142,190	\$197,811	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	34	\$125,275	\$44,797	\$71,757	\$96,516	\$152,668	\$254,446

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Arts, Culture, and Humanities: Historical Organizations							
Top Development Position	6	\$148,550			\$127,827		
Top Finance Position	5	\$156,936			\$141,352		
Arts, Culture, and Humanities: Humanities							
CEO/Executive Director	11	\$133,543		\$62,835	\$128,352	\$162,340	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	46	\$234,985	\$82,060	\$108,933	\$168,196	\$259,329	\$512,794
Top Administrative Position	6	\$215,292			\$191,759		
Top Business Position	6	\$269,168			\$276,162		
Top Development Position	6	\$186,645			\$164,354		
Top Finance Position	17	\$207,108		\$140,000	\$173,723	\$263,802	
Top Legal Position	6	\$349,645			\$356,307		
Top Operations Position	9	\$267,114			\$187,644		
Top PR/Communications Position	5	\$187,452			\$206,766		
Top Program Position	6	\$252,917			\$207,372		
Top Technology Position	7	\$273,685			\$260,811		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	31	\$172,200	\$57,000	\$73,000	\$122,679	\$255,943	\$347,920
Top Development Position	8	\$266,751			\$255,464		
Top Finance Position	7	\$244,538			\$249,027		
Top Operations Position	7	\$222,659			\$204,793		
Top Technology Position	5	\$200,991			\$172,506		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	88	\$118,405	\$30,467	\$48,194	\$78,984	\$112,884	\$184,621
Top Administrative Position	5	\$125,305			\$133,458		
Top Development Position	9	\$181,562			\$167,640		
Top Finance Position	8	\$146,245			\$134,467		
Top Marketing Position	5	\$126,144			\$116,740		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	36	\$214,397	\$82,439	\$112,438	\$146,727	\$257,891	\$452,475
Top Finance Position	5	\$224,560			\$242,025		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	9	\$141,931			\$101,398		
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	34	\$200,796	\$71,322	\$128,944	\$185,197	\$266,005	\$332,697
Top Development Position	7	\$171,644			\$136,509		
Top Finance Position	7	\$182,380			\$153,300		
Top Legal Position	11	\$212,106		\$160,548	\$187,473	\$227,844	
Top Operations Position	5	\$235,812			\$185,510		
Top PR/Communications Position	9	\$177,052			\$152,146		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	65	\$168,848	\$62,736	\$96,810	\$138,521	\$199,571	\$254,616
Top Administrative Position	5	\$171,426			\$171,978		
Top Development Position	7	\$152,308			\$147,563		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Civil Rights, Social Action, Advocacy: Civil Rights							
Top Finance Position	14	\$174,547		\$117,551	\$159,512	\$197,519	
Top Legal Position	7	\$145,575			\$136,955		
Top Operations Position	12	\$154,767		\$122,859	\$149,968	\$184,447	
Top PR/Communications Position	6	\$173,396			\$167,152		
Top Program Position	7	\$140,202			\$133,332		
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	25	\$183,819	\$51,587	\$68,317	\$153,509	\$220,685	\$386,991
Top Development Position	6	\$131,128			\$121,083		
Top Finance Position	8	\$129,670			\$135,207		
Top Legal Position	7	\$138,090			\$127,804		
Top Operations Position	7	\$153,760			\$156,428		
Top PR/Communications Position	6	\$125,802			\$120,688		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	34	\$169,569	\$38,079	\$93,947	\$149,559	\$230,357	\$359,051
Top Business Position	5	\$142,286			\$132,064		
Top Finance Position	8	\$149,427			\$166,879		
Top Legal Position	5	\$149,699			\$170,258		
Top Operations Position	5	\$247,135			\$212,049		
Top PR/Communications Position	6	\$152,434			\$152,746		
Civil Rights, Social Action, Advocacy: Voter Education & Registration							
CEO/Executive Director	12	\$227,575		\$129,778	\$190,694	\$223,605	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	25	\$298,479	\$45,528	\$144,241	\$213,227	\$315,855	\$743,233
Top Finance Position	9	\$251,100			\$229,454		
Top Legal Position	5	\$378,898			\$421,533		
Top Operations Position	8	\$277,814			\$256,713		
Top Program Position	7	\$222,031			\$187,701		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	35	\$123,118	\$43,024	\$59,289	\$107,895	\$173,753	\$237,074
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	15	\$139,417		\$30,000	\$82,086	\$163,614	
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	6	\$57,044			\$55,724		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	29	\$178,280	\$62,954	\$94,625	\$147,996	\$239,105	\$389,247
Top Finance Position	7	\$208,798			\$227,965		
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	9	\$163,850			\$145,987		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	32	\$193,823	\$85,261	\$130,064	\$185,797	\$275,297	\$300,834
Top Finance Position	6	\$131,081			\$140,468		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Community Improvement, Capacity Building: Service and Other							
Top Operations Position	6	\$158,066			\$164,887		
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	8	\$104,716			\$78,467		
Crime, Legal-Related: Crime & Legal-Related N.E.C.							
CEO/Executive Director	5	\$176,962			\$179,481		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	7	\$124,395			\$116,049		
Crime, Legal-Related: Law Enforcement							
CEO/Executive Director	5	\$254,633			\$193,913		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	19	\$174,161		\$133,053	\$159,043	\$190,799	
Top Legal Position	10	\$172,121		\$149,834	\$169,540	\$194,118	
Top Operations Position	5	\$157,669			\$141,799		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	10	\$114,621		\$60,821	\$83,039	\$178,756	
Crime, Legal-Related: Service and Other							
CEO/Executive Director	17	\$172,472		\$120,796	\$151,075	\$180,213	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	7	\$197,681			\$160,138		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	14	\$281,292		\$116,513	\$228,411	\$361,969	
Top Finance Position	5	\$213,173			\$175,956		
Top Operations Position	6	\$245,918			\$204,185		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	22	\$284,290	\$87,840	\$103,396	\$216,754	\$300,533	\$654,564
Top Finance Position	6	\$281,179			\$171,231		
Top Operations Position	5	\$402,147			\$328,976		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	18	\$270,362		\$147,213	\$269,816	\$311,230	
Top Education Position	6	\$161,633			\$155,399		
Top Finance Position	6	\$185,548			\$186,569		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle, & Bone Diseases							
CEO/Executive Director	5	\$203,135			\$199,655		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	28	\$240,620	\$69,223	\$132,313	\$201,555	\$316,648	\$404,085
Top Education Position	6	\$172,645			\$156,885		
Top Finance Position	7	\$216,588			\$224,390		
Top Operations Position	7	\$212,503			\$163,542		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Diseases, Disorders, Medical Disciplines: Service and Other							
Top PR/Communications Position	6	\$180,157			\$185,535		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	17	\$173,844		\$66,354	\$121,200	\$258,146	
Top Finance Position	7	\$166,123			\$191,969		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	22	\$132,909	\$38,470	\$53,299	\$105,962	\$170,690	\$194,811
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	40	\$218,963	\$48,334	\$91,113	\$162,090	\$264,946	\$459,419
Top Administrative Position	5	\$164,211			\$169,297		
Top Finance Position	9	\$225,619			\$174,496		
Top Operations Position	6	\$331,758			\$325,158		
Top PR/Communications Position	5	\$153,072			\$144,021		
Top Technology Position	6	\$233,060			\$188,352		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	56	\$181,695	\$31,133	\$66,620	\$134,499	\$241,908	\$345,906
Top Administrative Position	6	\$237,929			\$210,431		
Top Finance Position	10	\$225,510		\$178,006	\$209,232	\$227,968	
Top Operations Position	12	\$177,367		\$138,589	\$164,333	\$223,722	
Top PR/Communications Position	5	\$205,431			\$191,073		
Top Program Position	6	\$130,117			\$126,351		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	241	\$189,534	\$59,799	\$95,000	\$152,201	\$242,430	\$343,465
Top Administrative Position	15	\$119,985		\$83,458	\$135,318	\$146,248	
Top Business Position	21	\$120,801	\$57,000	\$75,196	\$128,981	\$140,791	\$193,047
Top Development Position	36	\$163,659	\$109,706	\$131,070	\$155,653	\$192,236	\$233,156
Top Education Position	24	\$152,799	\$111,810	\$117,149	\$146,829	\$177,268	\$199,300
Top Facilities Position	9	\$145,036			\$138,674		
Top Finance Position	70	\$156,244	\$61,608	\$108,382	\$142,439	\$210,017	\$256,786
Top Human Resources Position	8	\$141,445			\$146,611		
Top Legal Position	6	\$186,079			\$173,876		
Top Operations Position	45	\$155,803	\$90,162	\$114,983	\$141,349	\$196,042	\$239,335
Top PR/Communications Position	6	\$143,724			\$145,801		
Top Program Position	11	\$137,142		\$113,561	\$140,416	\$178,981	
Top Technology Position	14	\$152,444		\$130,966	\$142,358	\$153,196	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	6	\$234,834			\$154,001		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	32	\$421,653	\$158,664	\$234,064	\$361,208	\$555,940	\$794,228
Top Administrative Position	14	\$192,592		\$150,853	\$182,336	\$209,521	
Top Development Position	10	\$248,414		\$157,239	\$205,296	\$333,979	
Top Education Position	18	\$329,248		\$144,717	\$193,973	\$444,989	
Top Finance Position	20	\$303,723	\$149,539	\$171,676	\$206,814	\$355,201	\$515,037
Top Legal Position	6	\$356,031			\$290,971		
Top Operations Position	6	\$179,585			\$145,453		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Educational Institutions and Related Activities: Higher Education							
Top PR/Communications Position	8	\$225,209			\$216,347		
Top Technology Position	7	\$272,824			\$172,143		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	\$108,249			\$102,924		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	132	\$281,159	\$68,654	\$126,894	\$237,683	\$346,439	\$540,123
Top Administrative Position	16	\$202,147		\$148,280	\$183,554	\$220,540	
Top Business Position	9	\$239,901			\$224,051		
Top Development Position	14	\$147,662		\$128,519	\$135,056	\$179,548	
Top Education Position	11	\$267,018		\$195,073	\$216,117	\$285,914	
Top Finance Position	42	\$214,983	\$102,508	\$129,408	\$192,556	\$259,708	\$309,851
Top Human Resources Position	14	\$203,964		\$166,635	\$185,903	\$230,771	
Top Legal Position	8	\$280,017			\$257,513		
Top Marketing Position	5	\$243,819			\$206,742		
Top Operations Position	35	\$231,893	\$118,348	\$134,281	\$187,307	\$263,537	\$364,751
Top PR/Communications Position	22	\$197,958	\$133,632	\$159,456	\$196,858	\$228,596	\$252,479
Top Program Position	13	\$225,077		\$157,250	\$169,630	\$196,414	
Top Technology Position	17	\$186,584		\$146,739	\$168,491	\$184,167	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	45	\$180,116	\$38,183	\$85,527	\$148,969	\$239,337	\$356,892
Top Finance Position	6	\$159,999			\$167,447		
Top Operations Position	8	\$170,006			\$199,366		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Educational Institutions and Related Activities: Student Services							
Top Program Position	7	\$161,255			\$164,754		
Educational Institutions and Related Activities: Vocational & Technical Schools							
CEO/Executive Director	6	\$210,845			\$246,221		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	26	\$182,989	\$65,280	\$85,989	\$147,936	\$249,865	\$326,872
Top Education Position	5	\$165,873			\$172,529		
Top Finance Position	10	\$168,389		\$121,950	\$150,517	\$205,466	
Top Operations Position	6	\$214,838			\$187,521		
Top Program Position	5	\$120,100			\$132,420		
Employment, Job-Related: Service and Other							
CEO/Executive Director	11	\$231,250		\$98,050	\$172,727	\$245,773	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	13	\$186,386		\$123,098	\$158,092	\$226,778	
Top Finance Position	6	\$147,061			\$147,937		
Top Operations Position	5	\$202,184			\$149,476		
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	14	\$194,235		\$76,053	\$119,115	\$251,251	
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	7	\$148,658			\$151,575		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	72	\$223,312	\$65,910	\$82,822	\$147,285	\$276,287	\$424,160
Top Development Position	14	\$199,333		\$130,999	\$183,194	\$235,078	
Top Finance Position	29	\$185,449	\$87,654	\$125,660	\$160,888	\$218,605	\$306,125
Top Legal Position	5	\$297,419			\$313,358		
Top Operations Position	15	\$180,034		\$129,881	\$147,780	\$181,557	
Top PR/Communications Position	11	\$204,473		\$151,652	\$180,032	\$196,581	
Top Program Position	14	\$172,401		\$125,727	\$144,358	\$195,329	
Environmental Quality, Protection, and Beautification: Pollution Abatement & Control							
CEO/Executive Director	8	\$206,092			\$209,342		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	60	\$180,822	\$75,714	\$110,206	\$155,161	\$206,986	\$344,750
Top Development Position	9	\$187,934			\$159,719		
Top Finance Position	15	\$160,407		\$110,034	\$150,912	\$202,007	
Top Operations Position	11	\$179,798		\$145,989	\$205,407	\$218,261	
Top PR/Communications Position	9	\$183,815			\$166,303		
Top Program Position	9	\$137,038			\$137,456		
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	5	\$151,838			\$123,640		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	16	\$93,523		\$44,825	\$78,469	\$110,307	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Food, Agriculture, and Nutrition: Food, Agriculture, & Nutrition N.E.C.							
CEO/Executive Director	8	\$113,676			\$102,971		
Food, Agriculture, and Nutrition: Nutrition							
CEO/Executive Director	8	\$144,180			\$106,283		
Food, Agriculture, and Nutrition: Service and Other							
CEO/Executive Director	10	\$197,541		\$81,115	\$120,544	\$192,751	
Top Finance Position	5	\$153,033			\$123,841		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	19	\$323,858		\$128,961	\$194,803	\$343,537	
Top Finance Position	11	\$273,922		\$132,661	\$188,148	\$249,886	
Top Operations Position	5	\$367,434			\$293,177		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	8	\$164,914			\$110,565		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	13	\$101,617		\$52,459	\$68,443	\$121,741	
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	23	\$241,439	\$86,773	\$133,464	\$222,000	\$344,691	\$403,124
Top Finance Position	6	\$171,088			\$163,219		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	32	\$790,092	\$64,045	\$139,946	\$319,122	\$1,070,944	\$2,291,436
Top Development Position	6	\$222,072			\$152,837		
Top Finance Position	18	\$342,642		\$145,636	\$253,454	\$385,725	
Top Human Resources Position	10	\$296,429		\$184,950	\$202,799	\$239,043	
Top Operations Position	13	\$428,985		\$181,771	\$238,866	\$466,439	
Top Technology Position	9	\$354,506			\$367,370		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	10	\$181,640		\$139,917	\$153,334	\$195,217	
Top Finance Position	6	\$139,875			\$141,882		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	23	\$246,151	\$64,890	\$141,860	\$181,679	\$321,276	\$461,477
Top Finance Position	6	\$209,294			\$182,054		
Top Operations Position	8	\$189,545			\$161,076		
Top Program Position	5	\$166,807			\$179,921		
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	7	\$193,352			\$86,333		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	9	\$101,838			\$67,291		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	62	\$277,191	\$93,669	\$150,000	\$206,192	\$345,255	\$558,015

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Health—General and Rehabilitative: Service and Other							
Top Development Position	7	\$160,278			\$134,433		
Top Education Position	10	\$199,987		\$154,305	\$180,628	\$241,608	
Top Finance Position	19	\$198,299		\$138,107	\$149,912	\$212,679	
Top Human Resources Position	5	\$175,545			\$197,580		
Top Marketing Position	5	\$212,628			\$201,193		
Top Operations Position	22	\$218,893	\$107,813	\$135,691	\$174,031	\$244,001	\$324,824
Top PR/Communications Position	12	\$171,853		\$145,295	\$160,633	\$189,355	
Top Program Position	13	\$157,369		\$126,576	\$143,946	\$169,496	
Top Technology Position	12	\$191,282		\$132,899	\$171,431	\$244,551	
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	10	\$166,212		\$110,441	\$145,070	\$174,091	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	46	\$163,089	\$68,863	\$99,331	\$138,665	\$203,517	\$301,413
Top Administrative Position	8	\$130,799			\$137,511		
Top Finance Position	11	\$177,593		\$130,638	\$164,172	\$177,821	
Top Operations Position	8	\$233,042			\$207,314		
Housing, Shelter: Housing Support							
CEO/Executive Director	17	\$112,752		\$54,977	\$96,123	\$118,443	
Housing, Shelter: Service and Other							
CEO/Executive Director	10	\$177,579		\$95,055	\$139,695	\$215,049	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Housing, Shelter: Temporary Housing							
CEO/Executive Director	17	\$91,542		\$47,742	\$88,835	\$120,364	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	99	\$143,179	\$46,130	\$77,611	\$108,000	\$197,215	\$287,793
Top Administrative Position	6	\$142,542			\$125,019		
Top Development Position	8	\$172,520			\$139,472		
Top Finance Position	24	\$141,987	\$56,713	\$107,355	\$130,341	\$167,962	\$239,523
Top Human Resources Position	6	\$178,909			\$178,060		
Top Operations Position	11	\$157,097		\$129,721	\$139,703	\$184,364	
Top Program Position	9	\$146,698			\$133,640		
Top Technology Position	5	\$154,684			\$126,316		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	81	\$127,772	\$37,250	\$70,886	\$108,365	\$158,900	\$207,785
Top Administrative Position	5	\$136,803			\$121,989		
Top Finance Position	21	\$126,059	\$72,020	\$87,975	\$98,932	\$146,848	\$215,623
Top Human Resources Position	5	\$124,426			\$123,136		
Top Operations Position	12	\$150,906		\$116,798	\$124,411	\$227,150	
Top PR/Communications Position	5	\$130,234			\$120,455		
Top Program Position	11	\$133,849		\$114,941	\$124,494	\$156,292	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	25	\$113,760	\$56,221	\$88,073	\$99,266	\$122,032	\$136,911

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	31	\$107,218	\$40,000	\$62,481	\$91,058	\$147,822	\$162,639
Top Finance Position	7	\$112,900			\$112,160		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	70	\$114,559	\$40,924	\$60,964	\$94,449	\$151,339	\$208,027
Top Development Position	5	\$189,947			\$165,901		
Top Finance Position	14	\$135,335		\$75,189	\$132,864	\$172,643	
Top Operations Position	8	\$121,357			\$88,658		
Top Program Position	5	\$143,368			\$146,528		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	26	\$145,208	\$57,500	\$65,688	\$115,982	\$179,765	\$215,227
Top Operations Position	5	\$194,311			\$210,160		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	11	\$120,080		\$36,662	\$97,385	\$174,685	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	36	\$178,487	\$70,425	\$101,133	\$133,434	\$223,286	\$321,829
Top Administrative Position	5	\$128,123			\$124,684		
Top Business Position	6	\$138,129			\$139,537		
Top Development Position	5	\$144,694			\$144,098		
Top Finance Position	17	\$167,095		\$96,314	\$142,403	\$229,983	
Top Human Resources Position	7	\$180,324			\$162,586		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	23	\$223,881	\$62,300	\$104,403	\$193,246	\$285,484	\$356,680
Top Finance Position	7	\$134,623			\$154,387		
International, Foreign Affairs, and National Security: International Affairs, Foreign Policy, & Globalization							
CEO/Executive Director	6	\$187,579			\$101,109		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	88	\$195,748	\$53,100	\$89,350	\$171,529	\$278,884	\$392,033
Top Administrative Position	7	\$212,582			\$170,657		
Top Development Position	13	\$179,620		\$140,597	\$187,649	\$216,077	
Top Finance Position	34	\$167,823	\$57,131	\$113,669	\$166,786	\$214,268	\$270,623
Top Human Resources Position	5	\$199,448			\$206,863		
Top Legal Position	5	\$215,474			\$201,934		
Top Operations Position	17	\$237,749		\$179,493	\$229,816	\$322,973	
Top PR/Communications Position	11	\$169,488		\$135,297	\$169,507	\$182,329	
Top Program Position	16	\$184,409		\$168,377	\$185,973	\$214,156	
Top Technology Position	7	\$162,391			\$149,465		
International, Foreign Affairs, and National Security: International Human Rights							
CEO/Executive Director	28	\$171,390	\$42,754	\$93,562	\$142,584	\$201,360	\$311,773
Top Finance Position	8	\$147,550			\$149,572		
Top Operations Position	6	\$203,536			\$165,370		
Top Program Position	8	\$171,825			\$167,921		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
International, Foreign Affairs, and National Security: International Peace & Security							
CEO/Executive Director	35	\$196,866	\$59,584	\$98,835	\$144,334	\$228,323	\$389,807
Top Finance Position	7	\$185,111			\$170,000		
Top Operations Position	7	\$215,789			\$199,891		
Top Program Position	6	\$162,824			\$152,794		
International, Foreign Affairs, and National Security: International, Foreign Affairs, & National Security N.E.C.							
CEO/Executive Director	6	\$219,183			\$175,429		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	45	\$174,606	\$44,218	\$94,642	\$154,500	\$222,591	\$365,695
Top Administrative Position	5	\$126,459			\$142,522		
Top Finance Position	14	\$155,241		\$101,181	\$162,294	\$217,543	
Top Program Position	5	\$152,235			\$177,104		
International, Foreign Affairs, and National Security: Service and Other							
CEO/Executive Director	50	\$221,474	\$51,897	\$88,853	\$202,796	\$279,111	\$413,559
Top Administrative Position	6	\$156,004			\$135,515		
Top Development Position	6	\$211,683			\$214,755		
Top Finance Position	14	\$153,584		\$123,408	\$150,594	\$183,465	
Top Operations Position	7	\$174,994			\$165,013		
Top Program Position	5	\$189,885			\$153,202		
Medical Research: Medical Disciplines Research							
CEO/Executive Director	5	\$340,378			\$251,802		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Medical Research: Medical Research N.E.C.							
CEO/Executive Director	8	\$332,523			\$247,059		
Medical Research: Service and Other							
CEO/Executive Director	19	\$283,316		\$200,185	\$291,310	\$340,454	
Top Finance Position	7	\$201,901			\$151,911		
Top Operations Position	5	\$217,273			\$165,478		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	6	\$166,432			\$101,116		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	6	\$118,227			\$90,684		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	6	\$128,099			\$107,079		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	27	\$176,666	\$80,833	\$104,504	\$154,211	\$203,935	\$289,920
Top Finance Position	8	\$181,250			\$137,212		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	18	\$257,669		\$99,384	\$157,671	\$264,823	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	13	\$171,386		\$91,528	\$170,439	\$270,373	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Mutual/Membership Benefit Organizations, Other: Service and Other							
CEO/Executive Director	23	\$290,475	\$74,805	\$117,811	\$227,163	\$446,690	\$579,671
Top Finance Position	7	\$206,679			\$186,509		
Top Marketing Position	5	\$175,562			\$189,900		
Top Operations Position	6	\$217,154			\$188,174		
Top Technology Position	6	\$185,037			\$172,656		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	7	\$165,853			\$156,654		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	15	\$237,221		\$137,084	\$213,479	\$342,206	
Top Finance Position	7	\$154,649			\$157,802		
Top Program Position	6	\$158,293			\$161,559		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.							
CEO/Executive Director	8	\$268,200			\$262,567		
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	7	\$130,327			\$70,191		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	23	\$153,037	\$36,978	\$77,500	\$100,000	\$201,870	\$278,657
Top Finance Position	5	\$133,105			\$113,072		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	15	\$222,345		\$124,327	\$217,684	\$248,179	
Philanthropy, Voluntarism, and Grantmaking Foundations: Voluntarism Promotion							
CEO/Executive Director	6	\$119,081			\$114,681		
Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	8	\$195,297			\$118,133		
Public Safety, Disaster Preparedness, and Relief: Public Safety, Disaster Preparedness, & Relief N.E.C.							
CEO/Executive Director	5	\$248,698			\$263,601		
Public Safety, Disaster Preparedness, and Relief: Safety Education							
CEO/Executive Director	10	\$270,195		\$170,475	\$207,281	\$306,236	
Top Finance Position	5	\$193,201			\$199,460		
Public Safety, Disaster Preparedness, and Relief: Service and Other							
CEO/Executive Director	8	\$199,005			\$133,159		
Public, Society Benefit—Multipurpose and Other: Consumer Protection							
CEO/Executive Director	9	\$155,195			\$164,423		
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	34	\$250,902	\$93,842	\$140,109	\$221,596	\$296,284	\$431,383
Top Development Position	5	\$206,649			\$213,966		
Top Finance Position	9	\$201,596			\$192,463		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
Top Legal Position	5	\$185,119			\$191,094		
Top Operations Position	10	\$221,582		\$201,987	\$218,288	\$268,235	
Top PR/Communications Position	7	\$198,943			\$182,144		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	16	\$273,106		\$89,032	\$179,282	\$246,982	
Top Finance Position	5	\$259,318			\$173,013		
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	32	\$141,889	\$50,194	\$79,959	\$125,930	\$185,752	\$247,597
Top Finance Position	9	\$153,127			\$144,048		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	27	\$311,505	\$60,300	\$127,650	\$260,364	\$380,278	\$549,158
Top Development Position	5	\$283,384			\$252,704		
Top Finance Position	8	\$300,929			\$280,263		
Top Marketing Position	7	\$178,531			\$157,590		
Top Operations Position	8	\$257,585			\$263,329		
Top PR/Communications Position	8	\$188,695			\$172,909		
Top Program Position	7	\$189,576			\$144,673		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	70	\$268,975	\$100,546	\$138,601	\$201,389	\$313,527	\$469,466
Top Administrative Position	5	\$259,458			\$243,138		
Top Development Position	7	\$177,294			\$166,057		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Public, Society Benefit—Multipurpose and Other: Service and Other							
Top Education Position	5	\$167,238			\$166,877		
Top Finance Position	31	\$213,182	\$115,479	\$137,989	\$185,981	\$247,418	\$352,438
Top Legal Position	6	\$252,824			\$231,227		
Top Marketing Position	6	\$170,701			\$168,530		
Top Operations Position	17	\$232,826		\$175,963	\$189,791	\$279,485	
Top PR/Communications Position	15	\$170,008		\$135,287	\$145,087	\$199,503	
Top Program Position	12	\$176,112		\$145,321	\$160,721	\$180,743	
Top Technology Position	6	\$233,626			\$179,064		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	41	\$109,271	\$36,000	\$66,045	\$96,413	\$133,742	\$181,125
Top Administrative Position	5	\$118,861			\$125,898		
Top Finance Position	6	\$91,930			\$70,038		
Top Technology Position	5	\$118,461			\$123,327		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	6	\$195,831			\$207,413		
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	5	\$149,367			\$137,592		
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	6	\$223,775			\$112,356		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	71	\$92,786	\$24,000	\$35,250	\$66,000	\$112,979	\$175,541
Top Administrative Position	6	\$170,927			\$183,638		
Top Finance Position	12	\$105,952		\$45,486	\$60,250	\$162,675	
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	7	\$207,959			\$252,822		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	9	\$100,717			\$86,093		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	5	\$149,757			\$136,083		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	8	\$129,032			\$147,894		
Science and Technology Research Institutes, Services: Biological & Life Sciences							
CEO/Executive Director	6	\$420,078			\$172,292		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	14	\$553,551		\$180,493	\$355,268	\$419,773	
Top Finance Position	6	\$397,629			\$265,592		
Top Operations Position	5	\$508,061			\$424,364		
Top Program Position	5	\$342,236			\$201,810		
Top Technology Position	6	\$327,713			\$239,872		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Science and Technology Research Institutes, Services: General Science							
CEO/Executive Director	9	\$424,677			\$416,044		
Top Operations Position	6	\$252,905			\$191,473		
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
CEO/Executive Director	14	\$307,169		\$163,963	\$283,234	\$479,803	
Top Finance Position	8	\$187,521			\$195,644		
Top Operations Position	7	\$249,717			\$244,534		
Science and Technology Research Institutes, Services: Science & Technology N.E.C.							
CEO/Executive Director	11	\$248,094		\$178,021	\$215,264	\$342,805	
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	32	\$336,849	\$140,378	\$188,083	\$300,288	\$393,317	\$534,468
Top Administrative Position	7	\$151,283			\$138,751		
Top Finance Position	15	\$210,858		\$148,556	\$191,667	\$253,049	
Top Human Resources Position	5	\$177,899			\$170,371		
Top Operations Position	8	\$316,995			\$275,632		
Top PR/Communications Position	9	\$184,998			\$153,526		
Top Program Position	8	\$193,956			\$179,796		
Top Technology Position	10	\$222,047		\$169,593	\$198,435	\$211,560	
Social Science Research Institutes, Services: Service and Other							
CEO/Executive Director	19	\$317,160		\$191,575	\$279,809	\$351,375	
Top Administrative Position	6	\$167,314			\$157,235		
Top Education Position	5	\$253,593			\$262,286		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Social Science Research Institutes, Services: Service and Other							
Top Finance Position	16	\$220,530		\$133,177	\$164,495	\$235,956	
Top Program Position	6	\$176,345			\$164,468		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	33	\$336,184	\$104,924	\$183,132	\$237,066	\$362,914	\$606,486
Top Administrative Position	9	\$270,236			\$242,508		
Top Finance Position	16	\$273,625		\$154,275	\$221,206	\$291,451	
Top Operations Position	6	\$307,915			\$152,281		
Top PR/Communications Position	5	\$177,435			\$164,011		
Top Program Position	8	\$246,938			\$219,736		
Social Science Research Institutes, Services: Social Science N.E.C.							
CEO/Executive Director	7	\$259,022			\$194,059		
Unknown							
CEO/Executive Director	14	\$249,065		\$64,618	\$145,950	\$348,528	
Top Finance Position	7	\$265,756			\$116,094		
Youth Development: Service and Other							
CEO/Executive Director	16	\$114,533		\$59,427	\$96,765	\$134,899	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	8	\$75,374			\$77,037		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	6	\$354,399			\$292,238		
Youth Development: Youth Development Programs							
CEO/Executive Director	75	\$123,014	\$36,940	\$64,375	\$103,000	\$156,321	\$220,759
Top Finance Position	10	\$135,675		\$88,353	\$141,383	\$158,375	
Top Operations Position	8	\$139,240			\$137,155		
Waterbury, CT							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$221,045			\$172,355		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$167,247			\$151,041		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$165,335			\$152,734		
West Palm Beach-Boca Raton, FL							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$108,356			\$98,954		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	13	\$102,957		\$55,000	\$88,530	\$127,500	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	5	\$94,573			\$95,908		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	9	\$160,341			\$105,630		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	14	\$140,494		\$62,987	\$111,480	\$141,088	
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	\$91,507			\$61,386		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	32	\$160,441	\$42,266	\$90,217	\$136,538	\$205,808	\$258,504
Top Finance Position	9	\$121,564			\$119,810		
Top Operations Position	7	\$112,927			\$154,132		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$171,131			\$145,185		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	7	\$92,110			\$106,683		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	\$189,102			\$142,689		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$835,290			\$638,716		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	\$162,541			\$121,025		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	11	\$112,298		\$66,686	\$87,291	\$151,950	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	\$113,500			\$82,364		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	13	\$130,020		\$44,665	\$133,986	\$140,368	
Top Finance Position	7	\$127,657			\$101,679		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	8	\$107,580			\$112,530		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	12	\$50,638		\$19,594	\$32,899	\$64,740	

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
Youth Development: Youth Development Programs							
CEO/Executive Director	12	\$78,435		\$37,035	\$51,325	\$105,739	
Wheeling, WV-OH							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$45,947			\$41,862		
Wichita, KS							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	\$113,024			\$97,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$125,986		\$55,100	\$91,212	\$181,096	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	9	\$284,648			\$242,105		
Top Administrative Position	6	\$156,061			\$143,234		
Top Finance Position	5	\$138,578			\$94,312		
Top Operations Position	6	\$294,835			\$188,874		
Health—General and Rehabilitative: Nursing							
Top Administrative Position	5	\$93,836			\$97,011		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wichita, KS							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	\$114,592			\$109,476		
Top Finance Position	5	\$100,599			\$102,141		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$84,185			\$63,721		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$143,658			\$72,344		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$190,617			\$198,340		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	\$113,850			\$112,653		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	\$60,888		\$37,045	\$48,548	\$77,433	
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$67,640			\$71,815		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wilmington, DE-NJ-MD							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	8	\$78,642			\$63,208		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	7	\$86,461			\$93,007		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	\$130,316			\$97,908		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	\$81,359			\$76,688		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$73,918			\$55,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	29	\$148,591	\$70,012	\$95,434	\$119,696	\$181,517	\$227,488
Top Finance Position	5	\$121,443			\$109,198		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	\$107,288			\$84,721		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	14	\$76,822		\$58,478	\$64,907	\$90,371	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wilmington, DE-NJ-MD							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	\$123,379			\$65,431		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	19	\$116,325		\$58,105	\$79,864	\$151,065	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	\$37,692			\$25,568		

Wilmington, NC

Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$86,389		\$57,955	\$67,824	\$93,835	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	\$59,837			\$58,698		

Worcester, MA

Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$181,007		\$112,841	\$138,234	\$291,360	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$514,000			\$427,462		
Top Education Position	5	\$285,218			\$192,848		

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Worcester, MA							
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	6	\$234,806			\$233,426		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	\$216,208			\$170,861		
Top Finance Position	5	\$159,624			\$136,852		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	\$164,324		\$74,263	\$98,168	\$148,813	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	10	\$130,896		\$86,021	\$120,641	\$172,324	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$113,243			\$96,187		
Yakima, WA							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$106,216			\$57,080		
York, PA							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	\$94,655			\$87,308		

501(c)(3) Organizations Compensation MSA by NTEE

Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
York, PA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$116,537			\$133,000		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$911,766			\$687,407		
Top Operations Position	5	\$561,338			\$364,506		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	\$91,312			\$53,340		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$81,965			\$72,658		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$143,553			\$136,860		
Top Finance Position	5	\$106,500			\$92,903		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	\$56,871			\$39,996		

Youngstown-Warren, OH

Human Services—Multipurpose and Other: Family Services

CEO/Executive Director	5	\$56,605			\$50,129		
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501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youngstown-Warren, OH							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$80,059			\$68,375		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$167,708			\$166,949		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$98,316			\$93,617		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$50,752			\$43,109		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$73,526			\$59,175		
Yuba City, CA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$140,843			\$142,584		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Akron, OH							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	\$38,153			\$34,319		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	\$45,796			\$40,000		
Albany-Schenectady-Troy, NY							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$103,102			\$79,916		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$136,906			\$137,576		
Top Business Position	7	\$215,987			\$189,072		
Greater than \$5 million							
CEO/Executive Director	7	\$182,834			\$193,165		
Top Finance Position	7	\$160,801			\$109,393		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	22	\$104,458	\$64,790	\$82,494	\$100,900	\$120,092	\$137,384
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$126,911	\$76,630	\$100,854	\$122,139	\$147,833	\$186,614

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$243,294	\$107,943	\$130,256	\$209,578	\$306,025	\$431,249
Top Finance Position	5	\$118,547			\$86,132		
Top Legal Position	6	\$181,818			\$183,121		
Albuquerque, NM							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$112,733			\$116,657		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	24	\$78,726	\$42,532	\$54,708	\$76,566	\$101,434	\$120,181
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$127,266		\$106,342	\$124,449	\$141,058	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$195,256		\$130,322	\$181,606	\$223,441	
Allentown-Bethlehem-Easton, PA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$60,849			\$58,949		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Amarillo, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$77,908			\$70,000		
Anchorage, AK							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$180,922			\$208,079		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	\$81,317			\$60,439		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$148,029			\$139,400		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$223,971			\$211,924		
Ann Arbor, MI							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	\$68,561			\$63,526		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$96,202			\$107,904		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Appleton-Oshkosh-Neenah, WI							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$136,656			\$125,527		
Greater than \$5 million							
Top Finance Position	5	\$328,980			\$236,655		
Atlanta, GA							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$216,331			\$186,298		
Greater than \$5 million							
CEO/Executive Director	7	\$308,690			\$266,105		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$58,234			\$66,250		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$116,307			\$114,021		
Top Business Position	5	\$98,571			\$103,495		
Top Finance Position	9	\$91,191			\$86,670		
Greater than \$5 million							
CEO/Executive Director	5	\$254,162			\$138,754		
Top Finance Position	7	\$159,510			\$128,246		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	47	\$84,417	\$30,688	\$47,072	\$74,493	\$108,116	\$140,064
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$125,406	\$59,387	\$92,148	\$123,288	\$162,773	\$193,865
Between \$1 million and \$5 million							
CEO/Executive Director	56	\$202,765	\$114,784	\$143,685	\$171,759	\$243,668	\$331,556
Top Finance Position	9	\$112,923			\$104,002		
Top PR/Communications Position	5	\$184,934			\$179,744		
Greater than \$5 million							
CEO/Executive Director	22	\$505,731	\$234,975	\$308,127	\$453,779	\$584,784	\$877,085
Top Finance Position	15	\$263,096		\$172,645	\$207,910	\$351,049	
Top Human Resources Position	5	\$143,697			\$149,788		
Top Operations Position	10	\$258,788		\$196,064	\$250,855	\$289,622	
Top Technology Position	7	\$227,078			\$185,702		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$109,015			\$113,308		
Greater than \$5 million							
CEO/Executive Director	9	\$287,138			\$218,732		
Top Administrative Position	9	\$287,138			\$218,732		
Top Facilities Position	7	\$211,766			\$214,216		
Top Finance Position	8	\$167,958			\$177,761		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	10	\$719,158		\$504,991	\$618,872	\$748,088	
Top Finance Position	9	\$334,430			\$323,023		
Top Operations Position	7	\$457,756			\$320,437		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	8	\$654,962			\$581,435		
Top Finance Position	8	\$301,196			\$284,033		
Top Human Resources Position	5	\$344,664			\$277,346		
Top Operations Position	6	\$513,028			\$359,053		
Top Technology Position	5	\$291,808			\$282,328		
Austin-San Marcos, TX							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	9	\$68,023			\$43,838		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$208,757			\$214,919		
Greater than \$5 million							
CEO/Executive Director	7	\$364,495			\$317,314		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$102,277			\$87,400		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$108,849			\$103,590		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	43	\$83,916	\$39,286	\$58,491	\$75,306	\$105,164	\$131,100
Between \$500 thousand and \$1 million							
CEO/Executive Director	43	\$147,194	\$81,093	\$105,657	\$130,000	\$179,484	\$232,572
Between \$1 million and \$5 million							
CEO/Executive Director	66	\$229,812	\$118,787	\$157,687	\$216,119	\$269,864	\$359,063
Top Finance Position	9	\$145,390			\$117,599		
Top Legal Position	7	\$184,830			\$144,527		
Top Operations Position	7	\$135,281			\$125,365		
Top Technology Position	5	\$189,146			\$161,099		
Greater than \$5 million							
CEO/Executive Director	18	\$446,747		\$321,487	\$440,015	\$541,497	
Top Finance Position	10	\$225,838		\$143,065	\$179,421	\$248,439	
Top Legal Position	9	\$187,258			\$155,876		
Top Operations Position	7	\$230,475			\$229,497		
Top Technology Position	6	\$154,547			\$156,384		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	\$88,947			\$77,295		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$139,050			\$141,500		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$115,326		\$59,806	\$133,042	\$147,267	
Top Finance Position	9	\$89,939			\$99,257		
Greater than \$5 million							
CEO/Executive Director	11	\$342,103		\$246,232	\$267,454	\$442,657	
Top Finance Position	7	\$305,469			\$255,284		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	38	\$86,190	\$46,837	\$59,240	\$84,064	\$107,815	\$130,500
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$138,043		\$102,826	\$128,649	\$134,743	
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$208,221	\$80,784	\$145,180	\$195,698	\$265,861	\$323,510
Top Finance Position	6	\$187,537			\$123,624		
Greater than \$5 million							
CEO/Executive Director	11	\$416,392		\$279,888	\$367,349	\$388,052	
Top Finance Position	8	\$175,310			\$160,656		
Top Operations Position	6	\$210,968			\$195,978		
Top Technology Position	5	\$148,738			\$139,398		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$162,767			\$151,743		
Greater than \$5 million							
CEO/Executive Director	8	\$280,245			\$223,766		
Top Administrative Position	7	\$293,019			\$256,707		
Barnstable-Yarmouth, MA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	\$60,731			\$61,050		
Baton Rouge, LA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$38,198			\$38,948		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$130,105			\$145,776		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	16	\$117,364		\$71,187	\$81,885	\$149,771	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baton Rouge, LA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$123,617		\$89,224	\$106,690	\$123,794	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$267,975		\$169,533	\$230,262	\$364,649	
Beaumont-Port Arthur, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	\$61,551			\$62,595		
Bergen-Passaic, NJ							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	\$53,772			\$46,625		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$211,251			\$167,416		
Top Finance Position	6	\$138,877			\$150,476		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	\$64,338			\$64,832		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bergen-Passaic, NJ							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$257,454		\$180,153	\$246,695	\$288,238	
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	8	\$242,458			\$248,228		
Top Administrative Position	8	\$242,458			\$248,228		
Top Facilities Position	8	\$245,328			\$225,742		
Top Finance Position	6	\$145,511			\$141,336		
Birmingham, AL							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
Top Business Position	5	\$153,882			\$144,514		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	16	\$77,344		\$49,419	\$56,850	\$88,525	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$141,041			\$122,540		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$193,181			\$160,126		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bismarck, ND							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$95,272		\$60,793	\$82,750	\$136,251	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$139,583			\$98,443		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$209,399		\$152,040	\$200,415	\$255,353	
Top Finance Position	5	\$127,101			\$122,061		

Boise City, ID

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	16	\$58,431		\$43,744	\$58,170	\$68,026	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$132,556		\$103,320	\$135,861	\$155,202	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$197,380			\$165,330		

Boston, MA

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less							
CEO/Executive Director	5	\$62,257			\$74,262		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$262,795		\$198,909	\$288,274	\$310,474	
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	9	\$59,308			\$67,609		
Top Finance Position	5	\$117,219			\$115,426		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$112,320			\$105,853		
Top Business Position	7	\$166,799			\$156,605		
Top Finance Position	8	\$120,259			\$105,313		
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$127,033	\$32,178	\$91,000	\$140,979	\$169,325	\$191,798
Top Business Position	11	\$198,665		\$182,218	\$194,656	\$231,132	
Top Finance Position	15	\$167,148		\$86,189	\$170,156	\$231,132	
Greater than \$5 million							
CEO/Executive Director	14	\$219,032		\$177,056	\$215,137	\$239,611	
Top Business Position	7	\$234,614			\$229,728		
Top Finance Position	17	\$216,278		\$168,228	\$229,728	\$280,203	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	55	\$77,650	\$33,262	\$44,231	\$69,904	\$93,719	\$134,300
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	\$164,524	\$89,795	\$100,231	\$152,974	\$195,108	\$250,902

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	40	\$275,977	\$134,307	\$177,948	\$224,726	\$327,811	\$464,805
Top Administrative Position	6	\$141,699			\$141,036		
Top Finance Position	8	\$203,043			\$159,976		
Greater than \$5 million							
CEO/Executive Director	24	\$471,350	\$235,912	\$333,543	\$440,192	\$521,568	\$758,373
Top Business Position	7	\$208,421			\$170,991		
Top Finance Position	14	\$240,697		\$184,812	\$213,493	\$260,457	
Top Legal Position	11	\$255,088		\$171,091	\$235,589	\$266,450	
Top Marketing Position	7	\$194,161			\$165,895		
Top Operations Position	10	\$290,583		\$228,829	\$253,434	\$305,061	
Top PR/Communications Position	7	\$181,994			\$178,781		
Top Technology Position	8	\$190,419			\$171,174		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$163,409		\$145,938	\$156,646	\$174,096	
Top Administrative Position	13	\$163,409		\$145,938	\$156,646	\$174,096	
Top Facilities Position	8	\$145,986			\$146,822		
Greater than \$5 million							
CEO/Executive Director	17	\$280,815		\$216,485	\$267,101	\$328,266	
Top Administrative Position	17	\$280,815		\$216,485	\$267,101	\$328,266	
Top Facilities Position	12	\$201,929		\$170,380	\$191,110	\$217,818	
Top Finance Position	15	\$161,516		\$144,037	\$155,620	\$174,573	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
501(c)(13)—Cemetery Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$233,820			\$234,065		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$348,744			\$214,473		
Top Finance Position	8	\$149,027			\$118,543		
Greater than \$5 million							
CEO/Executive Director	12	\$467,597		\$294,659	\$391,463	\$477,734	
Top Finance Position	9	\$224,496			\$211,436		
Top Operations Position	5	\$297,151			\$238,845		
Top Technology Position	8	\$178,379			\$181,587		
Boulder-Longmont, CO							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$121,958			\$113,631		
Bremerton, WA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$94,386			\$70,341		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bridgeport-Milford, CT							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$95,424			\$99,269		
Brownsville-Harlingen-San Benito, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$60,633			\$56,544		
Buffalo-Niagara Falls, NY							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
Top Business Position	5	\$144,786			\$160,242		
Top Finance Position	5	\$59,330			\$62,589		
Between \$1 million and \$5 million							
Top Finance Position	8	\$126,970			\$135,573		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	18	\$66,252		\$49,151	\$61,028	\$73,424	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$239,647			\$213,663		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$163,724			\$137,921		
Top Administrative Position	6	\$163,724			\$137,921		
Burlington, VT							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	\$83,558			\$62,216		
Canton-Massillon, OH							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$53,835			\$56,322		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$131,870			\$128,011		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Casper, WY							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$68,196			\$48,000		
Charleston, WV							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$145,100			\$158,003		
Top Business Position	6	\$159,412			\$174,385		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	18	\$89,286		\$58,417	\$85,952	\$112,397	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$155,399			\$167,490		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$285,059		\$148,548	\$195,797	\$278,125	
Charleston-North Charleston, SC							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$258,971			\$265,200		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	14	\$71,230		\$58,913	\$67,000	\$83,756	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$120,839			\$117,782		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$188,072			\$197,174		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$174,434			\$137,400		
Top Administrative Position	5	\$189,454			\$149,000		
Greater than \$5 million							
CEO/Executive Director	5	\$296,308			\$288,627		
Top Facilities Position	5	\$232,607			\$265,104		
Top Finance Position	5	\$140,393			\$122,017		

Chattanooga, TN-GA

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	5	\$58,433			\$42,848		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cheyenne, WY							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$78,466			\$86,223		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$151,751			\$162,286		
Chicago, IL							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	7	\$80,429			\$85,480		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$146,226			\$138,784		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$177,576		\$106,980	\$167,239	\$227,034	
Greater than \$5 million							
CEO/Executive Director	5	\$2,506,985			\$545,773		
Top Legal Position	5	\$366,563			\$263,610		
Top Operations Position	5	\$428,400			\$408,180		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	12	\$62,830		\$50,409	\$72,102	\$75,207	
Top Finance Position	7	\$30,862			\$26,175		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$133,904		\$92,674	\$116,439	\$169,692	
Top Business Position	6	\$210,109			\$223,686		
Top Finance Position	11	\$143,352		\$87,420	\$117,584	\$201,026	
Between \$1 million and \$5 million							
CEO/Executive Director	48	\$211,945	\$99,156	\$135,836	\$207,003	\$270,692	\$325,792
Top Business Position	27	\$254,405	\$176,515	\$221,631	\$247,106	\$293,133	\$351,678
Top Education Position	5	\$182,685			\$182,981		
Top Finance Position	44	\$207,106	\$89,042	\$140,093	\$212,175	\$283,128	\$316,273
Greater than \$5 million							
CEO/Executive Director	23	\$261,881	\$172,127	\$207,529	\$235,639	\$315,021	\$384,304
Top Business Position	10	\$281,961		\$209,219	\$245,617	\$344,040	
Top Finance Position	27	\$262,182	\$134,499	\$190,966	\$262,357	\$310,802	\$425,279
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	105	\$72,979	\$26,846	\$46,055	\$70,385	\$91,474	\$118,584
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	\$132,952	\$70,187	\$92,894	\$125,233	\$173,230	\$195,383

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	111	\$237,544	\$125,826	\$177,154	\$225,398	\$293,080	\$336,360
Top Administrative Position	6	\$150,942			\$131,583		
Top Education Position	7	\$138,966			\$132,150		
Top Finance Position	21	\$157,611	\$114,465	\$126,502	\$162,843	\$177,459	\$190,652
Top Marketing Position	8	\$144,256			\$130,401		
Top Operations Position	11	\$175,869		\$164,172	\$179,485	\$186,165	
Top PR/Communications Position	5	\$150,145			\$149,312		
Greater than \$5 million							
CEO/Executive Director	83	\$612,359	\$260,136	\$319,174	\$451,038	\$729,652	\$992,754
Top Administrative Position	12	\$261,839		\$181,381	\$253,833	\$369,286	
Top Business Position	24	\$289,884	\$172,414	\$209,093	\$234,007	\$339,288	\$478,385
Top Development Position	9	\$215,183			\$198,839		
Top Education Position	24	\$206,168	\$134,427	\$141,904	\$170,401	\$213,534	\$368,469
Top Finance Position	64	\$274,388	\$148,081	\$183,292	\$236,174	\$346,089	\$478,452
Top Human Resources Position	20	\$233,948	\$126,872	\$147,293	\$189,771	\$327,425	\$401,702
Top Legal Position	20	\$369,896	\$205,974	\$257,203	\$334,769	\$389,371	\$552,118
Top Marketing Position	29	\$226,286	\$134,592	\$150,370	\$185,502	\$241,761	\$345,079
Top Operations Position	32	\$416,699	\$128,644	\$177,733	\$313,309	\$536,056	\$673,367
Top PR/Communications Position	32	\$224,010	\$130,810	\$153,900	\$209,205	\$242,619	\$352,542
Top Program Position	8	\$205,615			\$185,458		
Top Technology Position	44	\$223,031	\$133,071	\$149,981	\$195,566	\$274,245	\$345,396

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$191,639			\$168,377		
Top Administrative Position	9	\$173,703			\$157,411		
Top Facilities Position	10	\$146,941		\$131,503	\$139,373	\$163,302	
Greater than \$5 million							
CEO/Executive Director	40	\$266,115	\$170,229	\$199,163	\$258,515	\$300,563	\$377,681
Top Administrative Position	37	\$270,117	\$180,844	\$209,199	\$260,389	\$299,169	\$373,675
Top Facilities Position	29	\$228,390	\$166,254	\$199,727	\$221,603	\$271,145	\$289,436
Top Finance Position	29	\$152,417	\$115,500	\$126,274	\$135,577	\$153,565	\$184,413
501(c)(08)—Fraternal Beneficiary Societies and Associations							
Greater than \$5 million							
CEO/Executive Director	8	\$239,035			\$216,163		
Top Finance Position	7	\$146,322			\$135,041		
501(c)(09)—Voluntary Employees Beneficiary Associations							
Greater than \$5 million							
CEO/Executive Director	5	\$435,400			\$460,829		
Top Administrative Position	8	\$197,150			\$185,986		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	8	\$62,258			\$66,978		
Top Finance Position	7	\$55,261			\$63,012		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$176,840		\$117,357	\$159,581	\$189,502	
Top Finance Position	5	\$150,163			\$107,819		
Greater than \$5 million							
CEO/Executive Director	15	\$573,845		\$360,009	\$390,441	\$575,691	
Top Finance Position	12	\$237,096		\$141,447	\$166,363	\$299,081	
Top Operations Position	6	\$207,832			\$193,703		
Top Technology Position	6	\$170,443			\$157,576		
Cincinnati, OH-KY-IN							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	11	\$76,938		\$56,262	\$75,187	\$88,542	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$67,888			\$71,978		
Between \$1 million and \$5 million							
Top Finance Position	5	\$107,675			\$116,131		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	20	\$73,774	\$46,637	\$51,060	\$77,379	\$88,147	\$103,006
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$192,829		\$119,424	\$174,111	\$254,888	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$147,476			\$133,319		
Top Administrative Position	6	\$147,476			\$133,319		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	\$382,473			\$293,426		
Cleveland, OH							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	9	\$57,413			\$41,235		
Top Finance Position	7	\$52,498			\$42,727		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$86,827		\$42,812	\$73,440	\$110,592	
Top Finance Position	9	\$92,694			\$99,376		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$131,899			\$131,395		
Top Finance Position	13	\$174,267		\$125,765	\$155,859	\$163,854	
Greater than \$5 million							
CEO/Executive Director	6	\$214,213			\$197,306		
Top Finance Position	6	\$183,228			\$173,898		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	33	\$64,102	\$29,004	\$39,375	\$59,333	\$73,130	\$103,435
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$83,005			\$73,380		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$211,707		\$130,533	\$171,134	\$241,318	
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
Top Finance Position	5	\$119,078			\$106,573		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$79,270			\$75,101		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$121,751			\$117,328		
Top Finance Position	5	\$76,668			\$80,609		
Greater than \$5 million							
CEO/Executive Director	5	\$238,355			\$197,671		
Top Finance Position	5	\$132,162			\$126,121		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado Springs, CO							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	\$97,863			\$72,782		
Columbia, SC							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	19	\$98,554		\$48,827	\$79,899	\$131,594	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$113,925			\$114,487		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$208,461		\$155,889	\$177,434	\$236,126	
Columbus, OH							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	8	\$89,300			\$92,015		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$129,769			\$120,750		
Greater than \$5 million							
CEO/Executive Director	8	\$494,579			\$294,896		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$147,846		\$109,359	\$132,711	\$189,178	
Top Finance Position	7	\$150,720			\$154,610		
Greater than \$5 million							
CEO/Executive Director	7	\$166,156			\$195,566		
Top Finance Position	6	\$194,678			\$172,038		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	36	\$96,438	\$47,349	\$65,957	\$82,830	\$127,197	\$157,710
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$142,799	\$59,076	\$93,542	\$150,883	\$174,483	\$227,444
Between \$1 million and \$5 million							
CEO/Executive Director	46	\$250,520	\$152,247	\$180,250	\$225,089	\$265,108	\$371,679
Top Finance Position	9	\$140,102			\$138,533		
Greater than \$5 million							
CEO/Executive Director	9	\$421,040			\$305,874		
Top Finance Position	5	\$268,562			\$190,632		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	6	\$218,369			\$213,718		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	\$488,657			\$305,912		
Top Finance Position	5	\$203,275			\$158,206		
Dallas-Fort Worth, TX							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	\$73,297			\$63,537		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$84,592			\$88,240		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	26	\$60,090	\$35,861	\$38,729	\$57,381	\$76,840	\$92,759
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$167,087		\$103,739	\$133,462	\$187,114	
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$229,991	\$106,623	\$158,799	\$198,183	\$279,258	\$353,846
Top Finance Position	7	\$132,030			\$121,082		
Top Operations Position	6	\$149,294			\$147,884		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	12	\$496,343		\$270,042	\$402,537	\$656,253	
Top Business Position	6	\$216,184			\$195,138		
Top Finance Position	9	\$261,184			\$230,269		
Top Marketing Position	7	\$188,857			\$143,294		
Top Operations Position	6	\$328,077			\$300,283		
Top PR/Communications Position	5	\$186,493			\$164,411		
Top Technology Position	5	\$206,727			\$195,779		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	10	\$346,592		\$252,979	\$346,410	\$373,795	
Top Administrative Position	9	\$355,221			\$357,621		
Top Facilities Position	5	\$206,282			\$217,516		
Top Finance Position	8	\$185,580			\$164,456		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$141,075			\$142,478		
Greater than \$5 million							
CEO/Executive Director	9	\$579,021			\$325,032		
Top Finance Position	8	\$262,688			\$211,674		
Top Operations Position	6	\$256,847			\$212,483		
Top Technology Position	6	\$246,712			\$192,574		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Davenport-Moline-Rock Island, IA-IL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$87,121			\$88,008		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	\$415,419			\$436,683		
Daytona Beach, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	\$71,627			\$60,641		
Dayton-Springfield, OH							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	8	\$63,773			\$66,946		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	8	\$35,002			\$28,346		
Between \$1 million and \$5 million							
Top Finance Position	6	\$102,801			\$103,906		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dayton-Springfield, OH							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	23	\$61,302	\$27,207	\$40,771	\$51,292	\$79,711	\$110,560
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$221,080			\$184,778		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	7	\$497,103			\$303,432		
Top Finance Position	6	\$220,613			\$178,516		
Denver-Boulder, CO							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$134,159			\$141,950		
Greater than \$5 million							
CEO/Executive Director	5	\$329,349			\$258,431		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	12	\$69,557		\$52,448	\$73,649	\$86,664	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$73,700			\$82,493		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$146,339		\$102,383	\$145,453	\$182,861	
Top Business Position	8	\$162,807			\$163,658		
Top Finance Position	11	\$132,026		\$80,620	\$139,916	\$176,882	
Greater than \$5 million							
CEO/Executive Director	5	\$205,055			\$204,872		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	40	\$83,327	\$39,000	\$58,781	\$80,000	\$93,875	\$122,398
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$140,129	\$81,201	\$98,519	\$123,632	\$179,839	\$201,656
Between \$1 million and \$5 million							
CEO/Executive Director	49	\$234,213	\$129,608	\$183,600	\$216,882	\$289,091	\$341,670
Top Finance Position	7	\$122,499			\$140,839		
Top Operations Position	8	\$169,132			\$181,864		
Greater than \$5 million							
CEO/Executive Director	11	\$513,440		\$327,915	\$465,900	\$569,686	
Top Finance Position	9	\$236,133			\$207,194		
Top Operations Position	6	\$252,458			\$234,986		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	9	\$223,394			\$213,919		
Top Administrative Position	8	\$233,947			\$216,964		
Top Facilities Position	5	\$183,675			\$171,170		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$176,501			\$156,739		
Greater than \$5 million							
CEO/Executive Director	8	\$833,270			\$396,589		
Top Finance Position	7	\$211,434			\$199,587		
Top Operations Position	6	\$179,658			\$159,625		
Top Technology Position	6	\$150,771			\$146,803		
Des Moines, IA							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	\$95,140			\$88,778		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
CEO/Executive Director	6	\$383,086			\$431,005		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Des Moines, IA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	21	\$94,958	\$45,049	\$52,278	\$83,742	\$103,442	\$155,789
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$141,194		\$112,258	\$127,532	\$147,420	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$211,193	\$152,436	\$169,248	\$206,918	\$250,950	\$283,267
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$137,209			\$134,557		
Detroit, MI							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	\$53,896			\$41,150		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	16	\$69,387		\$37,871	\$56,000	\$84,262	
Top Finance Position	5	\$50,788			\$53,624		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$83,860		\$37,343	\$51,500	\$107,539	
Top Finance Position	10	\$82,712		\$46,540	\$74,160	\$115,219	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	40	\$102,819	\$35,135	\$44,742	\$90,278	\$161,181	\$184,965
Top Business Position	12	\$164,138		\$110,254	\$157,247	\$201,601	
Top Finance Position	40	\$114,940	\$47,739	\$70,082	\$110,128	\$146,860	\$188,357
Greater than \$5 million							
CEO/Executive Director	8	\$234,617			\$232,519		
Top Finance Position	9	\$194,896			\$175,761		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	39	\$77,250	\$37,153	\$50,258	\$65,586	\$96,906	\$130,743
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$128,280		\$111,752	\$126,292	\$147,902	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$196,698		\$149,747	\$175,079	\$234,573	
Greater than \$5 million							
CEO/Executive Director	7	\$488,394			\$380,485		
Top Finance Position	5	\$229,908			\$179,625		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$134,932			\$132,650		
Top Administrative Position	7	\$134,932			\$132,650		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	8	\$224,506			\$158,289		
Top Administrative Position	8	\$177,819			\$158,289		
Top Facilities Position	9	\$168,774			\$180,200		
Top Finance Position	5	\$146,857			\$133,888		
501(c)(09)—Voluntary Employees Beneficiary Associations							
Greater than \$5 million							
CEO/Executive Director	5	\$468,940			\$368,145		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$164,477			\$152,842		
Greater than \$5 million							
CEO/Executive Director	26	\$633,422	\$220,350	\$326,145	\$478,881	\$634,184	\$1,232,546
Top Business Position	5	\$256,405			\$234,700		
Top Finance Position	25	\$207,085	\$95,132	\$147,834	\$191,811	\$254,766	\$348,444
Top Human Resources Position	7	\$204,895			\$191,682		
Top Operations Position	15	\$190,603		\$126,044	\$172,680	\$187,417	
Top Technology Position	15	\$217,978		\$158,469	\$193,691	\$274,179	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Duluth-Superior, MN-WI							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	\$82,264			\$71,935		
El Paso, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	\$52,949			\$54,332		
Eugene-Springfield, OR							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$86,728			\$82,447		
Evansville-Henderson, IN-KY							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
Top Finance Position	5	\$97,452			\$94,474		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Evansville-Henderson, IN-KY							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$80,547			\$75,738		
Fargo-Moorhead, ND-MN							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$145,886			\$131,702		
Flagstaff, AZ-UT							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$63,861			\$58,481		
Flint, MI							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$56,476			\$48,970		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Lauderdale-Hollywood, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	18	\$68,457		\$40,000	\$72,500	\$92,688	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$119,873			\$120,000		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$207,384			\$174,920		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	\$524,111			\$407,738		
Fort Myers-Cape Coral, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	13	\$69,124		\$42,750	\$58,036	\$85,000	
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	6	\$329,854			\$239,036		
Top Administrative Position	6	\$329,854			\$239,036		
Top Finance Position	5	\$181,892			\$165,057		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Pierce-Port St. Lucie, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$78,006		\$61,915	\$70,086	\$93,186	
Fort Wayne, IN							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	17	\$60,427		\$37,514	\$54,000	\$67,154	
Fort Worth, TX							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
CEO/Executive Director	5	\$214,645			\$215,288		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	19	\$81,695		\$61,683	\$76,547	\$100,486	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$128,995			\$132,141		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$172,601			\$175,262		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Worth, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	7	\$419,492			\$368,500		
Top Finance Position	5	\$172,464			\$129,476		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	6	\$722,291			\$524,751		
Fresno, CA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$75,466			\$73,931		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$65,836			\$52,650		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$160,176			\$164,454		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Galveston-Texas City, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$48,753			\$49,500		
Gary-Hammond-East Chicago, IN							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$79,787			\$78,692		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$158,046			\$138,272		
Top Business Position	5	\$215,860			\$206,480		
Top Finance Position	7	\$196,014			\$193,173		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	\$71,696			\$68,500		
Grand Rapids-Muskegon-Holland, MI							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	13	\$55,149		\$50,430	\$55,631	\$64,629	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$191,990			\$185,486		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$154,071			\$139,408		
Greater than \$5 million							
CEO/Executive Director	7	\$464,124			\$211,748		
Top Finance Position	6	\$132,282			\$103,315		
Top Operations Position	5	\$129,071			\$121,712		
Greeley, CO							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$77,055			\$75,000		
Greensboro—Winston-Salem—High Point, NC							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	16	\$83,027		\$57,502	\$69,820	\$94,275	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$111,460			\$115,313		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$200,360			\$190,069		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greenville-Spartanburg-Anderson, SC							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$171,547			\$178,022		
Hamilton-Middletown, OH							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$70,460			\$56,800		
Harrisburg-Lebanon-Carlisle, PA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$159,597			\$144,178		
Top Business Position	5	\$194,188			\$204,913		
Top Finance Position	5	\$166,669			\$167,410		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	30	\$93,347	\$47,236	\$56,019	\$93,119	\$113,961	\$146,684
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$139,388		\$120,516	\$145,625	\$162,771	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$253,731	\$124,596	\$168,998	\$264,153	\$314,998	\$428,033

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Harrisburg-Lebanon-Carlisle, PA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	5	\$282,997			\$297,468		
Hartford, CT							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	\$72,876			\$54,600		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$30,112			\$20,201		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$99,046			\$82,658		
Top Finance Position	5	\$124,962			\$179,422		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$169,522			\$201,558		
Top Business Position	5	\$200,240			\$210,946		
Top Finance Position	6	\$192,424			\$223,183		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	17	\$75,177		\$55,600	\$71,646	\$76,731	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$155,141		\$95,486	\$144,006	\$191,227	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$259,550		\$163,385	\$249,884	\$328,912	
Top Finance Position	5	\$154,602			\$139,536		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	\$464,783			\$395,357		
Top Finance Position	5	\$238,212			\$221,275		
Honolulu, HI							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$221,069			\$209,385		
Top Business Position	5	\$234,158			\$237,893		
Top Finance Position	10	\$249,060		\$179,641	\$225,867	\$288,023	
Greater than \$5 million							
CEO/Executive Director	5	\$219,523			\$190,259		
Top Finance Position	5	\$217,380			\$171,177		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Honolulu, HI							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	14	\$111,847		\$59,801	\$96,886	\$151,066	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$102,439			\$106,954		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$162,459			\$167,690		
Houston, TX							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$68,345			\$76,088		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$120,969		\$84,803	\$108,110	\$173,673	
Top Business Position	7	\$147,953			\$141,419		
Top Finance Position	10	\$124,499		\$97,300	\$119,060	\$164,897	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	22	\$71,576	\$35,689	\$44,063	\$68,136	\$93,890	\$112,298
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$131,434	\$80,739	\$93,651	\$108,735	\$134,177	\$232,920
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$262,740	\$150,000	\$154,450	\$240,250	\$341,928	\$394,090

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	7	\$734,789			\$332,479		
Top Finance Position	5	\$211,939			\$161,410		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	7	\$273,155			\$267,121		
Top Administrative Position	8	\$272,175			\$266,217		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$131,359			\$121,577		
Greater than \$5 million							
CEO/Executive Director	7	\$537,648			\$370,948		
Top Technology Position	5	\$216,121			\$207,739		

Huntsville, AL

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	6	\$92,283			\$85,684		
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Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Greater than \$5 million							
Top Finance Position	5	\$315,462			\$211,046		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$121,783			\$134,789		
Top Finance Position	5	\$169,704			\$161,188		
Greater than \$5 million							
CEO/Executive Director	6	\$214,975			\$200,578		
Top Finance Position	9	\$177,471			\$188,153		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	36	\$90,636	\$42,000	\$64,139	\$84,006	\$111,151	\$158,752
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$131,504	\$70,920	\$96,403	\$125,608	\$153,644	\$181,949
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$236,791	\$117,240	\$153,517	\$199,814	\$298,837	\$376,501
Top Finance Position	7	\$120,890			\$107,187		
Greater than \$5 million							
CEO/Executive Director	15	\$447,123		\$259,958	\$413,202	\$502,244	
Top Finance Position	10	\$230,696		\$165,269	\$218,737	\$266,061	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$166,710		\$101,983	\$153,928	\$223,063	
Top Operations Position	7	\$126,157			\$122,550		
Greater than \$5 million							
CEO/Executive Director	11	\$180,594		\$126,783	\$187,280	\$222,508	
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	5	\$391,300			\$334,298		
Top Finance Position	5	\$190,744			\$218,151		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$190,541			\$137,025		
Jackson, MS							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	20	\$72,881	\$30,330	\$39,720	\$58,680	\$99,530	\$128,022
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$138,441		\$101,673	\$131,291	\$161,597	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$205,267		\$140,000	\$197,717	\$261,503	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jacksonville, FL							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	7	\$59,799			\$64,148		
Top Finance Position	5	\$79,180			\$76,234		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$110,892			\$95,164		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$142,479			\$152,815		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$169,771			\$165,199		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	6	\$207,550			\$184,385		
Top Administrative Position	6	\$207,550			\$184,385		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	\$499,072			\$378,520		
Top Finance Position	5	\$294,250			\$221,368		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jersey City, NJ							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$64,511			\$70,269		

Johnson City-Kingsport-Bristol, TN-VA

501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds

Between \$1 million and \$5 million

CEO/Executive Director	6	\$110,187			\$108,702		
Top Finance Position	5	\$81,441			\$81,349		

Kalamazoo-Battle Creek, MI

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	5	\$63,924			\$72,567		
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501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds

Greater than \$5 million

CEO/Executive Director	6	\$631,387			\$408,833		
Top Finance Position	6	\$241,210			\$212,171		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$166,944			\$109,820		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$107,337			\$116,578		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$101,486		\$77,641	\$107,426	\$125,182	
Top Business Position	13	\$152,210		\$121,208	\$145,105	\$182,553	
Top Finance Position	15	\$127,738		\$86,252	\$119,831	\$164,409	
Greater than \$5 million							
CEO/Executive Director	5	\$321,979			\$177,553		
Top Finance Position	6	\$252,450			\$137,648		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	27	\$60,631	\$28,127	\$46,328	\$64,648	\$75,988	\$83,105
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$130,516		\$108,193	\$132,959	\$155,406	
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$181,039	\$100,230	\$125,885	\$160,375	\$240,366	\$269,805
Greater than \$5 million							
CEO/Executive Director	11	\$497,629		\$339,750	\$422,787	\$485,459	
Top Finance Position	6	\$208,966			\$187,940		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$93,050			\$83,915		
Greater than \$5 million							
CEO/Executive Director	7	\$234,086			\$212,825		
Top Administrative Position	7	\$234,086			\$212,825		
Top Facilities Position	5	\$210,222			\$200,046		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$86,088			\$81,336		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$102,954		\$78,515	\$113,795	\$131,611	
Killeen-Temple, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$59,568			\$54,000		
Knoxville, TN							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
Top Finance Position	5	\$74,045			\$79,613		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Knoxville, TN							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	\$72,930		\$35,016	\$55,913	\$106,840	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$157,719			\$131,348		
La Crosse, WI-MN							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$56,922			\$50,000		
Lafayette, LA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$74,354			\$81,764		
Lakeland-Winter Haven, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	\$91,027			\$81,483		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lansing-East Lansing, MI							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$85,162		\$49,059	\$75,405	\$113,982	
Top Finance Position	9	\$133,393			\$129,947		
Greater than \$5 million							
CEO/Executive Director	5	\$153,685			\$169,019		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	15	\$103,779		\$76,614	\$104,267	\$125,836	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$150,660		\$122,844	\$162,160	\$175,122	
Between \$1 million and \$5 million							
CEO/Executive Director	37	\$230,349	\$145,171	\$182,865	\$213,784	\$261,894	\$335,631
Greater than \$5 million							
CEO/Executive Director	8	\$483,494			\$416,316		
Top Finance Position	5	\$209,251			\$199,730		

Las Vegas, NV-AZ

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

Between \$500 thousand and \$1 million

CEO/Executive Director	6	\$99,376			\$78,272		
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Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Las Vegas, NV-AZ							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$143,224			\$140,874		
Top Finance Position	8	\$146,921			\$143,738		
Greater than \$5 million							
CEO/Executive Director	5	\$219,937			\$216,624		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	15	\$84,992		\$64,024	\$79,000	\$94,771	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$178,953			\$160,233		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$224,845			\$210,839		
Greater than \$5 million							
CEO/Executive Director	5	\$283,849			\$269,831		

Lawrence-Haverhill, MA-NH

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	6	\$52,786			\$51,500		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lexington, KY							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	12	\$82,317		\$42,662	\$74,243	\$101,578	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$137,399			\$119,301		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$186,547			\$185,637		
Greater than \$5 million							
CEO/Executive Director	5	\$568,150			\$442,778		
Top Finance Position	5	\$219,147			\$173,467		

Lincoln, NE

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less							
CEO/Executive Director	5	\$67,210			\$37,500		

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

Between \$1 million and \$5 million							
CEO/Executive Director	5	\$110,726			\$112,673		

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	14	\$99,589		\$90,214	\$112,704	\$121,076	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lincoln, NE							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$187,732		\$136,549	\$177,083	\$208,132	
Little Rock-North Little Rock, AR							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	21	\$80,951	\$38,000	\$46,499	\$77,007	\$104,002	\$129,092
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$121,931			\$104,258		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$206,525		\$146,105	\$159,545	\$257,645	
Los Angeles-Long Beach, CA							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	\$48,888			\$46,500		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$233,626			\$160,978		
Greater than \$5 million							
CEO/Executive Director	6	\$346,570			\$347,137		
Top Finance Position	5	\$181,022			\$125,000		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	7	\$79,899			\$77,279		
Top Finance Position	9	\$57,390			\$44,860		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$90,743		\$28,316	\$98,988	\$128,975	
Top Finance Position	7	\$135,865			\$145,097		
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$155,467	\$71,016	\$111,245	\$156,133	\$201,289	\$248,445
Top Administrative Position	7	\$185,017			\$186,649		
Top Business Position	13	\$204,562		\$181,435	\$216,627	\$248,479	
Top Finance Position	30	\$164,325	\$91,316	\$120,110	\$156,617	\$205,441	\$255,997
Greater than \$5 million							
CEO/Executive Director	29	\$266,125	\$101,234	\$144,750	\$244,284	\$299,477	\$392,427
Top Administrative Position	6	\$228,304			\$216,647		
Top Business Position	11	\$356,830		\$213,128	\$325,930	\$357,197	
Top Finance Position	27	\$288,535	\$121,558	\$188,221	\$265,621	\$355,433	\$410,201
Top Legal Position	7	\$268,965			\$207,898		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	61	\$68,831	\$31,956	\$49,050	\$65,000	\$85,000	\$106,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$126,709		\$106,394	\$129,132	\$148,426	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$255,483	\$124,393	\$164,417	\$218,766	\$304,861	\$395,157
Top Finance Position	5	\$139,706			\$130,999		
Greater than \$5 million							
CEO/Executive Director	22	\$699,746	\$237,715	\$330,964	\$409,571	\$869,728	\$1,290,446
Top Business Position	9	\$272,129			\$261,228		
Top Finance Position	16	\$268,865		\$193,941	\$223,746	\$373,101	
Top Human Resources Position	7	\$244,037			\$232,444		
Top Legal Position	6	\$240,815			\$230,261		
Top Marketing Position	6	\$270,007			\$218,206		
Top Operations Position	8	\$252,999			\$216,630		
Top PR/Communications Position	6	\$254,748			\$232,306		
Top Technology Position	11	\$266,042		\$205,798	\$230,800	\$328,128	
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$154,301			\$152,970		
Top Administrative Position	6	\$140,949			\$133,058		
Greater than \$5 million							
CEO/Executive Director	11	\$293,688		\$180,575	\$274,849	\$335,232	
Top Administrative Position	11	\$293,688		\$180,575	\$274,849	\$335,232	
Top Facilities Position	5	\$224,572			\$223,795		
Top Finance Position	9	\$190,612			\$180,463		
Top Operations Position	6	\$337,724			\$305,914		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$169,912			\$174,160		
Top Administrative Position	6	\$145,266			\$174,160		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$150,807			\$165,000		
Greater than \$5 million							
CEO/Executive Director	10	\$701,869		\$311,484	\$419,227	\$724,140	
Top Finance Position	10	\$378,013		\$188,860	\$245,767	\$491,574	
Top Human Resources Position	5	\$242,434			\$207,730		
Top Marketing Position	6	\$202,293			\$175,773		
Top Operations Position	7	\$303,089			\$288,626		
Top Technology Position	9	\$263,521			\$191,179		
Louisville, KY-IN							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$67,563			\$58,418		
Greater than \$5 million							
Top Finance Position	5	\$204,378			\$124,486		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisville, KY-IN							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	\$97,290			\$91,438		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$142,837		\$119,239	\$153,452	\$178,115	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$238,724		\$145,444	\$188,849	\$244,680	
Top Finance Position	5	\$146,175			\$118,334		
Madison, WI							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	\$87,123			\$90,000		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	\$54,032			\$49,893		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$163,923		\$148,592	\$161,735	\$204,867	
Top Finance Position	6	\$121,352			\$128,017		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	20	\$98,323	\$57,658	\$62,764	\$84,989	\$133,653	\$156,442

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Madison, WI							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$153,216		\$132,482	\$152,486	\$187,841	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$253,885	\$137,101	\$185,519	\$227,162	\$304,400	\$402,854
Top Finance Position	5	\$166,935			\$147,491		
Greater than \$5 million							
CEO/Executive Director	8	\$450,203			\$371,044		
Top Finance Position	7	\$162,591			\$153,742		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	\$848,035			\$420,812		
Manchester, NH							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$74,001		\$53,137	\$59,058	\$101,124	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$143,344			\$129,710		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$242,762			\$218,847		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
McAllen-Edinburg-Mission, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$51,551			\$55,375		
Melbourne-Titusville-Palm Bay, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$55,585			\$56,426		
Memphis, TN-AR-MS							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$68,971			\$68,200		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	17	\$79,575		\$67,300	\$75,000	\$98,000	
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	5	\$208,722			\$207,616		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$99,014			\$95,869		
Top Finance Position	7	\$107,362			\$90,373		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	19	\$70,612		\$47,549	\$69,358	\$87,468	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$221,805			\$214,291		
Greater than \$5 million							
CEO/Executive Director	5	\$593,617			\$571,017		
Top Finance Position	5	\$241,805			\$212,287		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	5	\$289,290			\$294,421		
Top Administrative Position	5	\$289,290			\$294,421		
Top Finance Position	5	\$135,966			\$119,198		

Middlesex-Somerset-Hunterdon, NJ

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less

CEO/Executive Director	6	\$50,657			\$53,310		
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Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Middlesex-Somerset-Hunterdon, NJ							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$173,235		\$131,324	\$181,998	\$204,748	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$67,199		\$35,088	\$57,375	\$103,787	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$146,546			\$144,078		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$334,461			\$360,250		

Milwaukee, WI

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

Between \$500 thousand and \$1 million

CEO/Executive Director	8	\$105,796			\$106,908		
Top Finance Position	5	\$146,951			\$120,252		

Between \$1 million and \$5 million

CEO/Executive Director	12	\$141,897		\$120,620	\$148,138	\$172,237	
Top Business Position	10	\$177,382		\$157,876	\$183,983	\$192,979	
Top Finance Position	10	\$129,363		\$89,245	\$139,360	\$179,464	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	21	\$73,980	\$30,000	\$45,000	\$56,600	\$90,375	\$121,959
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$113,733		\$82,488	\$106,420	\$135,522	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$194,995		\$151,467	\$227,471	\$257,772	
Top Finance Position	5	\$112,419			\$99,636		
Greater than \$5 million							
CEO/Executive Director	6	\$468,727			\$420,982		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$157,877			\$169,042		
Top Administrative Position	5	\$157,877			\$169,042		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$173,492			\$180,231		

Minneapolis-St. Paul, MN-WI

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less							
CEO/Executive Director	14	\$85,044		\$57,173	\$76,600	\$106,122	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$124,764			\$132,735		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$163,665			\$122,381		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	10	\$71,118		\$29,954	\$36,661	\$100,836	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$106,811		\$74,283	\$105,547	\$125,845	
Top Finance Position	7	\$112,707			\$126,389		
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$142,274	\$86,400	\$119,638	\$138,176	\$166,510	\$186,607
Top Business Position	14	\$180,097		\$140,364	\$169,953	\$222,459	
Top Finance Position	20	\$152,278	\$76,649	\$114,093	\$159,807	\$188,174	\$220,015
Greater than \$5 million							
CEO/Executive Director	14	\$201,478		\$177,312	\$183,911	\$228,714	
Top Business Position	7	\$214,109			\$221,000		
Top Finance Position	11	\$210,573		\$174,544	\$197,165	\$229,417	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	59	\$81,868	\$36,034	\$57,229	\$80,418	\$105,386	\$126,080
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$139,066	\$80,088	\$106,481	\$133,200	\$167,518	\$192,435

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$220,796	\$117,663	\$146,977	\$212,103	\$296,428	\$372,770
Top Finance Position	5	\$107,010			\$109,882		
Top Operations Position	6	\$170,305			\$158,603		
Top PR/Communications Position	6	\$146,172			\$141,854		
Greater than \$5 million							
CEO/Executive Director	20	\$376,274	\$200,218	\$258,304	\$301,699	\$432,606	\$763,797
Top Finance Position	13	\$166,394		\$125,806	\$146,981	\$201,739	
Top Marketing Position	5	\$122,880			\$117,635		
Top Operations Position	9	\$179,453			\$182,706		
Top PR/Communications Position	5	\$191,092			\$167,023		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$177,755			\$173,043		
Top Administrative Position	5	\$190,058			\$185,928		
Greater than \$5 million							
CEO/Executive Director	5	\$215,502			\$239,683		
Top Administrative Position	5	\$215,502			\$239,683		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	5	\$498,018			\$425,000		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	7	\$74,018			\$65,970		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$142,299			\$141,093		
Greater than \$5 million							
CEO/Executive Director	11	\$589,915		\$274,910	\$389,985	\$724,239	
Top Finance Position	11	\$264,963		\$146,826	\$208,744	\$269,135	
Top Marketing Position	5	\$155,700			\$148,667		
Mobile, AL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$71,171			\$60,790		
Monmouth-Ocean, NJ							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$191,171			\$212,526		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$51,233		\$37,283	\$51,509	\$56,744	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Monmouth-Ocean, NJ							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$125,723			\$122,243		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	7	\$270,150			\$271,004		
Top Administrative Position	7	\$270,150			\$271,004		
Top Facilities Position	5	\$202,705			\$210,292		
Top Finance Position	5	\$158,909			\$166,191		
Monroe, LA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$52,034			\$41,275		
Montgomery, AL							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$181,218			\$193,219		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montgomery, AL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	14	\$82,576		\$53,065	\$79,515	\$102,318	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$140,188		\$98,569	\$136,068	\$169,424	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$270,564		\$190,814	\$215,858	\$308,645	

Myrtle Beach, SC

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	5	\$58,770			\$57,861		

Naples, FL

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	5	\$85,765			\$86,400		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Naples, FL							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	14	\$223,078		\$152,953	\$235,598	\$263,749	
Top Administrative Position	15	\$222,184		\$170,211	\$235,450	\$260,361	
Top Facilities Position	11	\$187,860		\$154,052	\$175,618	\$218,054	
Top Finance Position	14	\$135,296		\$105,950	\$128,170	\$147,521	
Top Operations Position	5	\$297,083			\$322,233		
Nashville, TN							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$87,279			\$81,389		
Top Finance Position	5	\$83,659			\$96,169		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$144,526			\$126,643		
Top Finance Position	5	\$144,302			\$140,696		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	37	\$84,133	\$33,123	\$43,359	\$67,000	\$102,101	\$184,866
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$127,965		\$101,561	\$132,824	\$154,244	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$204,919	\$121,751	\$160,972	\$175,087	\$232,966	\$299,218

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	9	\$717,958			\$561,552		
Top Finance Position	7	\$274,419			\$241,981		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$134,346			\$134,777		
Greater than \$5 million							
CEO/Executive Director	6	\$299,818			\$257,540		
Nassau-Suffolk, NY							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	18	\$66,929		\$25,188	\$34,671	\$115,886	
Top Finance Position	5	\$62,471			\$34,514		
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$82,587		\$22,731	\$51,162	\$126,475	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$117,421	\$22,000	\$25,550	\$115,368	\$165,181	\$266,284
Top Finance Position	16	\$138,145		\$73,558	\$122,250	\$154,717	
Greater than \$5 million							
CEO/Executive Director	11	\$315,545		\$260,019	\$304,171	\$351,903	
Top Finance Position	8	\$255,174			\$239,889		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	19	\$88,279		\$56,027	\$75,474	\$98,601	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$328,259			\$208,732		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$193,451		\$148,071	\$171,663	\$217,175	
Top Administrative Position	17	\$193,451		\$148,071	\$171,663	\$217,175	
Top Facilities Position	6	\$160,099			\$124,569		
Top Finance Position	7	\$137,770			\$132,066		
Greater than \$5 million							
CEO/Executive Director	36	\$305,527	\$218,687	\$231,338	\$293,025	\$354,097	\$459,550
Top Administrative Position	34	\$298,927	\$217,188	\$230,611	\$286,131	\$350,315	\$451,915
Top Facilities Position	27	\$272,008	\$181,779	\$206,471	\$246,177	\$289,549	\$403,364
Top Finance Position	23	\$165,098	\$125,078	\$133,203	\$150,434	\$185,060	\$225,630

New Haven-Meriden, CT

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

Between \$500 thousand and \$1 million

CEO/Executive Director	5	\$151,274			\$120,157		
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Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Haven-Meriden, CT							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$123,987			\$139,362		
Top Finance Position	6	\$137,754			\$146,200		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	\$78,419		\$49,458	\$64,036	\$88,966	
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$138,948			\$141,196		
Top Administrative Position	6	\$138,948			\$141,196		

New London-Norwich, CT-RI

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	5	\$83,816			\$60,000		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$111,255			\$93,244		
Top Finance Position	6	\$116,357			\$107,801		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$100,056			\$85,216		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$118,540		\$102,165	\$126,415	\$140,035	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$230,483		\$158,701	\$206,198	\$253,897	
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$121,100			\$109,453		
Top Administrative Position	5	\$135,679			\$128,906		
New York, NY-NJ							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	\$102,197			\$73,208		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$224,238			\$222,317		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Greater than \$5 million							
CEO/Executive Director	10	\$829,383		\$264,971	\$695,771	\$983,379	
Top Operations Position	7	\$299,909			\$280,896		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	14	\$80,666		\$49,923	\$81,960	\$113,237	
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$120,780	\$62,734	\$81,354	\$120,857	\$141,419	\$181,719
Top Business Position	6	\$193,258			\$159,903		
Top Finance Position	13	\$110,648		\$77,730	\$92,596	\$128,785	
Between \$1 million and \$5 million							
CEO/Executive Director	57	\$160,574	\$50,528	\$84,844	\$133,672	\$229,171	\$272,250
Top Business Position	18	\$291,654		\$235,463	\$300,305	\$377,922	
Top Finance Position	46	\$168,950	\$61,070	\$91,521	\$138,464	\$235,936	\$298,943
Greater than \$5 million							
CEO/Executive Director	54	\$361,074	\$127,781	\$196,394	\$290,605	\$383,229	\$499,134
Top Administrative Position	11	\$233,837		\$138,490	\$254,007	\$292,986	
Top Business Position	14	\$382,622		\$346,272	\$370,547	\$432,699	
Top Education Position	5	\$241,177			\$242,581		
Top Finance Position	55	\$264,625	\$100,216	\$159,922	\$254,027	\$359,107	\$431,828
Top Legal Position	15	\$268,839		\$210,545	\$236,741	\$286,027	
Top Operations Position	5	\$299,200			\$278,816		
Top PR/Communications Position	5	\$245,671			\$263,376		
Top Technology Position	6	\$210,557			\$208,535		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	39	\$81,828	\$31,814	\$51,206	\$73,350	\$94,999	\$136,742
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	\$161,359	\$83,322	\$100,000	\$142,050	\$185,160	\$232,492
Between \$1 million and \$5 million							
CEO/Executive Director	76	\$316,057	\$161,143	\$208,377	\$254,315	\$400,383	\$563,855
Top Administrative Position	7	\$148,275			\$118,523		
Top Business Position	5	\$185,698			\$179,390		
Top Finance Position	10	\$158,091		\$134,975	\$161,693	\$184,584	
Top Legal Position	5	\$230,745			\$215,000		
Top Marketing Position	8	\$175,532			\$139,389		
Top Operations Position	9	\$186,839			\$146,154		
Top PR/Communications Position	6	\$136,172			\$117,085		
Greater than \$5 million							
CEO/Executive Director	47	\$798,019	\$399,096	\$466,031	\$699,008	\$1,036,826	\$1,432,465
Top Administrative Position	9	\$251,435			\$197,282		
Top Business Position	9	\$247,412			\$264,287		
Top Development Position	5	\$297,776			\$266,271		
Top Finance Position	28	\$318,564	\$128,369	\$165,260	\$240,054	\$413,922	\$628,287
Top Legal Position	17	\$401,011		\$266,706	\$294,802	\$507,490	
Top Marketing Position	6	\$383,411			\$351,217		
Top Operations Position	18	\$323,450		\$199,036	\$299,787	\$405,344	
Top PR/Communications Position	14	\$258,347		\$179,945	\$232,091	\$299,661	
Top Technology Position	16	\$259,882		\$180,522	\$226,139	\$311,901	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$207,596			\$206,227		
Top Administrative Position	9	\$207,596			\$206,227		
Greater than \$5 million							
CEO/Executive Director	51	\$324,098	\$191,525	\$246,955	\$306,494	\$375,645	\$464,029
Top Administrative Position	52	\$319,843	\$190,168	\$245,838	\$304,820	\$370,638	\$463,102
Top Facilities Position	23	\$245,548	\$144,124	\$167,266	\$255,633	\$307,163	\$360,802
Top Finance Position	46	\$192,262	\$125,197	\$148,705	\$172,894	\$233,014	\$275,554
Top Operations Position	8	\$322,699			\$357,707		
501(c)(09)—Voluntary Employees Beneficiary Associations							
Greater than \$5 million							
CEO/Executive Director	7	\$284,118			\$261,355		
Top Administrative Position	11	\$203,410		\$163,787	\$182,250	\$240,692	
Top Finance Position	7	\$230,464			\$207,241		
Top Technology Position	5	\$233,802			\$258,144		
501(c)(13)—Cemetery Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$169,311			\$159,614		
Top Administrative Position	5	\$140,993			\$143,756		
Top Finance Position	5	\$129,754			\$130,832		
Greater than \$5 million							
CEO/Executive Director	10	\$337,896		\$317,432	\$363,410	\$412,638	
Top Finance Position	8	\$254,947			\$241,331		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	7	\$75,572			\$86,783		
Top Finance Position	5	\$67,614			\$59,545		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$202,975		\$124,666	\$203,994	\$241,131	
Top Finance Position	6	\$157,512			\$152,713		
Greater than \$5 million							
CEO/Executive Director	6	\$253,882			\$245,242		
Top Business Position	6	\$323,851			\$325,434		
Top Finance Position	8	\$259,683			\$255,252		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	17	\$69,578		\$36,000	\$67,500	\$95,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$160,302			\$161,189		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$271,921		\$178,086	\$244,579	\$384,211	
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	10	\$287,245		\$204,379	\$264,639	\$296,141	
Top Administrative Position	10	\$287,245		\$204,379	\$264,639	\$296,141	
Top Facilities Position	14	\$194,670		\$152,051	\$196,693	\$220,368	
Top Finance Position	11	\$147,836		\$130,634	\$137,301	\$168,261	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
501(c)(13)—Cemetery Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$258,845			\$163,914		
Norfolk-Virginia Beach-Newport News, VA-NC							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	\$76,155			\$62,656		
Top Finance Position	6	\$56,695			\$43,635		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$78,249		\$53,883	\$71,247	\$97,577	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$101,119			\$102,188		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$171,635			\$126,582		
Oakland, CA							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$92,694			\$69,171		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$245,506			\$190,696		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	8	\$57,639			\$64,515		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$170,776		\$141,675	\$185,930	\$203,989	
Top Business Position	8	\$236,463			\$190,025		
Top Finance Position	12	\$174,293		\$146,210	\$187,052	\$208,209	
Greater than \$5 million							
CEO/Executive Director	18	\$247,482		\$195,927	\$239,004	\$282,651	
Top Business Position	5	\$301,739			\$274,317		
Top Finance Position	11	\$225,526		\$158,697	\$265,454	\$282,595	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	22	\$69,525	\$25,448	\$58,375	\$69,313	\$78,000	\$105,706
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$159,172		\$125,125	\$138,913	\$173,244	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$254,235		\$151,272	\$200,075	\$313,801	
Greater than \$5 million							
CEO/Executive Director	7	\$385,865			\$306,143		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	\$900,787			\$381,193		
Top Finance Position	5	\$317,267			\$205,364		
Oklahoma City, OK							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$89,061			\$76,065		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$127,703			\$115,502		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	28	\$83,239	\$44,175	\$57,094	\$84,537	\$101,574	\$129,190
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$117,723		\$90,580	\$115,900	\$153,234	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$201,855	\$105,481	\$134,155	\$164,201	\$230,688	\$365,178

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Olympia, WA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	\$162,891		\$125,604	\$147,390	\$183,531	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$129,420			\$94,760		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$188,168		\$112,914	\$184,991	\$256,552	

Omaha, NE-IA

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less							
CEO/Executive Director	5	\$67,647			\$68,755		
Between \$1 million and \$5 million							
Top Finance Position	5	\$113,436			\$112,811		

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	18	\$65,019		\$47,744	\$57,660	\$84,583	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$113,968			\$123,083		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$122,270			\$114,650		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	16	\$76,603		\$43,781	\$63,092	\$104,018	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$176,590		\$114,813	\$140,000	\$206,220	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$219,211		\$158,435	\$215,700	\$243,805	
Greater than \$5 million							
CEO/Executive Director	8	\$306,737			\$321,727		

Orlando, FL

501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$90,574			\$83,728		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	19	\$72,870		\$53,806	\$69,400	\$81,880	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$123,311			\$121,826		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orlando, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$173,551		\$126,519	\$143,027	\$199,500	
Greater than \$5 million							
CEO/Executive Director	5	\$476,611			\$439,954		
Pensacola, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$50,092			\$50,599		
Peoria-Pekin, IL							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$114,925			\$117,413		
Top Business Position	8	\$178,071			\$174,752		
Top Finance Position	9	\$159,053			\$172,109		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$94,219			\$105,325		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	22	\$68,761	\$27,365	\$43,241	\$64,395	\$80,099	\$112,513
Top Finance Position	6	\$83,558			\$73,964		
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$127,408	\$74,559	\$92,158	\$128,902	\$151,695	\$164,078
Top Finance Position	9	\$121,990			\$99,059		
Between \$1 million and \$5 million							
CEO/Executive Director	37	\$181,059	\$120,625	\$139,540	\$177,923	\$230,745	\$252,260
Top Business Position	18	\$246,565		\$218,392	\$249,858	\$272,182	
Top Finance Position	33	\$194,724	\$105,658	\$137,000	\$213,958	\$236,830	\$262,822
Greater than \$5 million							
CEO/Executive Director	10	\$256,673		\$204,906	\$268,449	\$316,186	
Top Business Position	5	\$310,617			\$301,222		
Top Finance Position	9	\$220,938			\$249,135		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	46	\$88,444	\$27,560	\$51,093	\$83,389	\$114,369	\$151,138
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$144,933		\$113,508	\$145,424	\$159,620	
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$220,470	\$88,955	\$139,407	\$187,785	\$244,134	\$375,346
Top Finance Position	6	\$139,705			\$141,547		
Top Operations Position	5	\$168,118			\$150,816		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	15	\$614,952		\$281,649	\$470,491	\$631,952	
Top Finance Position	13	\$246,488		\$154,969	\$217,503	\$252,139	
Top Operations Position	6	\$263,713			\$203,520		
Top Technology Position	7	\$221,771			\$180,822		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$154,357		\$119,182	\$144,808	\$179,759	
Top Administrative Position	15	\$153,209		\$119,182	\$144,808	\$171,147	
Top Facilities Position	12	\$154,576		\$139,982	\$146,489	\$182,052	
Greater than \$5 million							
CEO/Executive Director	10	\$280,474		\$184,739	\$204,280	\$307,644	
Top Administrative Position	11	\$285,636		\$185,493	\$204,764	\$338,519	
Top Facilities Position	8	\$257,926			\$242,733		
Top Finance Position	5	\$197,004			\$216,954		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$154,724			\$145,888		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	\$54,690			\$42,083		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$158,076			\$164,105		
Greater than \$5 million							
CEO/Executive Director	6	\$312,406			\$171,372		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	7	\$45,004			\$34,894		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$101,234			\$82,486		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$109,043			\$101,102		
Top Business Position	7	\$149,529			\$130,896		
Top Finance Position	11	\$128,293		\$82,526	\$121,519	\$187,754	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	50	\$75,505	\$30,000	\$47,978	\$75,347	\$100,191	\$115,053
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	\$139,956	\$75,484	\$97,520	\$138,564	\$179,809	\$216,400
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$210,558	\$107,521	\$121,155	\$200,166	\$254,063	\$330,216
Top Operations Position	5	\$172,818			\$189,143		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	11	\$395,912		\$266,215	\$393,304	\$506,801	
Top Business Position	5	\$171,816			\$163,456		
Top Finance Position	6	\$192,408			\$193,810		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	5	\$436,342			\$366,607		
Top Finance Position	6	\$167,666			\$153,899		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	8	\$579,099			\$495,073		
Top Finance Position	8	\$264,599			\$243,323		
Top Operations Position	5	\$310,769			\$194,075		
Pittsburgh, PA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	16	\$53,100		\$34,727	\$51,108	\$59,116	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$102,870			\$94,634		
Top Finance Position	10	\$100,508		\$65,746	\$95,698	\$128,277	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$137,759		\$106,718	\$142,142	\$171,952	
Top Business Position	9	\$187,652			\$178,515		
Top Finance Position	9	\$160,711			\$179,004		
Greater than \$5 million							
CEO/Executive Director	5	\$235,522			\$191,451		
Top Finance Position	6	\$192,522			\$179,998		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	31	\$74,749	\$27,033	\$40,292	\$55,500	\$108,774	\$126,734
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$112,294		\$85,163	\$116,682	\$136,496	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$194,790		\$124,583	\$206,492	\$263,713	
Greater than \$5 million							
CEO/Executive Director	5	\$470,705			\$471,866		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	6	\$300,506			\$246,456		
Top Administrative Position	7	\$313,203			\$252,930		
Top Facilities Position	8	\$196,650			\$186,298		
Top Finance Position	9	\$143,136			\$133,893		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
501(c)(08)—Fraternal Beneficiary Societies and Associations							
Greater than \$5 million							
CEO/Executive Director	6	\$211,525			\$187,184		
Top Finance Position	6	\$175,622			\$155,318		
Portland, ME							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	13	\$68,709		\$55,451	\$69,162	\$78,264	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$201,555			\$198,991		
Portland, OR-WA							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$146,950			\$121,115		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	9	\$84,406			\$83,148		
Top Finance Position	5	\$103,920			\$123,228		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$74,727			\$69,927		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$147,720		\$129,839	\$147,724	\$162,758	
Top Business Position	9	\$184,431			\$168,351		
Top Finance Position	14	\$158,189		\$123,598	\$166,972	\$179,941	
Greater than \$5 million							
CEO/Executive Director	7	\$190,913			\$172,078		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	39	\$82,164	\$52,700	\$60,725	\$73,387	\$93,544	\$117,636
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$130,804	\$84,106	\$96,910	\$115,038	\$140,056	\$193,683
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$225,399	\$118,586	\$158,825	\$190,855	\$292,747	\$343,908
Top Finance Position	5	\$169,462			\$150,508		
Top Legal Position	5	\$177,961			\$190,723		
Greater than \$5 million							
CEO/Executive Director	5	\$487,872			\$398,540		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$140,023			\$122,699		
Top Administrative Position	5	\$140,023			\$122,699		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	\$972,403			\$864,826		
Top Finance Position	5	\$443,513			\$299,105		
Portsmouth-Dover-Rochester, NH-ME							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	\$71,435			\$71,990		
Providence-Fall River-Warwick, RI-MA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	9	\$73,646			\$67,272		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$144,870		\$130,005	\$137,806	\$173,940	
Top Business Position	5	\$206,384			\$162,745		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	24	\$83,953	\$46,604	\$58,751	\$70,721	\$102,620	\$117,881
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$128,885			\$131,002		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$220,371		\$158,734	\$212,115	\$268,459	
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$163,846			\$141,443		
Top Administrative Position	6	\$163,846			\$141,443		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	9	\$441,014			\$374,100		
Top Finance Position	7	\$296,796			\$237,989		
Top Operations Position	6	\$261,042			\$224,206		
Raleigh-Durham-Chapel Hill, NC							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	\$62,493			\$60,116		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$126,604			\$130,434		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	30	\$84,550	\$50,503	\$63,144	\$78,550	\$108,582	\$130,140
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$147,498		\$104,156	\$134,547	\$185,078	
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$244,996	\$122,464	\$148,172	\$222,695	\$273,326	\$419,718
Greater than \$5 million							
CEO/Executive Director	13	\$444,394		\$254,351	\$436,068	\$644,706	
Top Administrative Position	5	\$186,206			\$165,171		
Top Finance Position	6	\$194,151			\$156,921		
Top PR/Communications Position	5	\$172,157			\$154,176		

Reno, NV

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$126,696			\$117,650		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$278,089			\$269,472		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richland-Kennewick-Pasco, WA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
Top Finance Position	5	\$133,830			\$143,520		
Richmond-Petersburg, VA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	\$90,221			\$92,862		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$145,161			\$158,581		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	29	\$76,838	\$21,908	\$48,000	\$76,999	\$101,404	\$132,162
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$165,859		\$122,707	\$151,826	\$208,344	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$250,302	\$115,057	\$176,639	\$213,065	\$319,062	\$398,839
Top Finance Position	5	\$103,808			\$99,984		
Greater than \$5 million							
CEO/Executive Director	6	\$383,594			\$359,619		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	5	\$264,848			\$207,764		
Riverside-San Bernardino-Ontario, CA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$66,546			\$68,918		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$140,584			\$117,409		
Top Business Position	8	\$172,964			\$171,654		
Top Finance Position	7	\$167,218			\$181,806		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	14	\$69,603		\$43,557	\$50,764	\$82,460	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$182,627			\$168,072		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$166,264			\$175,581		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	10	\$274,233		\$169,204	\$266,281	\$323,204	
Top Administrative Position	10	\$274,233		\$169,204	\$266,281	\$323,204	
Top Facilities Position	5	\$247,115			\$249,000		
Top Finance Position	7	\$136,489			\$125,455		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$158,837			\$136,312		
Top Administrative Position	6	\$135,216			\$123,826		
Roanoke, VA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$205,186			\$151,264		
Rochester, NY							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	8	\$42,252			\$40,960		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$91,787			\$86,979		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rochester, NY							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
Top Finance Position	5	\$158,398			\$167,331		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$49,840		\$28,313	\$49,277	\$65,833	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$127,891			\$133,913		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$162,263		\$93,603	\$132,233	\$177,132	

Rockford, IL

501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
Top Finance Position	5	\$186,101			\$191,115		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$77,851			\$70,000		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	11	\$101,007		\$47,954	\$103,800	\$142,619	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$133,170			\$108,150		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$157,692			\$145,140		
Greater than \$5 million							
CEO/Executive Director	7	\$364,962			\$262,723		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	\$55,926			\$40,153		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$110,821			\$93,753		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$223,122		\$128,180	\$208,550	\$286,003	
Greater than \$5 million							
CEO/Executive Director	6	\$214,143			\$202,235		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	35	\$79,973	\$45,700	\$60,000	\$75,600	\$92,270	\$125,963
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	\$150,883	\$83,885	\$112,000	\$146,127	\$170,714	\$203,116

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	77	\$231,697	\$128,328	\$149,382	\$205,000	\$288,088	\$382,681
Top Finance Position	7	\$144,828			\$135,724		
Top PR/Communications Position	5	\$156,469			\$162,238		
Greater than \$5 million							
CEO/Executive Director	17	\$439,098		\$277,091	\$329,457	\$526,178	
Top Finance Position	6	\$222,919			\$186,604		
Top Legal Position	5	\$324,014			\$324,611		
Top PR/Communications Position	6	\$206,413			\$202,013		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	7	\$581,112			\$346,593		
Top Finance Position	6	\$276,086			\$240,023		
Top Technology Position	5	\$260,904			\$235,226		

Saginaw-Bay City-Midland, MI

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	7	\$65,623			\$56,256		
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Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Saginaw-Bay City-Midland, MI							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$148,557			\$128,083		
Greater than \$5 million							
CEO/Executive Director	8	\$447,375			\$477,920		
Top Finance Position	6	\$260,331			\$206,045		

Salem, OR

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	10	\$82,779		\$51,440	\$58,412	\$73,096	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$152,383			\$152,000		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$189,721			\$158,271		

Salinas, CA

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	6	\$162,095			\$132,554		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$100,247			\$99,999		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salt Lake City-Ogden, UT							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$88,214			\$74,499		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$97,808			\$109,097		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	27	\$78,880	\$40,909	\$49,551	\$67,500	\$97,511	\$128,512
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$168,305			\$154,800		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$243,973	\$124,016	\$151,967	\$223,391	\$295,753	\$391,439
San Antonio, TX							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
Top Finance Position	6	\$48,944			\$26,789		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	16	\$81,685		\$60,935	\$81,409	\$92,472	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$139,383			\$126,544		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$184,552			\$161,556		
San Diego, CA							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	\$80,432			\$81,955		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	7	\$76,559			\$70,724		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$120,728			\$107,388		
Top Finance Position	6	\$163,626			\$172,065		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	33	\$87,298	\$45,306	\$68,640	\$88,094	\$100,500	\$123,621
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$135,329		\$97,788	\$118,413	\$148,701	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$253,687		\$196,473	\$236,432	\$320,461	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	6	\$729,892			\$755,403		
San Francisco-Oakland, CA							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Greater than \$5 million							
CEO/Executive Director	7	\$978,353			\$289,957		
Top Operations Position	6	\$908,034			\$213,068		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$98,658			\$112,370		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$159,724		\$116,486	\$160,161	\$206,846	
Top Business Position	6	\$204,937			\$202,765		
Top Finance Position	11	\$170,674		\$119,179	\$166,800	\$236,799	
Greater than \$5 million							
CEO/Executive Director	6	\$325,659			\$226,565		
Top Finance Position	8	\$336,627			\$239,003		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	21	\$89,208	\$49,134	\$64,324	\$83,711	\$116,996	\$131,667

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$173,953			\$150,000		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$233,287		\$180,606	\$235,000	\$249,730	
Greater than \$5 million							
CEO/Executive Director	9	\$707,168			\$392,788		
Top Finance Position	6	\$272,505			\$260,254		
Top Technology Position	7	\$257,879			\$216,613		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$177,852		\$143,895	\$173,626	\$211,810	
Top Administrative Position	10	\$177,852		\$143,895	\$173,626	\$211,810	
Greater than \$5 million							
CEO/Executive Director	15	\$287,607		\$196,337	\$267,106	\$326,850	
Top Administrative Position	15	\$287,607		\$196,337	\$267,106	\$326,850	
Top Facilities Position	9	\$225,514			\$209,768		
Top Finance Position	14	\$171,038		\$147,437	\$163,431	\$192,619	

San Jose, CA

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

Between \$500 thousand and \$1 million

CEO/Executive Director	6	\$106,454			\$80,446		
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Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$128,658			\$88,601		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	13	\$83,268		\$69,255	\$73,700	\$94,108	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$76,810			\$86,660		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$232,021		\$140,016	\$220,479	\$239,418	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	6	\$623,191			\$574,288		
Top Finance Position	6	\$364,955			\$304,276		
Top Technology Position	6	\$222,255			\$225,516		

San Juan, PR

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

Between \$1 million and \$5 million							
CEO/Executive Director	6	\$80,847			\$82,315		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Luis Obispo-Atascadero-Paso Robles, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$60,758			\$57,542		
Santa Barbara-Santa Maria-Lompoc, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	\$68,405			\$71,583		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$168,476			\$159,532		
Santa Cruz, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$77,757			\$80,800		
Santa Rosa, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$69,909		\$43,288	\$70,480	\$87,176	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sarasota-Bradenton, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	13	\$71,943		\$52,694	\$79,800	\$87,449	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$206,279			\$195,656		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$116,834			\$115,400		
Top Administrative Position	7	\$116,834			\$115,400		
Savannah, GA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$91,724			\$73,780		
Scranton—Wilkes-Barre—Hazleton, PA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$65,058			\$54,591		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$111,465			\$107,229		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$151,966			\$158,500		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	20	\$91,383	\$19,569	\$29,298	\$115,263	\$144,845	\$150,522
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$123,578			\$111,390		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$150,173		\$112,147	\$160,175	\$194,212	
Top Business Position	10	\$198,923		\$174,336	\$197,416	\$234,759	
Top Finance Position	18	\$162,920		\$123,654	\$164,448	\$209,847	
Greater than \$5 million							
CEO/Executive Director	16	\$198,218		\$170,869	\$189,793	\$224,006	
Top Business Position	7	\$223,457			\$233,564		
Top Finance Position	17	\$215,498		\$177,658	\$204,995	\$235,302	
Top PR/Communications Position	6	\$192,435			\$178,538		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	41	\$79,333	\$37,454	\$57,386	\$76,800	\$93,375	\$111,857
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$141,993		\$95,223	\$147,834	\$168,956	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$215,734	\$138,479	\$163,874	\$193,384	\$254,696	\$321,080
Top Finance Position	5	\$150,779			\$126,787		
Greater than \$5 million							
CEO/Executive Director	6	\$380,552			\$300,832		
Top Finance Position	7	\$167,547			\$138,135		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$157,224			\$134,088		
Greater than \$5 million							
CEO/Executive Director	8	\$276,189			\$209,281		
Top Administrative Position	8	\$276,189			\$209,281		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	6	\$533,911			\$538,343		
Top Finance Position	5	\$226,447			\$273,341		

Sioux Falls, SD

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	7	\$64,211			\$60,085		
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Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sioux Falls, SD							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$176,365			\$195,581		
Spokane, WA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$67,894			\$48,893		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$139,944			\$130,198		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$188,285			\$170,925		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$127,505			\$116,633		
Springfield, IL							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$179,396		\$117,043	\$155,663	\$242,981	
Top Business Position	5	\$209,634			\$216,871		
Top Finance Position	6	\$227,491			\$219,144		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, IL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	\$96,831			\$96,434		
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$184,172	\$109,234	\$124,187	\$140,109	\$198,300	\$346,797
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$240,739		\$187,284	\$217,963	\$313,983	
Springfield, MA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	\$50,852		\$34,425	\$51,900	\$63,412	
Springfield, MO							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$72,157			\$73,666		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$137,862			\$142,284		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	\$53,897			\$50,000		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	10	\$55,739		\$24,337	\$49,462	\$84,622	
Top Business Position	15	\$107,854		\$82,474	\$92,795	\$147,047	
Top Finance Position	11	\$87,405		\$59,357	\$82,223	\$120,601	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$129,783			\$119,466		
Top Business Position	8	\$146,285			\$139,728		
Top Finance Position	10	\$157,190		\$124,258	\$149,342	\$197,310	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$133,997		\$93,701	\$136,503	\$151,605	
Top Business Position	13	\$165,165		\$133,080	\$170,465	\$194,582	
Top Finance Position	20	\$126,468	\$81,525	\$94,084	\$130,106	\$147,722	\$177,439
Greater than \$5 million							
CEO/Executive Director	6	\$237,311			\$217,418		
Top Business Position	7	\$176,047			\$197,275		
Top Finance Position	10	\$172,010		\$115,548	\$148,386	\$204,198	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	28	\$70,505	\$24,027	\$33,172	\$57,170	\$97,067	\$141,859

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$110,059		\$83,302	\$95,715	\$127,507	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$206,519	\$108,620	\$141,575	\$218,327	\$248,381	\$278,122
Top Finance Position	5	\$135,103			\$126,229		
Greater than \$5 million							
CEO/Executive Director	5	\$404,777			\$447,575		
Top Finance Position	5	\$229,747			\$243,658		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$176,185			\$170,858		
Top Administrative Position	6	\$179,267			\$170,858		
Greater than \$5 million							
CEO/Executive Director	10	\$242,195		\$195,400	\$235,600	\$296,012	
Top Administrative Position	8	\$241,204			\$235,600		
Top Facilities Position	5	\$186,589			\$188,537		
Top Finance Position	6	\$136,138			\$135,957		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	10	\$621,836		\$397,467	\$528,213	\$659,577	
Top Finance Position	8	\$351,035			\$271,226		
Top Marketing Position	5	\$150,417			\$148,361		
Top Operations Position	8	\$176,824			\$165,353		
Top Technology Position	6	\$180,621			\$188,539		

Stamford, CT

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	7	\$76,084			\$79,413		
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501(c)(07)—Social and Recreational Clubs

Greater than \$5 million

CEO/Executive Director	19	\$292,128		\$241,992	\$292,938	\$328,747	
Top Administrative Position	19	\$292,128		\$241,992	\$292,938	\$328,747	
Top Facilities Position	14	\$235,668		\$200,942	\$242,962	\$271,897	
Top Finance Position	18	\$164,637		\$146,108	\$151,824	\$184,435	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Stockton-Lodi, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$79,009			\$64,152		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$123,009			\$101,077		
Syracuse, NY							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
Top Business Position	5	\$170,753			\$163,691		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	\$68,081			\$80,953		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$79,661			\$86,200		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$153,489			\$158,400		
Tacoma, WA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	\$105,398			\$112,664		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tacoma, WA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$153,006			\$156,996		
Top Finance Position	8	\$151,680			\$152,158		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$84,026		\$50,654	\$75,616	\$93,016	
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	6	\$279,548			\$228,744		
Top Administrative Position	6	\$218,445			\$205,103		
Top Finance Position	6	\$150,054			\$146,163		
Tallahassee, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	15	\$100,049		\$72,811	\$81,032	\$109,700	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$156,394	\$97,940	\$103,762	\$152,621	\$195,403	\$224,156

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tallahassee, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$262,637	\$131,900	\$167,520	\$228,140	\$327,970	\$453,195
Top Finance Position	6	\$140,703			\$154,872		
Top Operations Position	5	\$187,027			\$207,291		
Greater than \$5 million							
CEO/Executive Director	9	\$440,246			\$477,883		
Top Finance Position	11	\$182,400		\$125,892	\$172,351	\$242,446	
Top Legal Position	5	\$170,636			\$136,691		
Top Operations Position	5	\$156,679			\$149,772		
Top PR/Communications Position	5	\$159,072			\$147,161		
Top Technology Position	5	\$165,263			\$142,475		

Tampa-St. Petersburg-Clearwater, FL

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

Between \$1 million and \$5 million

CEO/Executive Director	6	\$111,496			\$95,507		
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501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	34	\$74,752	\$35,023	\$49,237	\$65,548	\$85,148	\$136,159
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Between \$500 thousand and \$1 million

CEO/Executive Director	7	\$119,352			\$115,420		
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Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$288,050	\$134,182	\$164,084	\$199,490	\$290,993	\$425,145
Top Finance Position	6	\$98,495			\$100,651		
Greater than \$5 million							
CEO/Executive Director	8	\$747,667			\$662,881		
Top Finance Position	6	\$361,116			\$320,663		
Top Operations Position	6	\$355,825			\$265,987		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$104,558			\$111,937		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$124,917			\$119,860		

Toledo, OH

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less							
CEO/Executive Director	6	\$51,513			\$50,878		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Toledo, OH							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$55,801			\$34,750		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$171,019			\$196,251		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$142,089			\$136,320		
Topeka, KS							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	19	\$92,784		\$53,047	\$81,000	\$130,738	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$232,680		\$176,115	\$187,302	\$220,051	
Trenton, NJ							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$226,370			\$182,387		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Trenton, NJ							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	\$113,689			\$96,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$173,922			\$172,935		
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$286,325	\$183,115	\$204,916	\$257,042	\$344,903	\$446,334

Tucson, AZ

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	11	\$62,610		\$50,740	\$66,402	\$74,092	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$199,180			\$165,760		

Tulsa, OK

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

Between \$500 thousand and \$1 million							
Top Business Position	5	\$114,808			\$101,317		

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	14	\$59,585		\$38,094	\$49,167	\$78,918	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tulsa, OK							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$150,814			\$145,448		
Tyler, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$74,597			\$76,200		
Vallejo-Fairfield-Napa, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$80,684			\$75,057		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$112,736			\$117,190		
Ventura, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	\$120,980			\$130,742		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ventura, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$133,985			\$91,202		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$136,754			\$119,720		
Visalia-Tulare-Porterville, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$47,520			\$45,000		
Waco, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$51,897			\$52,815		
Washington, DC-MD-VA							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	24	\$96,249	\$26,683	\$37,673	\$78,000	\$147,635	\$191,261

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$159,696	\$56,539	\$93,814	\$134,323	\$202,416	\$293,810
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$242,435	\$123,207	\$146,236	\$204,445	\$340,915	\$400,450
Top Finance Position	6	\$129,964			\$118,906		
Top Operations Position	6	\$122,072			\$136,041		
Top PR/Communications Position	5	\$136,353			\$133,554		
Greater than \$5 million							
CEO/Executive Director	46	\$458,490	\$141,940	\$203,132	\$339,364	\$537,845	\$736,961
Top Administrative Position	8	\$251,453			\$178,990		
Top Business Position	5	\$302,806			\$201,162		
Top Development Position	8	\$311,152			\$193,447		
Top Finance Position	25	\$233,213	\$120,972	\$139,655	\$183,485	\$290,012	\$333,702
Top Human Resources Position	8	\$219,554			\$233,322		
Top Legal Position	12	\$331,636		\$190,699	\$300,491	\$440,002	
Top Marketing Position	5	\$178,788			\$149,127		
Top Operations Position	11	\$276,797		\$147,199	\$216,666	\$302,459	
Top PR/Communications Position	22	\$175,701	\$122,097	\$128,416	\$152,337	\$215,425	\$259,220
Top Program Position	8	\$228,310			\$223,083		
Top Technology Position	8	\$253,885			\$239,842		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	13	\$78,347		\$61,483	\$75,529	\$87,323	

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$139,045		\$84,028	\$105,523	\$183,841	
Top Finance Position	5	\$65,057			\$74,646		
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$187,464	\$89,392	\$133,556	\$167,469	\$192,859	\$373,243
Top Business Position	8	\$176,048			\$185,268		
Top Finance Position	15	\$151,798		\$121,556	\$159,156	\$177,873	
Top Legal Position	8	\$175,381			\$173,076		
Top Operations Position	5	\$195,171			\$192,582		
Greater than \$5 million							
CEO/Executive Director	50	\$451,687	\$184,559	\$235,252	\$365,117	\$476,189	\$608,055
Top Administrative Position	10	\$336,503		\$249,353	\$263,107	\$427,806	
Top Business Position	6	\$204,392			\$218,670		
Top Finance Position	45	\$323,965	\$168,414	\$212,784	\$306,432	\$410,354	\$517,917
Top Legal Position	24	\$335,089	\$184,449	\$220,362	\$283,196	\$381,180	\$528,831
Top PR/Communications Position	10	\$227,702		\$172,350	\$209,584	\$260,256	
Top Technology Position	10	\$226,568		\$156,143	\$188,269	\$221,058	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	95	\$115,796	\$50,498	\$71,557	\$100,000	\$140,104	\$202,554
Top Operations Position	5	\$64,614			\$67,135		
Between \$500 thousand and \$1 million							
CEO/Executive Director	90	\$203,637	\$109,346	\$138,834	\$191,637	\$231,535	\$344,061

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	349	\$317,427	\$149,916	\$210,447	\$276,198	\$391,598	\$536,269
Top Administrative Position	27	\$161,491	\$81,758	\$136,746	\$155,997	\$187,770	\$262,543
Top Business Position	22	\$152,864	\$114,258	\$134,611	\$153,939	\$173,037	\$182,568
Top Education Position	20	\$160,402	\$125,998	\$128,216	\$140,818	\$175,005	\$217,415
Top Finance Position	68	\$175,316	\$101,161	\$126,443	\$147,075	\$193,409	\$268,961
Top Legal Position	22	\$238,554	\$123,885	\$146,664	\$195,939	\$296,550	\$371,532
Top Marketing Position	22	\$145,678	\$120,412	\$124,707	\$147,737	\$163,048	\$182,368
Top Operations Position	71	\$190,670	\$117,879	\$148,051	\$178,563	\$219,115	\$282,653
Top PR/Communications Position	37	\$168,166	\$115,124	\$132,918	\$149,722	\$170,500	\$209,378
Top Program Position	17	\$153,705		\$124,771	\$143,365	\$166,845	
Top Technology Position	32	\$169,671	\$114,728	\$131,326	\$159,105	\$189,394	\$234,415

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	295	\$1,021,784	\$301,797	\$440,766	\$648,341	\$1,106,389	\$2,303,175
Top Administrative Position	64	\$250,894	\$149,904	\$171,147	\$208,443	\$268,345	\$470,937
Top Business Position	61	\$290,621	\$183,063	\$203,794	\$236,764	\$320,143	\$428,036
Top Development Position	21	\$405,131	\$156,226	\$189,391	\$214,632	\$285,730	\$342,712
Top Education Position	39	\$225,630	\$139,984	\$168,500	\$201,603	\$265,045	\$347,002
Top Finance Position	204	\$306,838	\$148,310	\$188,337	\$242,720	\$350,892	\$542,248
Top Human Resources Position	36	\$239,781	\$144,015	\$167,480	\$217,974	\$274,856	\$348,610
Top Legal Position	124	\$417,728	\$197,842	\$235,540	\$359,019	\$518,343	\$726,472
Top Marketing Position	50	\$270,184	\$146,046	\$162,333	\$225,624	\$313,197	\$434,193
Top Operations Position	126	\$410,461	\$189,891	\$248,243	\$319,263	\$485,934	\$709,893
Top PR/Communications Position	137	\$321,611	\$149,281	\$193,403	\$256,828	\$402,770	\$492,705
Top Program Position	31	\$282,202	\$135,417	\$185,821	\$200,914	\$302,419	\$424,821
Top Technology Position	89	\$254,818	\$142,606	\$164,933	\$199,331	\$270,530	\$420,644
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$135,950			\$116,065		
Top Administrative Position	5	\$149,093			\$130,656		
Greater than \$5 million							
CEO/Executive Director	23	\$323,099	\$192,593	\$247,277	\$315,543	\$382,277	\$439,500
Top Administrative Position	22	\$331,195	\$228,095	\$252,010	\$318,876	\$389,356	\$440,436
Top Facilities Position	13	\$206,426		\$159,270	\$193,702	\$248,443	
Top Finance Position	18	\$156,179		\$135,110	\$151,508	\$163,598	
Top Operations Position	6	\$320,665			\$318,876		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
501(c)(08)—Fraternal Beneficiary Societies and Associations							
\$500 thousand or less							
Top Administrative Position	7	\$31,617			\$26,000		
501(c)(09)—Voluntary Employees Beneficiary Associations							
Greater than \$5 million							
CEO/Executive Director	6	\$529,076			\$334,004		
Top Finance Position	5	\$239,792			\$180,884		
501(c)(19)—Post or Organization of Past or Present Members of the Armed Forces							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$133,384			\$135,850		

West Palm Beach-Boca Raton, FL

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	7	\$86,887			\$79,046		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$162,374			\$128,865		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$212,142			\$202,954		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$176,523			\$189,163		
Top Administrative Position	6	\$176,523			\$189,163		
Top Finance Position	5	\$125,543			\$120,950		
Greater than \$5 million							
CEO/Executive Director	32	\$396,516	\$185,005	\$282,150	\$370,490	\$505,462	\$543,857
Top Administrative Position	33	\$388,351	\$182,249	\$268,199	\$362,263	\$504,901	\$543,684
Top Facilities Position	24	\$218,146	\$140,402	\$176,120	\$217,387	\$248,835	\$294,051
Top Finance Position	26	\$183,646	\$120,295	\$132,930	\$181,777	\$228,035	\$269,560
Top Operations Position	9	\$430,024			\$417,165		
Wheeling, WV-OH							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$49,685			\$40,237		
Wichita, KS							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$58,442			\$58,216		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$136,132			\$131,596		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wichita, KS							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$201,863			\$177,725		
Wilmington, DE-NJ-MD							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	\$103,153			\$75,886		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$111,433			\$133,875		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$131,637			\$129,831		
Worcester, MA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$96,001			\$99,538		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$278,018			\$250,860		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youngstown-Warren, OH							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$42,701			\$42,041		

All Organizations Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
\$250 thousand or less							
CEO/Executive Director	9,521	1.7%	-9.8%	-0.9%	0.6%	6.0%	13.5%
Top Administrative Position	240	1.3%	-8.2%	0.0%	0.7%	4.9%	8.8%
Top Business Position	27	4.6%	-1.5%	1.5%	3.9%	7.9%	11.6%
Top Development Position	10	-1.7%		-5.2%	0.0%	1.4%	
Top Education Position	24	3.9%	-0.9%	1.2%	3.3%	6.8%	12.6%
Top Facilities Position	8	-1.4%			1.7%		
Top Finance Position	394	1.9%	-7.4%	-1.0%	0.2%	6.0%	12.6%
Top Operations Position	73	2.3%	-7.7%	0.0%	0.3%	6.3%	13.9%
Top Program Position	165	1.2%	-10.3%	-1.0%	0.8%	5.5%	13.9%

Between \$250 thousand and \$500 thousand

CEO/Executive Director	9,069	2.6%	-6.3%	-0.1%	1.9%	6.5%	13.0%
Top Administrative Position	273	1.6%	-5.4%	0.0%	1.5%	5.1%	10.1%
Top Business Position	99	1.8%	-3.6%	0.0%	2.1%	4.4%	8.4%
Top Development Position	17	5.0%		0.0%	4.1%	8.6%	
Top Education Position	56	1.4%	-5.4%	0.4%	2.5%	3.8%	7.0%
Top Facilities Position	9	3.3%			1.0%		
Top Finance Position	433	1.9%	-6.9%	-0.3%	1.7%	5.7%	13.0%
Top Legal Position	8	4.8%			4.3%		
Top Marketing Position	5	1.8%			1.0%		
Top Operations Position	108	2.7%	-6.5%	0.0%	2.3%	5.9%	15.7%
Top Program Position	78	1.8%	-9.9%	-0.5%	2.0%	7.0%	11.9%

Between \$500 thousand and \$1 million

CEO/Executive Director	10,734	3.1%	-5.1%	0.0%	2.5%	6.9%	13.3%
Top Administrative Position	318	3.2%	-4.5%	0.0%	2.2%	6.6%	12.5%

All Organizations Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$500 thousand and \$1 million							
Top Business Position	207	2.9%	-1.8%	0.6%	2.5%	5.1%	9.3%
Top Development Position	21	-0.4%	-6.1%	-3.1%	0.0%	1.9%	5.1%
Top Education Position	59	3.7%	-0.4%	0.9%	2.7%	4.7%	10.2%
Top Facilities Position	11	-2.9%		-5.7%	0.0%	3.0%	
Top Finance Position	684	2.8%	-6.7%	-0.2%	2.4%	6.8%	13.1%
Top Legal Position	15	2.1%		-0.6%	0.7%	5.9%	
Top Marketing Position	7	1.6%			3.6%		
Top Operations Position	193	3.4%	-7.0%	0.0%	3.0%	8.0%	14.5%
Top PR/Communications Position	6	4.5%			4.7%		
Top Program Position	90	3.5%	-4.6%	0.0%	2.1%	6.6%	13.3%
Top Technology Position	11	2.6%		0.0%	0.6%	6.9%	

Between \$1 million and \$2.5 million

CEO/Executive Director	13,480	3.3%	-4.9%	0.0%	2.8%	7.2%	13.2%
Top Administrative Position	580	3.4%	-4.1%	0.0%	3.2%	7.1%	13.1%
Top Business Position	343	2.6%	-4.4%	0.2%	2.3%	5.2%	11.2%
Top Development Position	92	3.0%	-4.4%	0.0%	2.8%	6.1%	10.8%
Top Education Position	93	2.2%	-4.1%	0.0%	2.3%	5.7%	9.1%
Top Facilities Position	11	0.5%		-1.8%	1.2%	3.2%	
Top Finance Position	1,561	3.0%	-5.5%	0.0%	2.8%	6.7%	13.0%
Top Human Resources Position	19	3.0%		-0.3%	2.8%	7.4%	
Top Legal Position	67	4.2%	-3.6%	-0.1%	3.0%	7.8%	13.0%
Top Marketing Position	23	1.5%	-12.2%	-0.6%	2.5%	6.4%	11.4%
Top Operations Position	508	3.9%	-5.0%	-0.1%	3.2%	8.9%	14.7%
Top PR/Communications Position	22	3.6%	-2.5%	0.3%	3.1%	5.3%	10.9%
Top Program Position	122	2.8%	-6.7%	-0.7%	2.4%	7.6%	13.4%

All Organizations Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$1 million and \$2.5 million							
Top Technology Position	33	4.1%	-2.8%	0.0%	3.7%	5.6%	14.0%
Between \$2.5 million and \$5 million							
CEO/Executive Director	8,096	3.7%	-4.3%	0.0%	3.0%	7.4%	13.7%
Top Administrative Position	617	3.7%	-4.4%	0.0%	2.9%	7.0%	13.6%
Top Business Position	276	3.5%	-2.8%	1.0%	3.1%	6.3%	10.9%
Top Development Position	215	3.7%	-4.7%	0.2%	3.3%	7.1%	13.6%
Top Education Position	76	3.4%	-4.1%	0.0%	3.6%	6.3%	10.4%
Top Facilities Position	91	1.9%	-5.4%	-0.2%	2.4%	4.9%	8.4%
Top Finance Position	2,063	3.9%	-3.7%	0.1%	3.4%	7.6%	13.2%
Top Human Resources Position	48	4.2%	-1.8%	0.4%	3.9%	7.7%	12.6%
Top Legal Position	114	3.8%	-2.2%	1.1%	3.2%	5.9%	11.6%
Top Marketing Position	67	3.1%	-6.7%	-0.4%	3.8%	7.8%	10.3%
Top Operations Position	669	4.1%	-4.7%	0.3%	3.8%	8.2%	13.6%
Top PR/Communications Position	71	4.3%	-1.9%	0.5%	3.5%	7.2%	12.0%
Top Program Position	147	3.0%	-4.8%	0.0%	2.9%	7.1%	12.7%
Top Technology Position	87	3.5%	-6.0%	0.4%	3.7%	6.9%	11.5%
Between \$5 million and \$10 million							
CEO/Executive Director	6,238	3.8%	-4.4%	0.0%	3.2%	7.7%	13.9%
Top Administrative Position	737	3.7%	-4.3%	0.0%	3.2%	7.5%	12.8%
Top Business Position	225	4.2%	-2.1%	1.2%	3.7%	7.7%	12.8%
Top Development Position	291	4.2%	-5.0%	-0.1%	3.4%	8.9%	15.4%
Top Education Position	113	4.7%	-2.2%	0.7%	3.6%	6.9%	16.3%
Top Facilities Position	243	4.0%	-2.5%	0.6%	3.2%	6.6%	12.0%
Top Finance Position	2,645	4.2%	-3.2%	0.5%	3.7%	7.6%	13.2%

All Organizations Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$5 million and \$10 million							
Top Human Resources Position	82	4.5%	-2.7%	0.6%	3.3%	7.8%	14.2%
Top Legal Position	123	4.5%	-2.7%	0.9%	3.8%	7.7%	12.9%
Top Marketing Position	92	5.6%	-1.5%	1.4%	4.6%	9.1%	15.0%
Top Operations Position	808	4.7%	-3.0%	0.6%	3.9%	8.9%	14.8%
Top PR/Communications Position	125	6.1%	-0.2%	2.1%	4.5%	9.5%	14.9%
Top Program Position	157	4.3%	-3.1%	0.9%	3.7%	8.9%	14.8%
Top Technology Position	161	4.6%	-1.5%	1.4%	3.8%	6.9%	12.2%
Between \$10 million and \$25 million							
CEO/Executive Director	5,399	4.0%	-4.5%	0.0%	3.4%	8.0%	13.9%
Top Administrative Position	660	3.8%	-3.9%	0.0%	3.6%	7.7%	13.0%
Top Business Position	235	4.0%	-4.1%	0.5%	3.5%	7.6%	14.0%
Top Development Position	564	3.5%	-3.6%	0.7%	3.3%	6.5%	11.2%
Top Education Position	164	3.6%	-4.6%	0.0%	3.4%	7.1%	12.9%
Top Facilities Position	135	4.3%	-0.5%	1.4%	3.5%	6.7%	10.4%
Top Finance Position	3,331	4.6%	-3.7%	0.9%	4.1%	8.5%	14.3%
Top Human Resources Position	277	5.0%	-2.6%	1.3%	4.6%	8.1%	13.3%
Top Legal Position	164	4.6%	-2.2%	1.5%	4.0%	8.3%	13.3%
Top Marketing Position	211	5.4%	-3.6%	1.2%	5.0%	10.4%	16.2%
Top Operations Position	1,255	4.7%	-3.4%	0.5%	4.4%	8.5%	14.3%
Top PR/Communications Position	164	4.6%	-0.8%	1.4%	3.9%	8.2%	12.8%
Top Program Position	201	3.5%	-3.3%	0.3%	3.3%	6.9%	11.6%
Top Technology Position	352	4.1%	-2.4%	0.9%	3.7%	7.5%	12.6%
Between \$25 million and \$50 million							
CEO/Executive Director	2,224	4.4%	-4.0%	0.2%	4.2%	8.9%	14.6%

All Organizations Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$25 million and \$50 million							
Top Administrative Position	291	4.3%	-3.5%	1.1%	4.1%	7.1%	13.7%
Top Business Position	110	4.4%	-3.2%	0.1%	3.7%	9.1%	13.2%
Top Development Position	356	4.2%	-1.8%	1.3%	3.7%	7.5%	12.1%
Top Education Position	129	3.8%	-4.2%	0.2%	2.7%	6.9%	13.9%
Top Facilities Position	70	3.2%	-3.6%	0.2%	2.4%	5.6%	11.6%
Top Finance Position	1,635	4.7%	-2.7%	0.9%	4.1%	8.3%	14.5%
Top Human Resources Position	320	4.9%	-2.2%	1.3%	4.5%	8.1%	13.5%
Top Legal Position	120	5.6%	-0.2%	2.0%	4.6%	8.3%	14.9%
Top Marketing Position	165	4.1%	-4.1%	0.7%	3.6%	7.6%	13.9%
Top Operations Position	704	4.8%	-3.4%	0.6%	4.2%	8.8%	15.0%
Top PR/Communications Position	99	4.5%	-3.3%	1.2%	3.8%	8.9%	12.9%
Top Program Position	104	2.9%	-3.9%	-0.5%	2.8%	6.5%	11.3%
Top Technology Position	369	4.4%	-2.8%	1.0%	3.7%	8.3%	14.5%

Greater than \$50 million

CEO/Executive Director	2,289	4.1%	-6.7%	0.1%	3.9%	8.9%	15.1%
Top Administrative Position	294	4.9%	-3.5%	1.3%	4.4%	9.0%	13.4%
Top Business Position	141	3.1%	-7.0%	-1.9%	3.3%	7.9%	13.3%
Top Development Position	428	3.7%	-4.0%	0.4%	3.1%	7.1%	13.1%
Top Education Position	223	3.6%	-3.0%	0.8%	2.7%	6.8%	11.3%
Top Facilities Position	91	3.2%	-6.4%	0.0%	3.4%	6.6%	11.7%
Top Finance Position	1,901	5.0%	-4.0%	0.9%	4.4%	9.4%	15.7%
Top Human Resources Position	548	4.9%	-4.9%	0.9%	4.7%	9.7%	15.3%
Top Legal Position	393	4.4%	-5.7%	0.2%	3.8%	9.2%	16.2%
Top Marketing Position	193	4.9%	-4.4%	0.8%	4.1%	9.6%	15.6%
Top Operations Position	941	5.5%	-3.8%	1.5%	4.9%	10.4%	15.7%

All Organizations Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than \$50 million							
Top PR/Communications Position	132	4.5%	-3.6%	1.9%	4.0%	8.4%	14.0%
Top Program Position	82	4.5%	-5.5%	0.8%	3.2%	8.3%	16.2%
Top Technology Position	635	4.2%	-3.9%	0.4%	3.6%	7.9%	14.1%

All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
\$250 thousand or less								
CEO/Executive Director								
	F	5,324	2.1%	-8.3%	-0.1%	1.3%	6.2%	13.2%
	M	3,714	1.1%	-11.2%	-2.3%	0.0%	5.7%	13.7%
	U	483	1.7%	-10.9%	-0.7%	0.1%	6.6%	14.3%
Top Administrative Position								
	F	157	1.4%	-9.6%	0.0%	1.6%	5.0%	10.7%
	M	71	1.5%	-6.7%	0.0%	0.0%	3.9%	8.3%
	U	12	-0.3%		-0.2%	0.6%	3.4%	
Top Business Position								
	F	11	5.0%		2.6%	4.2%	7.9%	
	M	16	4.3%		1.1%	3.8%	8.3%	
Top Development Position								
	F	8	2.3%			0.0%		
Top Education Position								
	F	13	6.0%		1.5%	6.6%	10.3%	
	M	8	1.5%			2.8%		
Top Facilities Position								
	M	7	-1.9%			1.3%		
Top Finance Position								
	F	232	1.2%	-9.0%	-2.0%	0.0%	5.3%	12.4%
	M	141	3.0%	-6.3%	0.0%	0.6%	6.9%	16.0%
	U	21	2.8%	-0.8%	0.0%	1.1%	5.0%	8.6%
Top Operations Position								
	F	44	4.0%	-6.2%	0.0%	0.9%	10.7%	19.6%
	M	29	-0.2%	-8.6%	-0.2%	0.0%	4.6%	8.0%

All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
\$250 thousand or less								
Top Program Position								
	F	123	1.2%	-9.1%	-1.0%	0.7%	5.2%	12.8%
	M	31	0.7%	-13.1%	-2.1%	0.8%	3.3%	18.2%
	U	11	3.1%		-2.5%	4.9%	8.2%	
Between \$250 thousand and \$500 thousand								
CEO/Executive Director								
	F	5,175	3.0%	-5.2%	0.0%	2.4%	6.8%	13.5%
	M	3,504	2.0%	-7.5%	-0.5%	1.2%	5.9%	12.3%
	U	390	1.8%	-8.4%	-0.6%	1.0%	5.8%	13.2%
Top Administrative Position								
	F	150	2.0%	-7.2%	0.0%	2.0%	6.2%	11.7%
	M	109	1.1%	-4.7%	0.0%	0.8%	4.2%	7.3%
	U	14	0.7%		-0.7%	0.0%	4.4%	
Top Business Position								
	F	15	2.7%		0.6%	2.6%	7.3%	
	M	84	1.6%	-3.2%	0.0%	1.9%	4.0%	7.2%
Top Development Position								
	F	15	3.9%		0.0%	3.8%	6.8%	
Top Education Position								
	F	20	0.6%	-6.0%	-1.5%	1.2%	4.1%	8.8%
	M	35	2.0%	-1.8%	1.7%	2.9%	3.8%	6.5%
Top Facilities Position								
	M	6	3.7%			0.5%		

All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$250 thousand and \$500 thousand								
Top Finance Position								
	F	244	1.8%	-7.4%	-1.2%	1.4%	5.9%	13.5%
	M	173	1.7%	-6.4%	0.0%	1.8%	4.5%	11.1%
	U	16	5.1%		-3.7%	5.1%	10.5%	
Top Operations Position								
	F	58	2.7%	-7.9%	-0.7%	2.0%	8.1%	17.1%
	M	41	2.4%	-5.4%	0.0%	3.0%	5.1%	9.1%
	U	9	3.7%			0.5%		
Top Program Position								
	F	51	3.7%	-4.0%	0.0%	4.1%	8.3%	11.0%
	M	24	-2.3%	-16.1%	-7.9%	0.0%	1.9%	11.6%
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	5,857	3.2%	-4.8%	0.0%	2.7%	6.9%	13.2%
	M	4,450	2.9%	-5.6%	0.0%	2.4%	6.7%	13.3%
	U	427	3.8%	-4.5%	0.0%	3.0%	8.1%	14.2%
Top Administrative Position								
	F	168	3.3%	-5.7%	0.0%	2.6%	7.4%	13.0%
	M	140	3.0%	-4.1%	0.0%	1.7%	5.5%	12.5%
	U	10	3.9%		0.0%	3.7%	5.5%	
Top Business Position								
	F	28	3.1%	-3.7%	0.5%	3.5%	7.7%	11.2%
	M	174	2.9%	-1.8%	0.6%	2.5%	4.9%	8.8%
	U	5	1.8%			0.8%		

All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$500 thousand and \$1 million								
Top Development Position								
	F	15	-0.5%		-3.1%	-0.7%	1.8%	
	M	6	-0.1%			0.0%		
Top Education Position								
	F	9	2.3%			1.8%		
	M	48	4.0%	0.1%	1.5%	2.7%	4.8%	10.7%
Top Facilities Position								
	M	8	-3.5%			0.8%		
Top Finance Position								
	F	339	2.9%	-7.1%	-0.4%	2.3%	6.9%	13.0%
	M	313	2.6%	-6.8%	-0.1%	2.5%	6.5%	12.8%
	U	32	3.7%	-2.1%	0.0%	1.6%	8.3%	13.0%
Top Legal Position								
	F	5	2.8%			3.4%		
	M	9	2.1%			0.7%		
Top Operations Position								
	F	111	3.9%	-6.3%	0.0%	3.4%	8.1%	14.5%
	M	71	2.8%	-8.3%	-1.0%	1.7%	7.2%	11.4%
	U	11	3.2%		0.0%	2.4%	6.7%	
Top PR/Communications Position								
	F	5	4.6%			5.5%		
Top Program Position								
	F	52	1.8%	-7.8%	-1.3%	1.6%	5.2%	12.3%
	M	31	6.4%	0.0%	0.4%	4.6%	12.4%	16.0%
	U	7	2.9%			2.0%		

All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$500 thousand and \$1 million								
Top Technology Position								
	M	9	2.0%			0.6%		
Between \$1 million and \$2.5 million								
CEO/Executive Director								
	F	6,738	3.5%	-4.4%	0.0%	3.0%	7.5%	13.2%
	M	6,241	3.1%	-5.5%	0.0%	2.6%	7.0%	13.1%
	U	501	3.5%	-3.9%	0.0%	2.7%	6.3%	14.2%
Top Administrative Position								
	F	235	3.8%	-3.4%	0.0%	3.3%	7.6%	13.5%
	M	315	3.1%	-4.8%	0.0%	3.1%	6.8%	12.0%
	U	30	3.8%	-3.0%	0.0%	3.1%	6.4%	14.1%
Top Business Position								
	F	77	1.9%	-10.7%	-0.8%	2.2%	6.5%	12.9%
	M	257	2.8%	-3.0%	0.7%	2.3%	4.8%	9.8%
	U	9	0.4%			0.5%		
Top Development Position								
	F	67	3.3%	-1.4%	0.0%	2.9%	6.2%	12.2%
	M	22	1.4%	-6.3%	-2.6%	2.1%	4.9%	8.7%
Top Education Position								
	F	32	-0.4%	-17.1%	-3.4%	0.7%	4.2%	7.1%
	M	61	3.5%	-1.6%	1.7%	3.0%	6.1%	9.1%
Top Facilities Position								
	M	11	0.5%		-1.8%	1.2%	3.2%	

All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$1 million and \$2.5 million								
Top Finance Position								
	F	795	3.4%	-5.2%	0.0%	3.1%	6.9%	14.1%
	M	710	2.8%	-5.1%	0.0%	2.7%	6.3%	11.5%
	U	56	0.9%	-8.7%	-1.8%	0.4%	4.6%	10.9%
Top Human Resources Position								
	F	13	3.7%		0.0%	2.8%	7.5%	
	M	5	-0.5%			0.0%		
Top Legal Position								
	F	19	4.7%		-0.4%	3.5%	8.0%	
	M	44	4.3%	-2.6%	-0.1%	2.8%	7.3%	12.6%
Top Marketing Position								
	F	15	1.5%		-4.5%	4.3%	8.7%	
	M	7	1.6%			2.5%		
Top Operations Position								
	F	269	4.3%	-5.0%	0.0%	3.5%	9.3%	16.1%
	M	217	3.2%	-5.6%	-0.3%	2.4%	8.1%	13.7%
	U	22	7.2%	-1.2%	3.5%	4.2%	11.5%	19.0%
Top PR/Communications Position								
	F	16	3.8%		0.0%	3.9%	5.5%	
	M	5	3.4%			2.0%		
Top Program Position								
	F	78	3.3%	-7.3%	-1.2%	2.9%	8.9%	14.3%
	M	40	2.2%	-4.6%	-0.1%	1.5%	4.6%	8.3%

All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$1 million and \$2.5 million								
Top Technology Position								
	F	6	3.5%			5.3%		
	M	24	5.2%	-0.7%	1.8%	3.9%	6.7%	13.9%
Between \$2.5 million and \$5 million								
CEO/Executive Director								
	F	3,617	3.9%	-4.0%	0.0%	3.2%	7.5%	13.9%
	M	4,166	3.4%	-4.7%	0.0%	2.9%	7.3%	13.3%
	U	313	4.1%	-3.2%	0.0%	3.4%	7.4%	14.4%
Top Administrative Position								
	F	245	3.9%	-4.6%	0.3%	3.8%	7.3%	13.0%
	M	349	3.4%	-4.2%	0.0%	2.4%	6.6%	13.5%
	U	23	5.2%	-5.2%	-0.3%	5.3%	10.4%	15.0%
Top Business Position								
	F	87	3.2%	-6.4%	0.0%	3.1%	7.5%	11.1%
	M	176	3.6%	-0.7%	1.4%	3.2%	5.9%	10.5%
	U	13	3.6%		0.3%	2.0%	5.2%	
Top Development Position								
	F	151	4.1%	-3.5%	0.9%	3.6%	7.1%	13.1%
	M	55	3.0%	-5.0%	-1.0%	1.5%	7.0%	13.7%
	U	9	1.6%			1.5%		
Top Education Position								
	F	24	5.0%	-5.8%	1.8%	5.3%	8.5%	15.6%
	M	48	2.8%	-1.9%	0.0%	2.5%	5.6%	8.8%

All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$2.5 million and \$5 million								
Top Facilities Position								
	M	89	1.9%	-5.5%	-0.3%	2.5%	4.9%	8.4%
Top Finance Position								
	F	1,110	4.2%	-3.6%	0.1%	3.7%	8.1%	13.5%
	M	850	3.6%	-4.1%	0.0%	3.2%	7.1%	12.4%
	U	103	3.3%	-3.0%	0.0%	3.1%	6.0%	11.3%
Top Human Resources Position								
	F	35	3.7%	-3.1%	0.3%	4.1%	7.2%	10.9%
	M	11	4.7%		0.6%	2.4%	8.1%	
Top Legal Position								
	F	43	3.8%	-2.6%	0.7%	2.5%	5.4%	13.1%
	M	66	3.5%	-1.0%	1.2%	3.3%	5.9%	11.5%
	U	5	8.7%			7.2%		
Top Marketing Position								
	F	41	3.1%	-8.3%	-0.4%	3.5%	7.3%	11.3%
	M	23	3.4%	-5.3%	0.1%	4.7%	8.4%	9.7%
Top Operations Position								
	F	383	4.2%	-3.7%	0.5%	3.7%	8.5%	13.5%
	M	261	3.9%	-5.0%	0.0%	4.1%	8.2%	14.0%
	U	25	3.4%	-5.2%	-0.1%	2.4%	7.7%	11.5%
Top PR/Communications Position								
	F	42	4.0%	-1.4%	0.6%	3.4%	6.7%	10.9%
	M	25	4.0%	-1.9%	0.0%	2.5%	5.7%	11.9%

All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$2.5 million and \$5 million								
Top Program Position								
	F	88	3.4%	-5.7%	0.4%	3.8%	7.7%	13.8%
	M	50	2.2%	-4.7%	-0.6%	1.6%	5.0%	9.4%
	U	9	3.3%			1.8%		
Top Technology Position								
	F	11	4.7%		2.0%	3.8%	7.0%	
	M	70	2.7%	-7.6%	-0.1%	3.0%	6.6%	9.4%
	U	6	10.1%			7.4%		
Between \$5 million and \$10 million								
CEO/Executive Director								
	F	2,493	4.1%	-3.9%	0.0%	3.3%	7.8%	14.1%
	M	3,506	3.6%	-4.7%	0.0%	3.2%	7.6%	13.6%
	U	239	4.0%	-4.5%	-0.4%	3.2%	8.7%	16.2%
Top Administrative Position								
	F	238	3.9%	-4.3%	0.0%	3.6%	7.6%	13.5%
	M	474	3.6%	-4.0%	0.0%	3.0%	7.4%	12.7%
	U	25	2.5%	-4.6%	-0.4%	2.9%	6.2%	9.8%
Top Business Position								
	F	95	4.6%	-2.2%	1.7%	4.4%	8.6%	15.0%
	M	124	3.8%	-1.3%	1.0%	3.4%	7.5%	11.9%
	U	6	5.0%			2.9%		

All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$5 million and \$10 million								
Top Development Position								
	F	182	4.1%	-3.2%	-0.2%	3.6%	8.5%	14.6%
	M	96	4.3%	-4.5%	0.4%	3.2%	9.8%	15.6%
	U	13	4.3%		-3.4%	5.1%	6.8%	
Top Education Position								
	F	55	4.0%	-4.1%	1.2%	3.6%	6.7%	12.2%
	M	49	5.6%	-1.6%	0.2%	3.7%	9.7%	17.2%
	U	9	4.0%			3.2%		
Top Facilities Position								
	M	238	3.9%	-2.6%	0.5%	3.1%	6.6%	12.1%
Top Finance Position								
	F	1,381	4.3%	-3.2%	0.6%	3.8%	7.5%	13.7%
	M	1,142	4.0%	-2.8%	0.4%	3.5%	7.4%	12.8%
	U	122	4.2%	-4.0%	0.3%	3.8%	9.3%	13.2%
Top Human Resources Position								
	F	63	5.1%	-1.2%	0.8%	3.8%	9.1%	14.5%
	M	18	1.8%		-0.1%	2.3%	4.7%	
Top Legal Position								
	F	45	3.7%	-3.3%	0.8%	3.8%	7.0%	11.1%
	M	69	4.2%	-2.2%	0.7%	3.0%	7.7%	13.1%
	U	9	10.8%			8.1%		
Top Marketing Position								
	F	56	5.8%	-3.1%	1.6%	5.1%	8.9%	17.7%
	M	30	5.2%	-1.3%	0.3%	3.6%	10.8%	14.8%
	U	6	5.1%			4.6%		

All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$5 million and \$10 million								
Top Operations Position								
	F	408	4.7%	-3.1%	0.7%	4.2%	8.5%	14.9%
	M	372	4.5%	-3.3%	0.5%	3.8%	9.2%	14.5%
	U	28	6.1%	-0.6%	1.0%	3.3%	10.6%	14.7%
Top PR/Communications Position								
	F	73	6.8%	-0.2%	2.3%	5.0%	11.3%	16.6%
	M	50	5.2%	0.1%	2.1%	4.0%	7.5%	13.5%
Top Program Position								
	F	93	4.4%	-2.5%	0.9%	3.6%	8.9%	13.0%
	M	54	3.9%	-4.7%	0.6%	4.3%	9.4%	14.8%
	U	10	5.5%		2.6%	2.9%	6.7%	
Top Technology Position								
	F	20	4.0%	-1.3%	2.8%	3.8%	6.1%	9.8%
	M	130	4.4%	-1.7%	0.7%	3.6%	6.4%	12.4%
	U	11	7.3%		4.8%	7.7%	8.4%	
Between \$10 million and \$25 million								
CEO/Executive Director								
	F	1,888	4.2%	-4.3%	0.0%	3.6%	8.5%	14.0%
	M	3,345	3.9%	-4.5%	0.0%	3.4%	7.8%	13.8%
	U	166	2.8%	-5.9%	-1.0%	2.1%	6.7%	14.7%
Top Administrative Position								
	F	251	3.7%	-3.2%	0.2%	3.3%	8.0%	12.2%
	M	383	3.9%	-4.2%	0.0%	3.7%	7.7%	13.6%
	U	26	2.4%	-6.4%	-1.3%	1.4%	6.5%	10.4%

All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$10 million and \$25 million								
Top Business Position								
	F	89	4.3%	-1.7%	1.3%	3.6%	8.2%	14.2%
	M	137	3.8%	-4.4%	0.0%	3.4%	7.3%	13.4%
	U	9	3.7%			4.0%		
Top Development Position								
	F	365	3.9%	-3.0%	1.4%	3.8%	6.8%	11.0%
	M	178	2.9%	-4.4%	-0.2%	2.4%	5.2%	12.2%
	U	21	2.2%	-1.6%	-0.1%	2.4%	3.8%	7.7%
Top Education Position								
	F	95	4.0%	-4.2%	0.5%	4.0%	7.5%	11.9%
	M	60	3.2%	-6.0%	-0.2%	3.2%	6.4%	13.1%
	U	9	2.8%			1.7%		
Top Facilities Position								
	F	6	6.8%			5.1%		
	M	128	4.2%	-0.6%	1.2%	3.3%	6.7%	10.3%
Top Finance Position								
	F	1,557	4.8%	-3.5%	1.2%	4.4%	8.7%	14.2%
	M	1,628	4.3%	-3.7%	0.6%	3.9%	8.2%	14.1%
	U	146	5.1%	-4.8%	0.8%	4.0%	11.0%	17.3%
Top Human Resources Position								
	F	218	5.0%	-1.9%	1.1%	4.5%	8.2%	13.2%
	M	49	4.8%	-3.5%	1.9%	4.9%	8.0%	12.6%
	U	10	4.5%		0.3%	5.0%	9.2%	

All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$10 million and \$25 million								
Top Legal Position								
	F	55	4.8%	-4.5%	1.5%	4.3%	9.0%	13.8%
	M	100	4.7%	-1.2%	1.8%	4.1%	7.9%	13.0%
	U	9	2.2%			2.5%		
Top Marketing Position								
	F	138	5.9%	-2.6%	1.0%	5.4%	11.0%	16.7%
	M	65	4.8%	-4.4%	1.7%	4.2%	10.0%	11.9%
	U	8	2.4%			2.6%		
Top Operations Position								
	F	595	4.5%	-3.9%	0.5%	4.2%	8.6%	14.2%
	M	593	4.8%	-3.2%	0.5%	4.6%	8.4%	13.4%
	U	67	5.6%	-3.3%	0.6%	3.4%	9.7%	19.9%
Top PR/Communications Position								
	F	85	4.6%	-0.9%	1.6%	4.2%	7.9%	12.6%
	M	73	4.6%	-0.8%	1.1%	3.7%	8.5%	14.0%
	U	6	4.7%			3.2%		
Top Program Position								
	F	119	4.0%	-2.5%	1.0%	3.6%	6.8%	11.6%
	M	75	2.7%	-5.2%	-1.3%	2.5%	6.9%	11.4%
	U	7	4.8%			2.6%		
Top Technology Position								
	F	60	4.1%	-3.7%	0.3%	3.1%	7.6%	14.3%
	M	274	4.1%	-2.0%	0.9%	3.7%	7.2%	12.5%
	U	18	5.2%		2.2%	3.9%	9.2%	

All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$25 million and \$50 million								
CEO/Executive Director								
	F	698	4.0%	-3.9%	0.0%	3.6%	8.6%	14.1%
	M	1,451	4.7%	-4.1%	0.5%	4.4%	9.0%	14.8%
	U	75	4.6%	-3.0%	0.0%	4.2%	8.7%	15.6%
Top Administrative Position								
	F	104	4.0%	-4.4%	0.8%	4.5%	6.9%	12.4%
	M	175	4.3%	-3.3%	1.1%	3.6%	7.5%	13.7%
	U	12	6.7%		1.3%	5.1%	6.6%	
Top Business Position								
	F	45	1.5%	-6.9%	-2.0%	2.8%	6.6%	10.4%
	M	64	6.5%	0.0%	1.9%	5.7%	9.8%	16.9%
Top Development Position								
	F	194	4.2%	-3.3%	1.5%	3.7%	7.4%	12.6%
	M	149	4.3%	-1.7%	1.3%	3.6%	7.8%	11.9%
	U	13	2.7%		0.0%	3.0%	4.3%	
Top Education Position								
	F	66	3.8%	-3.9%	0.8%	3.8%	6.8%	12.1%
	M	56	3.6%	-4.2%	-0.2%	2.4%	5.8%	14.5%
	U	7	4.9%			1.9%		
Top Facilities Position								
	F	7	4.3%			2.5%		
	M	59	3.0%	-4.3%	0.1%	2.3%	5.4%	10.0%

All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$25 million and \$50 million								
Top Finance Position								
	F	648	5.1%	-1.5%	1.2%	4.6%	8.4%	14.6%
	M	922	4.5%	-3.8%	0.8%	3.9%	8.2%	14.5%
	U	65	4.1%	-4.9%	1.1%	4.4%	6.6%	12.6%
Top Human Resources Position								
	F	247	4.8%	-1.9%	1.2%	4.6%	7.7%	12.8%
	M	61	5.6%	-2.2%	1.6%	5.4%	9.3%	14.3%
	U	12	5.6%		3.3%	4.1%	8.4%	
Top Legal Position								
	F	57	5.5%	0.2%	2.3%	4.2%	9.0%	16.1%
	M	59	5.3%	-0.3%	1.8%	4.9%	7.7%	12.3%
Top Marketing Position								
	F	96	4.8%	-3.7%	1.1%	4.4%	9.0%	14.0%
	M	67	3.3%	-4.7%	0.5%	2.5%	6.6%	12.0%
Top Operations Position								
	F	299	5.1%	-3.5%	0.1%	4.4%	9.3%	16.4%
	M	379	4.5%	-2.9%	0.9%	4.1%	8.2%	12.9%
	U	26	5.3%	-3.1%	-0.8%	6.0%	9.6%	13.9%
Top PR/Communications Position								
	F	62	4.6%	-4.6%	1.1%	3.5%	8.9%	12.7%
	M	35	4.1%	-2.5%	1.2%	3.8%	7.6%	12.4%
Top Program Position								
	F	65	3.1%	-4.2%	-0.4%	2.8%	6.5%	11.3%
	M	35	2.0%	-2.9%	-0.9%	1.9%	4.9%	8.6%

All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$25 million and \$50 million								
Top Technology Position								
	F	41	1.5%	-7.0%	-0.9%	1.9%	5.5%	8.6%
	M	309	4.7%	-2.4%	1.1%	3.9%	8.6%	14.5%
	U	19	6.1%		2.2%	5.2%	11.0%	
Greater than \$50 million								
CEO/Executive Director								
	F	522	4.6%	-4.4%	0.5%	4.0%	9.3%	15.6%
	M	1,685	4.0%	-6.9%	0.0%	4.0%	8.9%	15.0%
	U	82	1.8%	-12.3%	-2.8%	3.1%	7.4%	12.6%
Top Administrative Position								
	F	99	5.1%	-3.4%	1.3%	3.5%	9.8%	15.8%
	M	180	5.1%	-2.0%	1.7%	4.9%	8.8%	12.6%
	U	15	0.6%		-1.8%	3.2%	4.5%	
Top Business Position								
	F	52	3.2%	-8.1%	-1.9%	2.8%	9.2%	15.4%
	M	81	2.9%	-5.9%	-2.0%	3.6%	7.7%	12.8%
	U	8	5.3%			4.4%		
Top Development Position								
	F	186	4.7%	-2.0%	0.7%	3.6%	8.5%	14.4%
	M	234	2.9%	-6.1%	-0.1%	2.8%	6.6%	12.5%
	U	8	1.5%			2.9%		

All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than \$50 million								
Top Education Position								
	F	79	4.2%	-2.0%	1.5%	3.2%	7.1%	10.9%
	M	128	3.2%	-3.7%	0.2%	2.7%	6.5%	11.2%
	U	16	4.2%		1.4%	2.5%	5.5%	
Top Facilities Position								
	F	5	4.3%			2.6%		
	M	84	3.0%	-7.3%	0.2%	3.3%	5.7%	11.5%
Top Finance Position								
	F	583	5.3%	-3.5%	1.1%	4.4%	9.7%	16.6%
	M	1,222	4.9%	-4.1%	0.8%	4.4%	9.3%	15.4%
	U	96	4.2%	-7.2%	-0.1%	4.7%	8.5%	15.6%
Top Human Resources Position								
	F	339	4.7%	-4.6%	0.7%	4.4%	9.3%	15.5%
	M	182	5.8%	-4.1%	1.6%	5.0%	11.3%	15.1%
	U	27	0.9%	-14.8%	-4.4%	2.9%	7.2%	10.1%
Top Legal Position								
	F	173	4.5%	-5.6%	-0.2%	4.2%	9.8%	16.0%
	M	202	4.3%	-5.2%	0.1%	3.6%	8.2%	14.4%
	U	18	5.4%		0.8%	3.3%	13.3%	
Top Marketing Position								
	F	107	4.4%	-3.7%	1.2%	4.2%	8.6%	14.3%
	M	79	5.1%	-4.7%	0.3%	4.1%	10.9%	15.9%
	U	7	8.8%			5.6%		

All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than \$50 million								
Top Operations Position								
	F	319	6.0%	-4.4%	1.6%	5.7%	11.3%	17.0%
	M	584	5.2%	-3.3%	1.3%	4.7%	9.7%	14.5%
	U	38	6.6%	-1.7%	1.7%	5.1%	9.8%	19.3%
Top PR/Communications Position								
	F	72	5.1%	-3.6%	2.2%	4.7%	10.2%	14.0%
	M	56	3.5%	-4.0%	1.6%	3.9%	7.0%	10.0%
Top Program Position								
	F	34	6.2%	-2.6%	1.3%	4.0%	11.6%	18.1%
	M	44	3.0%	-6.7%	-0.2%	2.9%	6.4%	12.4%
Top Technology Position								
	F	90	4.4%	-2.4%	1.2%	3.6%	6.0%	15.0%
	M	519	4.0%	-4.3%	0.0%	3.6%	8.1%	13.5%
	U	26	6.9%	-0.4%	1.7%	4.4%	9.1%	19.9%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	305	2.7%	-6.7%	0.0%	0.4%	8.0%	14.5%
Top Finance Position	20	-0.5%	-11.1%	-0.3%	0.0%	2.9%	4.5%
Top Operations Position	6	6.6%			3.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	191	4.2%	-5.3%	0.0%	3.1%	8.7%	17.1%
Top Finance Position	14	4.8%		0.0%	2.6%	8.8%	
Top Operations Position	5	10.1%			8.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	342	3.5%	-4.1%	0.0%	3.0%	7.8%	13.7%
Top Administrative Position	8	-0.2%			3.6%		
Top Development Position	5	2.0%			1.2%		
Top Finance Position	25	4.0%	-4.2%	2.0%	3.3%	10.0%	14.8%
Top Operations Position	9	7.9%			4.1%		
Greater than \$5 million							
CEO/Executive Director	154	4.3%	-5.9%	0.5%	4.5%	9.1%	14.4%
Top Administrative Position	14	6.3%		2.4%	4.8%	8.4%	
Top Development Position	31	4.7%	-1.5%	1.7%	4.5%	6.7%	9.4%
Top Finance Position	86	4.9%	-0.5%	1.3%	4.3%	8.1%	14.5%
Top Human Resources Position	19	8.1%		2.4%	6.3%	10.7%	
Top Legal Position	6	3.3%			5.6%		
Top Marketing Position	17	3.8%		1.9%	2.8%	7.1%	
Top Operations Position	51	3.7%	-8.4%	-0.2%	4.1%	9.2%	14.3%
Top PR/Communications Position	15	5.6%		2.9%	5.8%	8.4%	
Top Technology Position	9	2.2%			3.1%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	2,033	2.4%	-7.7%	-0.2%	1.3%	6.4%	14.2%
Top Administrative Position	53	4.1%	-1.0%	0.3%	3.0%	7.0%	12.6%
Top Business Position	6	0.4%			2.5%		
Top Development Position	8	4.0%			1.9%		
Top Education Position	10	4.7%		-1.0%	2.7%	9.2%	
Top Finance Position	57	-0.3%	-10.6%	-2.2%	0.0%	3.6%	9.1%
Top Operations Position	25	4.0%	-4.9%	0.0%	4.0%	8.0%	16.7%
Top Program Position	12	3.9%		-1.2%	4.3%	12.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	1,033	3.1%	-5.5%	0.0%	2.3%	7.1%	13.4%
Top Administrative Position	23	4.4%	-6.7%	0.9%	3.9%	9.3%	12.5%
Top Development Position	5	2.6%			1.9%		
Top Finance Position	27	2.6%	-11.9%	-4.3%	1.8%	10.9%	17.9%
Top Operations Position	10	7.2%		3.7%	5.4%	10.6%	
Top Program Position	5	2.5%			2.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	1,497	3.0%	-4.9%	-0.4%	2.4%	6.6%	13.0%
Top Administrative Position	67	3.5%	-3.6%	0.0%	2.7%	6.5%	13.3%
Top Business Position	18	-2.0%		-4.1%	-1.5%	1.9%	
Top Development Position	47	2.6%	-4.5%	-0.2%	3.5%	5.8%	8.7%
Top Education Position	9	-0.7%			0.5%		
Top Finance Position	190	2.7%	-6.0%	-0.5%	2.6%	6.6%	12.3%
Top Marketing Position	7	2.2%			6.1%		
Top Operations Position	59	2.9%	-4.0%	-0.1%	2.5%	8.1%	12.9%
Top PR/Communications Position	5	4.1%			4.0%		
Top Program Position	13	3.3%		1.8%	3.8%	4.7%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
Top Technology Position	5	2.8%			3.6%		
Greater than \$5 million							
CEO/Executive Director	593	3.6%	-4.6%	0.0%	3.2%	7.6%	13.6%
Top Administrative Position	81	4.0%	-3.3%	0.8%	3.2%	6.8%	13.6%
Top Business Position	21	2.2%	-1.6%	-0.4%	1.9%	4.2%	7.9%
Top Development Position	201	4.4%	-3.5%	1.0%	3.6%	8.1%	13.5%
Top Education Position	28	3.8%	-1.1%	1.9%	3.9%	5.4%	8.6%
Top Facilities Position	13	5.1%		2.0%	4.6%	8.5%	
Top Finance Position	374	4.6%	-1.1%	1.4%	4.0%	8.0%	12.6%
Top Human Resources Position	33	5.9%	-0.7%	1.5%	3.7%	9.3%	14.3%
Top Legal Position	32	5.2%	-2.0%	0.6%	4.7%	8.5%	16.0%
Top Marketing Position	73	5.2%	-1.0%	1.2%	4.2%	7.7%	14.7%
Top Operations Position	140	5.0%	-3.2%	1.1%	4.3%	8.4%	14.4%
Top PR/Communications Position	36	3.9%	0.4%	1.9%	2.8%	7.1%	10.5%
Top Program Position	26	2.8%	-3.0%	0.3%	2.7%	5.3%	8.8%
Top Technology Position	68	4.4%	-1.1%	1.8%	3.7%	7.4%	10.5%
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	251	2.4%	-11.1%	-1.6%	2.0%	8.4%	14.7%
Top Operations Position	5	-2.8%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	186	3.1%	-5.9%	0.0%	2.3%	6.8%	12.8%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	306	4.0%	-3.2%	0.0%	3.2%	7.7%	14.5%
Top Development Position	11	4.8%		0.7%	3.3%	6.5%	
Top Finance Position	40	4.5%	-0.5%	1.0%	2.9%	8.9%	14.0%
Top Legal Position	32	7.2%	0.0%	3.1%	5.6%	10.0%	19.6%
Top Operations Position	21	3.4%	-7.6%	-0.5%	1.5%	8.8%	16.8%
Top PR/Communications Position	6	6.2%			3.1%		
Top Program Position	5	3.3%			1.8%		
Greater than \$5 million							
CEO/Executive Director	107	4.8%	-1.5%	1.2%	4.2%	8.0%	13.1%
Top Administrative Position	11	2.7%		1.6%	4.1%	7.1%	
Top Development Position	21	7.2%	-1.7%	3.9%	7.7%	12.9%	14.9%
Top Finance Position	64	5.3%	-3.9%	1.7%	4.3%	9.6%	16.7%
Top Legal Position	27	4.9%	-0.8%	1.9%	3.2%	6.4%	14.3%
Top Operations Position	19	4.9%		2.0%	4.9%	9.3%	
Top PR/Communications Position	14	6.4%		2.9%	6.0%	10.4%	
Top Program Position	5	3.3%			2.3%		
Top Technology Position	5	4.2%			3.5%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	800	2.0%	-8.4%	-0.3%	1.8%	5.8%	11.6%
Top Administrative Position	7	5.5%			5.6%		
Top Finance Position	13	0.0%		-1.2%	1.8%	5.6%	
Top Operations Position	7	6.2%			2.6%		
Top Program Position	11	2.3%		-0.6%	3.8%	5.5%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	451	3.3%	-5.0%	0.0%	2.5%	7.0%	12.3%
Top Administrative Position	5	4.5%			5.2%		
Top Finance Position	15	8.1%		2.3%	5.5%	14.4%	
Top Operations Position	8	3.3%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	751	3.3%	-5.1%	0.0%	2.9%	7.4%	13.2%
Top Administrative Position	25	2.5%	-3.4%	0.0%	1.0%	6.1%	8.2%
Top Business Position	7	9.8%			8.2%		
Top Development Position	8	0.7%			4.4%		
Top Finance Position	117	2.5%	-5.7%	-0.3%	2.1%	6.6%	10.8%
Top Legal Position	8	4.0%			1.8%		
Top Marketing Position	6	4.7%			7.6%		
Top Operations Position	58	4.2%	-4.8%	-0.8%	2.4%	10.2%	14.4%
Top PR/Communications Position	5	7.7%			6.1%		
Top Program Position	6	0.8%			-0.5%		
Greater than \$5 million							
CEO/Executive Director	344	4.2%	-3.8%	0.1%	3.3%	8.3%	14.6%
Top Administrative Position	16	3.5%		0.2%	2.6%	4.3%	
Top Business Position	16	1.1%		-5.2%	4.2%	9.1%	
Top Development Position	17	2.0%		-0.7%	2.9%	7.0%	
Top Education Position	5	11.0%			13.3%		
Top Finance Position	179	4.3%	-3.7%	0.6%	3.7%	8.2%	12.9%
Top Human Resources Position	13	5.0%		2.3%	3.1%	8.5%	
Top Legal Position	12	2.3%		-0.2%	2.0%	4.4%	
Top Marketing Position	13	-0.6%		-6.9%	3.6%	6.8%	
Top Operations Position	58	6.0%	-3.3%	1.0%	4.2%	10.4%	20.3%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building							
Greater than \$5 million							
Top PR/Communications Position	10	6.7%		3.9%	8.1%	11.0%	
Top Program Position	19	2.9%		0.1%	2.1%	5.1%	
Top Technology Position	17	4.9%		1.4%	3.8%	9.1%	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	403	2.6%	-6.4%	0.0%	1.2%	6.4%	14.2%
Top Finance Position	7	0.4%			4.8%		
Top Program Position	9	8.7%			3.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	202	3.2%	-4.9%	0.0%	3.0%	6.5%	12.4%
Top Finance Position	11	4.3%		1.8%	5.0%	6.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	323	3.6%	-4.2%	-0.5%	2.8%	7.1%	13.6%
Top Administrative Position	12	2.2%		-0.1%	2.5%	5.4%	
Top Finance Position	48	4.7%	-0.1%	1.6%	3.8%	7.9%	10.8%
Top Legal Position	22	3.7%	-0.5%	0.4%	2.5%	6.8%	10.8%
Top Operations Position	11	3.0%		2.0%	3.2%	8.2%	
Greater than \$5 million							
CEO/Executive Director	127	3.8%	-2.8%	0.6%	2.8%	7.4%	11.0%
Top Administrative Position	15	3.6%		-1.0%	2.1%	8.4%	
Top Development Position	9	2.3%			3.7%		
Top Finance Position	64	4.8%	-0.8%	2.3%	4.5%	7.2%	13.4%
Top Human Resources Position	6	4.7%			6.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related							
Greater than \$5 million							
Top Legal Position	44	3.1%	-6.1%	0.1%	3.5%	7.3%	10.6%
Top Operations Position	20	5.9%	0.4%	3.1%	4.2%	6.0%	14.7%
Top Program Position	6	5.0%			4.6%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	393	1.8%	-7.8%	-0.8%	1.3%	6.4%	11.8%
Top Administrative Position	8	0.1%			1.7%		
Top Finance Position	9	5.1%			5.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	183	4.6%	-3.4%	0.0%	2.8%	8.2%	16.1%
Top Finance Position	8	8.4%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	371	3.9%	-4.1%	0.0%	3.2%	8.0%	14.2%
Top Development Position	17	4.1%		0.0%	2.2%	8.5%	
Top Education Position	5	3.0%			2.7%		
Top Finance Position	43	4.5%	-3.8%	0.0%	3.8%	9.3%	13.1%
Top Operations Position	19	6.7%		2.4%	6.7%	8.9%	
Greater than \$5 million							
CEO/Executive Director	232	4.1%	-5.3%	0.0%	3.7%	9.1%	15.6%
Top Administrative Position	11	2.7%		-0.7%	5.1%	8.2%	
Top Business Position	8	4.0%			6.6%		
Top Development Position	25	4.6%	-1.4%	2.0%	3.0%	8.5%	11.4%
Top Education Position	9	6.5%			3.9%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines							
Greater than \$5 million							
Top Finance Position	120	5.3%	-3.1%	0.3%	3.5%	9.9%	16.8%
Top Human Resources Position	14	5.4%		1.8%	5.7%	7.4%	
Top Legal Position	8	6.0%			4.1%		
Top Marketing Position	18	7.9%		4.5%	5.5%	10.8%	
Top Operations Position	58	6.7%	-2.4%	1.8%	6.5%	13.0%	18.5%
Top PR/Communications Position	13	8.9%		1.9%	10.4%	14.8%	
Top Program Position	19	4.4%		1.4%	3.3%	6.8%	
Top Technology Position	20	3.1%	-0.6%	0.7%	3.1%	4.3%	8.4%
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	1,427	2.0%	-8.3%	-0.3%	1.0%	6.2%	12.9%
Top Administrative Position	56	2.6%	-5.6%	0.0%	2.4%	6.4%	12.0%
Top Business Position	5	5.0%			0.0%		
Top Education Position	23	1.5%	-9.0%	0.0%	2.0%	5.8%	8.6%
Top Finance Position	70	0.7%	-8.6%	-3.9%	0.0%	4.0%	13.5%
Top Operations Position	11	4.0%		0.0%	0.4%	8.2%	
Top Program Position	29	-1.0%	-21.1%	-1.3%	1.5%	6.0%	8.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	1,032	2.9%	-6.2%	0.0%	2.4%	7.0%	13.9%
Top Administrative Position	57	3.6%	-2.8%	0.0%	1.8%	6.9%	14.5%
Top Business Position	8	-1.8%			0.7%		
Top Education Position	14	3.4%		0.9%	3.8%	5.6%	
Top Finance Position	64	1.4%	-8.8%	-2.0%	0.0%	7.5%	11.8%
Top Operations Position	20	0.8%	-2.6%	-0.1%	0.3%	2.0%	4.7%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
Top Program Position	26	1.7%	-6.3%	-0.2%	0.7%	5.1%	12.2%
Between \$1 million and \$5 million							
CEO/Executive Director	2,753	3.4%	-5.0%	0.0%	2.9%	7.3%	13.6%
Top Administrative Position	168	3.1%	-4.5%	0.0%	2.6%	5.5%	13.6%
Top Business Position	94	2.4%	-9.0%	-1.3%	2.2%	6.7%	11.4%
Top Development Position	40	2.5%	-4.5%	0.7%	2.9%	5.9%	7.6%
Top Education Position	55	2.3%	-7.3%	-0.7%	2.9%	5.9%	10.3%
Top Facilities Position	5	3.6%			1.2%		
Top Finance Position	372	4.1%	-4.0%	0.0%	3.6%	8.2%	14.4%
Top Human Resources Position	5	12.0%			11.7%		
Top Marketing Position	7	-1.7%			0.5%		
Top Operations Position	141	3.2%	-5.8%	-0.1%	3.1%	6.8%	14.1%
Top Program Position	41	4.0%	-4.6%	0.6%	3.2%	6.8%	13.9%
Greater than \$5 million							
CEO/Executive Director	3,009	3.9%	-4.4%	0.0%	3.2%	7.8%	13.9%
Top Administrative Position	284	3.6%	-3.9%	0.0%	2.8%	6.6%	13.0%
Top Business Position	231	3.4%	-4.7%	-0.2%	3.0%	7.1%	13.0%
Top Development Position	640	3.7%	-3.3%	0.6%	3.2%	6.8%	12.2%
Top Education Position	439	3.8%	-3.8%	0.5%	2.8%	6.9%	13.0%
Top Facilities Position	78	2.6%	-3.3%	0.4%	2.9%	5.1%	8.4%
Top Finance Position	1,523	4.3%	-2.9%	0.9%	3.7%	7.2%	14.2%
Top Human Resources Position	141	4.4%	-1.5%	0.6%	3.4%	7.5%	12.9%
Top Legal Position	122	5.0%	-2.9%	0.7%	3.8%	8.9%	16.1%
Top Marketing Position	64	3.3%	-5.6%	-1.3%	2.5%	8.5%	11.7%
Top Operations Position	460	4.6%	-3.2%	0.7%	4.1%	8.4%	13.4%
Top PR/Communications Position	71	3.2%	-6.0%	0.9%	3.8%	7.1%	11.3%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Program Position	58	3.5%	-6.2%	0.5%	3.2%	6.2%	15.7%
Top Technology Position	295	2.6%	-2.8%	0.4%	2.7%	5.8%	8.7%
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	127	2.7%	-4.8%	0.0%	1.7%	6.6%	14.2%
Top Education Position	15	3.1%		2.5%	2.9%	3.6%	
Top Finance Position	5	-0.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	108	2.1%	-5.4%	-0.2%	1.8%	5.1%	12.0%
Top Education Position	22	3.9%	0.2%	1.0%	2.4%	4.0%	13.4%
Top Finance Position	11	0.8%		0.1%	2.6%	4.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	381	2.9%	-4.8%	0.0%	2.3%	6.8%	12.1%
Top Administrative Position	13	6.4%		3.9%	5.5%	7.7%	
Top Education Position	41	3.7%	0.4%	1.7%	2.4%	6.4%	8.6%
Top Finance Position	80	2.8%	-6.3%	-0.7%	2.8%	6.0%	13.3%
Top Operations Position	24	3.4%	-3.8%	-0.8%	1.6%	6.8%	14.3%
Top Program Position	6	4.7%			1.6%		
Greater than \$5 million							
CEO/Executive Director	265	4.1%	-4.5%	0.1%	3.8%	7.9%	15.4%
Top Administrative Position	20	5.2%	-1.5%	1.5%	3.5%	6.0%	17.4%
Top Business Position	7	1.7%			5.6%		
Top Development Position	11	1.7%		-2.5%	-0.5%	6.9%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related							
Greater than \$5 million							
Top Education Position	13	2.2%		-0.2%	3.0%	4.1%	
Top Finance Position	139	4.2%	-4.1%	1.1%	4.5%	8.1%	11.5%
Top Human Resources Position	25	5.7%	-1.8%	-0.9%	4.9%	9.6%	13.8%
Top Legal Position	6	2.3%			-0.8%		
Top Operations Position	59	4.7%	-4.5%	-0.9%	4.7%	10.4%	15.8%
Top Program Position	13	4.0%		-0.6%	5.4%	7.7%	
Top Technology Position	20	3.8%	-5.8%	0.4%	2.1%	6.3%	16.3%
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	573	2.3%	-7.9%	-0.7%	2.0%	7.1%	13.5%
Top Administrative Position	6	0.9%			0.0%		
Top Finance Position	10	6.1%		0.2%	1.8%	10.0%	
Top Operations Position	5	2.5%			3.2%		
Top Program Position	9	-1.0%			0.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	336	4.2%	-3.7%	0.0%	3.7%	8.4%	13.6%
Top Finance Position	6	4.4%			7.6%		
Top Operations Position	5	3.5%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	573	3.7%	-4.3%	0.0%	2.9%	7.3%	14.1%
Top Administrative Position	13	1.2%		0.2%	3.1%	3.8%	
Top Development Position	16	7.2%		0.5%	6.7%	10.5%	
Top Finance Position	71	3.5%	-2.6%	0.0%	3.2%	6.7%	11.3%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
Top Legal Position	5	6.2%			3.3%		
Top Operations Position	18	8.0%		3.8%	6.6%	13.6%	
Top Program Position	11	5.2%		1.1%	3.0%	9.6%	
Greater than \$5 million							
CEO/Executive Director	184	4.9%	-1.8%	1.0%	3.5%	9.0%	14.0%
Top Administrative Position	11	5.5%		0.5%	3.5%	9.2%	
Top Development Position	40	4.7%	-1.3%	2.1%	4.1%	8.8%	11.0%
Top Finance Position	89	4.0%	-5.4%	1.8%	4.1%	8.5%	12.0%
Top Human Resources Position	13	4.1%		3.6%	4.4%	7.0%	
Top Legal Position	16	7.0%		1.5%	6.3%	10.6%	
Top Marketing Position	10	3.9%		1.1%	3.7%	6.7%	
Top Operations Position	50	5.4%	-3.3%	2.4%	4.5%	10.4%	13.3%
Top PR/Communications Position	21	4.4%	1.1%	1.9%	4.0%	7.3%	10.3%
Top Program Position	11	4.8%		3.4%	4.1%	5.6%	
Top Technology Position	8	6.2%			5.3%		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	243	2.5%	-9.3%	-0.2%	1.9%	6.8%	14.5%
Top Administrative Position	5	-1.9%			0.0%		
Top Operations Position	5	2.4%			2.0%		
Top Program Position	5	0.4%			0.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	133	3.6%	-5.9%	0.0%	2.9%	7.5%	15.4%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture, and Nutrition							
Between \$500 thousand and \$1 million							
Top Finance Position	7	3.3%			0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	259	3.9%	-3.0%	0.0%	3.1%	7.4%	13.6%
Top Administrative Position	5	5.4%			7.3%		
Top Finance Position	13	1.1%		-0.5%	1.5%	5.0%	
Top Operations Position	6	10.2%			11.4%		
Greater than \$5 million							
CEO/Executive Director	216	3.9%	-2.7%	0.0%	3.5%	7.8%	12.7%
Top Administrative Position	8	1.9%			3.3%		
Top Development Position	27	3.8%	-1.1%	-0.2%	3.8%	6.3%	9.9%
Top Finance Position	79	5.4%	-2.4%	1.7%	3.8%	8.3%	16.2%
Top Operations Position	48	4.6%	-3.7%	0.6%	4.7%	9.1%	12.2%
Top Program Position	9	7.2%			7.9%		
Top Technology Position	5	2.3%			2.4%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	594	2.4%	-8.1%	0.0%	2.0%	6.7%	13.3%
Top Administrative Position	10	3.8%		1.6%	5.8%	8.0%	
Top Finance Position	20	1.4%	-12.6%	-5.9%	1.8%	7.6%	14.7%
Top Program Position	10	4.3%		2.4%	3.0%	5.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	387	3.4%	-4.2%	0.0%	2.1%	6.7%	14.1%
Top Administrative Position	8	5.2%			3.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative							
Between \$500 thousand and \$1 million							
Top Finance Position	26	2.7%	-10.0%	0.7%	3.1%	6.8%	13.0%
Top Operations Position	16	2.6%		-1.9%	1.7%	3.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	1,072	3.5%	-4.8%	0.0%	2.9%	7.3%	13.7%
Top Administrative Position	90	3.7%	-3.4%	0.0%	2.6%	8.7%	14.2%
Top Business Position	13	3.5%		-0.8%	1.3%	10.3%	
Top Development Position	31	3.9%	-1.6%	-0.3%	2.7%	7.5%	13.4%
Top Finance Position	196	5.1%	-4.3%	0.6%	4.1%	9.7%	16.9%
Top Human Resources Position	12	1.4%		-1.2%	1.3%	4.6%	
Top Operations Position	93	4.0%	-4.8%	0.2%	3.9%	8.7%	13.3%
Top Program Position	16	1.7%		-2.2%	3.2%	9.4%	
Top Technology Position	20	1.3%	-9.8%	-3.3%	3.4%	5.8%	9.7%
Greater than \$5 million							
CEO/Executive Director	2,201	3.9%	-6.5%	-0.4%	3.4%	8.8%	15.8%
Top Administrative Position	282	3.4%	-5.5%	-0.2%	3.0%	7.6%	13.1%
Top Business Position	53	3.2%	-8.5%	-0.3%	2.7%	8.0%	13.8%
Top Development Position	113	3.2%	-6.3%	-0.6%	3.2%	7.8%	13.6%
Top Education Position	19	3.6%		-0.6%	3.3%	7.1%	
Top Facilities Position	29	2.4%	-8.3%	-1.3%	2.7%	8.8%	11.7%
Top Finance Position	1,680	4.6%	-5.0%	0.2%	4.0%	9.6%	15.7%
Top Human Resources Position	324	4.2%	-6.5%	-0.4%	4.2%	9.2%	15.0%
Top Legal Position	116	3.3%	-8.3%	-1.3%	3.8%	7.7%	13.6%
Top Marketing Position	38	4.2%	-4.7%	0.2%	3.7%	7.0%	15.1%
Top Operations Position	740	4.5%	-5.5%	-0.1%	4.2%	9.3%	15.4%
Top PR/Communications Position	47	5.5%	-3.3%	1.4%	3.9%	10.4%	18.7%
Top Program Position	40	5.1%	-1.2%	1.0%	3.6%	7.9%	12.2%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative							
Greater than \$5 million							
Top Technology Position	313	4.1%	-4.6%	-0.2%	3.5%	8.0%	15.3%
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	480	2.8%	-6.3%	0.0%	1.9%	6.6%	15.1%
Top Administrative Position	11	1.2%		-3.8%	1.4%	8.2%	
Top Finance Position	15	-3.0%		-4.9%	0.0%	0.1%	
Top Operations Position	6	-3.7%			-1.9%		
Top Program Position	9	3.4%			2.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	425	3.5%	-4.3%	0.0%	2.6%	8.0%	14.2%
Top Administrative Position	16	0.2%		-1.7%	-0.1%	3.7%	
Top Finance Position	20	2.0%	-7.4%	-1.8%	2.7%	7.3%	9.6%
Top Operations Position	7	4.2%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	910	3.8%	-4.6%	0.0%	3.1%	7.7%	13.6%
Top Administrative Position	48	2.5%	-8.8%	-0.9%	1.9%	7.2%	13.2%
Top Business Position	5	0.8%			3.7%		
Top Development Position	11	4.1%		-0.2%	2.6%	10.3%	
Top Finance Position	153	4.6%	-3.2%	0.1%	4.3%	8.2%	14.2%
Top Human Resources Position	5	3.5%			2.7%		
Top Operations Position	55	3.4%	-4.7%	-1.2%	2.7%	8.3%	12.0%
Top Program Position	13	-1.2%		-4.4%	0.0%	2.8%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter							
Greater than \$5 million							
CEO/Executive Director	451	3.9%	-4.7%	0.0%	3.8%	7.9%	12.8%
Top Administrative Position	46	4.3%	-1.5%	0.8%	3.7%	6.9%	11.6%
Top Business Position	15	5.5%		2.0%	6.4%	8.8%	
Top Development Position	34	3.6%	-6.7%	-1.5%	3.4%	7.3%	17.0%
Top Facilities Position	13	1.2%		-2.4%	2.5%	5.0%	
Top Finance Position	231	4.7%	-2.7%	0.9%	4.2%	8.2%	13.4%
Top Human Resources Position	35	5.3%	0.0%	2.4%	5.1%	7.1%	11.0%
Top Legal Position	10	2.5%		1.4%	2.5%	6.7%	
Top Marketing Position	17	5.5%		0.8%	4.7%	8.8%	
Top Operations Position	77	4.8%	-2.9%	0.3%	3.8%	8.9%	14.3%
Top Program Position	11	1.1%		-3.8%	-1.1%	7.0%	
Top Technology Position	14	3.3%		-0.1%	2.6%	6.2%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	2,498	2.4%	-7.7%	-0.2%	1.5%	6.5%	13.3%
Top Administrative Position	55	2.2%	-5.9%	0.0%	1.9%	3.9%	8.9%
Top Finance Position	71	2.0%	-5.3%	-1.1%	1.4%	5.7%	9.3%
Top Operations Position	27	3.5%	-4.2%	-0.4%	0.0%	7.1%	15.1%
Top Program Position	56	0.7%	-14.5%	-0.7%	1.4%	5.7%	10.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	1,722	2.9%	-5.0%	0.0%	2.4%	6.8%	12.6%
Top Administrative Position	30	3.7%	0.0%	0.0%	1.8%	5.5%	9.4%
Top Finance Position	83	2.8%	-6.4%	-0.6%	2.5%	6.9%	12.4%
Top Operations Position	29	3.3%	-7.5%	-1.2%	3.9%	9.3%	12.2%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
Top Program Position	17	4.2%		0.0%	1.7%	11.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	3,959	3.4%	-4.6%	0.0%	2.6%	7.1%	13.2%
Top Administrative Position	86	3.1%	-4.0%	0.0%	3.2%	6.5%	11.3%
Top Business Position	26	3.0%	-8.0%	0.4%	3.0%	7.2%	15.4%
Top Development Position	46	3.6%	-2.5%	0.6%	3.3%	6.0%	13.5%
Top Education Position	7	5.6%			4.9%		
Top Facilities Position	5	4.3%			2.7%		
Top Finance Position	633	3.2%	-5.5%	-0.1%	2.7%	6.9%	13.4%
Top Human Resources Position	17	2.3%		-0.5%	1.5%	7.0%	
Top Legal Position	9	4.8%			3.4%		
Top Operations Position	169	3.7%	-4.1%	-0.4%	2.7%	9.1%	13.6%
Top Program Position	61	1.0%	-15.1%	-2.8%	1.9%	7.9%	11.7%
Top Technology Position	6	-1.3%			-0.5%		
Greater than \$5 million							
CEO/Executive Director	3,253	3.8%	-4.5%	0.0%	3.3%	7.6%	13.5%
Top Administrative Position	173	3.7%	-3.7%	0.5%	3.6%	7.6%	11.8%
Top Business Position	58	5.1%	-5.5%	0.5%	3.9%	11.3%	15.4%
Top Development Position	221	3.2%	-4.5%	0.2%	3.0%	6.4%	12.0%
Top Education Position	13	3.3%		1.2%	2.4%	4.5%	
Top Facilities Position	41	5.1%	-1.5%	1.2%	3.7%	8.8%	13.9%
Top Finance Position	1,823	4.2%	-4.0%	0.4%	3.7%	8.1%	14.1%
Top Human Resources Position	260	4.4%	-3.4%	0.5%	4.3%	7.9%	12.5%
Top Legal Position	42	4.6%	-3.0%	-1.4%	3.2%	9.1%	16.8%
Top Marketing Position	104	3.2%	-7.5%	-0.5%	3.0%	7.7%	12.3%
Top Operations Position	641	4.3%	-3.1%	0.4%	3.8%	8.2%	14.0%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other							
Greater than \$5 million							
Top PR/Communications Position	36	6.7%	0.8%	2.8%	4.9%	11.6%	15.7%
Top Program Position	172	3.7%	-4.2%	0.2%	3.6%	8.1%	13.0%
Top Technology Position	147	3.9%	-4.2%	-0.4%	3.5%	7.7%	12.4%
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	277	0.6%	-12.4%	-1.1%	0.0%	4.1%	11.2%
Top Finance Position	10	5.4%		0.0%	3.1%	8.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	124	1.9%	-10.1%	-1.5%	1.5%	5.6%	12.7%
Top Finance Position	8	2.6%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	231	3.2%	-4.8%	-0.2%	2.2%	7.3%	14.4%
Top Administrative Position	13	4.8%		0.0%	4.4%	8.1%	
Top Finance Position	37	3.5%	-6.7%	0.0%	2.3%	6.9%	16.5%
Top Operations Position	20	3.7%	-4.3%	-0.5%	4.6%	8.9%	11.4%
Top Program Position	7	1.2%			2.2%		
Greater than \$5 million							
CEO/Executive Director	174	2.8%	-6.5%	-0.1%	2.7%	6.9%	13.4%
Top Administrative Position	7	4.2%			1.6%		
Top Business Position	5	-1.5%			-0.3%		
Top Development Position	16	1.4%		-1.6%	0.3%	4.0%	
Top Finance Position	76	3.8%	-2.3%	0.7%	3.9%	7.5%	11.4%
Top Human Resources Position	11	9.5%		2.7%	6.4%	14.3%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security							
Greater than \$5 million							
Top Legal Position	14	3.6%		-0.9%	4.5%	6.5%	
Top Marketing Position	8	3.7%			1.9%		
Top Operations Position	46	7.3%	-1.8%	2.2%	6.1%	11.7%	19.4%
Top PR/Communications Position	11	5.0%		0.0%	5.5%	7.8%	
Top Program Position	21	4.1%	-5.3%	-1.8%	4.4%	7.4%	8.9%
Top Technology Position	10	7.3%		3.5%	6.6%	8.6%	
Medical Research							
\$500 thousand or less							
CEO/Executive Director	56	2.7%	-7.0%	0.0%	1.6%	7.6%	11.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	52	2.7%	-6.9%	0.0%	2.7%	6.8%	12.8%
Between \$1 million and \$5 million							
CEO/Executive Director	88	1.3%	-9.3%	-0.5%	1.3%	5.1%	10.0%
Top Finance Position	14	1.4%		-1.5%	6.7%	8.1%	
Top Operations Position	8	2.8%			6.2%		
Greater than \$5 million							
CEO/Executive Director	86	3.0%	-5.9%	0.1%	2.9%	7.0%	11.9%
Top Administrative Position	6	0.8%			3.6%		
Top Business Position	5	3.7%			3.2%		
Top Development Position	17	5.4%		0.8%	2.7%	7.9%	
Top Education Position	5	6.1%			5.6%		
Top Finance Position	61	4.2%	-5.2%	-0.4%	4.7%	7.4%	14.6%
Top Human Resources Position	8	6.6%			5.1%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical Research							
Greater than \$5 million							
Top Legal Position	9	4.5%			5.9%		
Top Marketing Position	8	6.1%			5.4%		
Top Operations Position	27	8.0%	0.7%	3.0%	7.9%	11.0%	19.9%
Top PR/Communications Position	9	2.7%			4.2%		
Top Program Position	7	0.2%			1.2%		
Top Technology Position	12	5.8%		3.0%	5.6%	7.4%	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	488	1.8%	-9.8%	-1.5%	1.1%	6.4%	13.6%
Top Administrative Position	18	0.0%		0.1%	2.0%	3.1%	
Top Finance Position	17	3.5%		0.0%	1.8%	7.1%	
Top Operations Position	6	-1.5%			0.0%		
Top Program Position	10	4.2%		-3.0%	3.6%	7.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	327	3.2%	-4.3%	0.0%	2.0%	6.4%	14.3%
Top Finance Position	19	9.0%		3.7%	8.6%	15.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	780	3.2%	-5.4%	-0.2%	2.6%	7.1%	13.5%
Top Administrative Position	17	4.7%		1.8%	3.5%	9.0%	
Top Business Position	7	-1.5%			-0.6%		
Top Finance Position	165	3.7%	-4.2%	0.0%	3.4%	7.4%	14.4%
Top Human Resources Position	6	4.5%			3.8%		
Top Operations Position	40	3.8%	-2.7%	-0.1%	2.5%	7.5%	15.8%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
Top Program Position	14	2.9%		-2.6%	1.3%	6.7%	
Greater than \$5 million							
CEO/Executive Director	787	3.6%	-4.8%	-0.4%	3.0%	7.8%	14.4%
Top Administrative Position	43	5.7%	-4.8%	1.1%	5.4%	11.1%	15.6%
Top Business Position	15	6.2%		1.4%	7.5%	11.9%	
Top Development Position	27	1.4%	-3.9%	-1.0%	2.4%	5.3%	7.3%
Top Education Position	9	3.3%			4.1%		
Top Facilities Position	6	7.4%			5.6%		
Top Finance Position	443	4.3%	-3.1%	0.4%	3.8%	8.0%	13.6%
Top Human Resources Position	52	5.7%	-3.0%	1.9%	5.2%	9.0%	17.2%
Top Legal Position	14	3.6%		0.2%	2.2%	7.1%	
Top Marketing Position	6	6.0%			5.4%		
Top Operations Position	196	4.9%	-3.2%	0.6%	4.5%	9.6%	16.6%
Top PR/Communications Position	8	3.6%			3.3%		
Top Program Position	34	2.8%	-3.7%	-0.4%	1.5%	5.3%	11.8%
Top Technology Position	49	4.7%	-3.8%	1.1%	4.1%	8.0%	15.4%

Mutual/Membership Benefit Organizations, Other

\$500 thousand or less

CEO/Executive Director	32	3.1%	-8.8%	-0.2%	2.8%	7.4%	13.4%
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Between \$500 thousand and \$1 million

CEO/Executive Director	8	-1.1%			-0.2%		
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Between \$1 million and \$5 million

CEO/Executive Director	44	2.3%	-10.8%	-3.1%	2.6%	7.5%	16.0%
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mutual/Membership Benefit Organizations, Other							
Between \$1 million and \$5 million							
Top Finance Position	7	6.7%			4.9%		
Greater than \$5 million							
CEO/Executive Director	26	3.2%	-3.0%	1.6%	4.4%	7.2%	11.2%
Top Finance Position	17	6.7%		2.8%	5.3%	9.9%	
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	400	2.5%	-4.4%	0.0%	1.0%	6.3%	12.4%
Top Finance Position	6	1.7%			0.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	253	3.2%	-4.5%	0.0%	2.7%	6.0%	12.1%
Top Finance Position	15	4.2%		1.2%	4.1%	7.3%	
Top Operations Position	7	4.4%			3.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	601	3.6%	-4.9%	0.0%	3.3%	7.2%	12.4%
Top Administrative Position	14	3.2%		1.0%	2.7%	4.5%	
Top Development Position	12	4.1%		3.0%	3.7%	8.2%	
Top Finance Position	88	3.6%	-3.8%	0.9%	3.0%	6.9%	12.6%
Top Operations Position	25	0.9%	-8.5%	-3.6%	2.4%	5.5%	8.8%
Top Program Position	12	4.7%		-0.5%	3.9%	7.2%	
Greater than \$5 million							
CEO/Executive Director	392	4.5%	-2.2%	0.7%	3.8%	8.0%	14.0%
Top Administrative Position	25	4.4%	-4.4%	2.8%	5.3%	8.8%	10.0%
Top Business Position	8	5.0%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
Top Development Position	60	5.5%	-0.7%	1.9%	3.9%	10.4%	14.6%
Top Finance Position	211	5.6%	-1.5%	2.3%	5.0%	8.9%	15.0%
Top Human Resources Position	11	2.6%		-0.2%	4.0%	5.3%	
Top Legal Position	10	6.4%		2.0%	4.0%	5.9%	
Top Marketing Position	24	5.1%	-3.8%	1.7%	3.6%	10.3%	15.9%
Top Operations Position	69	5.2%	-3.9%	2.1%	4.8%	9.4%	15.3%
Top PR/Communications Position	16	1.9%		-2.6%	2.3%	4.9%	
Top Program Position	20	3.4%	-9.5%	-2.2%	3.7%	12.1%	15.9%
Top Technology Position	30	3.3%	-3.1%	-0.1%	3.1%	4.7%	10.9%
Public Safety, Disaster Preparedness, and Relief							
\$500 thousand or less							
CEO/Executive Director	65	0.5%	-13.7%	-3.7%	0.2%	5.8%	13.2%
Top Finance Position	6	2.0%			1.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	4.0%	-2.9%	0.0%	3.7%	7.6%	12.8%
Between \$1 million and \$5 million							
CEO/Executive Director	64	2.4%	-8.9%	-0.2%	2.9%	6.1%	12.9%
Top Administrative Position	5	5.2%			6.2%		
Top Finance Position	17	-1.0%		-1.8%	1.6%	5.7%	
Top Operations Position	7	4.5%			5.8%		
Greater than \$5 million							
CEO/Executive Director	34	5.2%	-1.5%	2.5%	5.5%	10.2%	15.0%
Top Finance Position	16	3.8%		-0.9%	0.9%	4.3%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public Safety, Disaster Preparedness, and Relief							
Greater than \$5 million							
Top Operations Position	6	7.6%			7.7%		
Top Technology Position	5	5.4%			3.5%		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	231	2.5%	-6.1%	-0.5%	1.7%	6.6%	12.4%
Top Finance Position	6	0.3%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	151	3.0%	-5.5%	0.0%	2.5%	7.1%	14.1%
Top Finance Position	5	3.2%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	301	3.8%	-5.1%	0.0%	3.2%	8.4%	14.1%
Top Administrative Position	15	3.3%		0.2%	5.1%	5.6%	
Top Finance Position	38	3.9%	-2.6%	0.0%	3.5%	6.1%	11.2%
Top Operations Position	17	4.6%		1.4%	4.4%	9.2%	
Top Program Position	7	6.1%			3.8%		
Greater than \$5 million							
CEO/Executive Director	165	3.8%	-6.6%	0.2%	3.6%	8.5%	13.4%
Top Administrative Position	16	5.5%		1.2%	2.9%	5.0%	
Top Business Position	6	5.0%			4.7%		
Top Development Position	17	5.4%		3.1%	3.7%	7.1%	
Top Finance Position	95	5.6%	-0.5%	2.0%	4.7%	9.3%	14.7%
Top Human Resources Position	9	5.5%			5.5%		
Top Legal Position	21	5.8%	-2.3%	-0.2%	2.9%	9.9%	21.7%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other							
Greater than \$5 million							
Top Marketing Position	15	7.6%		3.9%	7.8%	11.4%	
Top Operations Position	59	4.3%	-2.2%	0.4%	3.3%	9.1%	12.2%
Top PR/Communications Position	17	3.9%		-0.9%	4.3%	13.0%	
Top Program Position	7	3.2%			2.6%		
Top Technology Position	19	3.8%		-0.1%	2.6%	8.5%	
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	464	2.1%	-10.4%	-0.9%	0.6%	7.0%	16.1%
Top Administrative Position	14	-4.3%		-11.3%	-2.4%	0.4%	
Top Finance Position	20	-2.1%	-23.9%	-7.9%	0.8%	4.0%	8.0%
Top Operations Position	10	3.1%		-4.1%	2.4%	9.1%	
Top Program Position	16	-0.8%		-4.6%	0.5%	3.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	288	2.8%	-5.9%	0.0%	2.5%	7.0%	12.2%
Top Administrative Position	10	4.1%		0.5%	2.8%	4.3%	
Top Finance Position	16	-0.9%		-3.3%	0.0%	2.9%	
Top Operations Position	6	2.6%			3.5%		
Top Program Position	6	6.0%			0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	497	3.5%	-5.4%	0.0%	3.2%	7.8%	13.7%
Top Administrative Position	22	5.0%	-0.4%	1.3%	3.0%	8.7%	12.0%
Top Business Position	5	-2.4%			0.1%		
Top Finance Position	54	1.0%	-6.4%	-1.3%	2.1%	4.9%	7.8%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
Top Operations Position	22	5.0%	-4.9%	0.8%	6.3%	8.7%	14.1%
Top Program Position	7	8.6%			7.8%		
Top Technology Position	6	1.3%			2.2%		
Greater than \$5 million							
CEO/Executive Director	166	4.0%	-5.0%	0.1%	3.8%	7.9%	13.8%
Top Administrative Position	10	5.8%		2.7%	5.9%	10.1%	
Top Business Position	7	8.8%			7.4%		
Top Development Position	11	2.3%		0.2%	1.9%	4.1%	
Top Facilities Position	5	5.4%			5.6%		
Top Finance Position	85	4.8%	-4.0%	1.2%	4.5%	8.2%	13.9%
Top Legal Position	8	6.3%			6.3%		
Top Marketing Position	8	4.1%			3.8%		
Top Operations Position	42	5.1%	-2.7%	0.8%	4.4%	7.8%	12.1%
Top PR/Communications Position	9	3.4%			2.8%		
Top Program Position	5	3.4%			2.7%		
Top Technology Position	7	12.4%			13.4%		

Religion-Related, Spiritual Development

\$500 thousand or less

CEO/Executive Director	1,966	0.6%	-11.8%	-3.4%	0.0%	5.4%	13.5%
Top Administrative Position	34	-0.1%	-5.3%	-2.7%	0.0%	3.4%	10.8%
Top Finance Position	112	2.3%	-5.5%	0.0%	0.0%	5.7%	14.1%
Top Operations Position	12	-2.2%		-8.2%	1.4%	7.5%	
Top Program Position	8	5.8%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	434	2.0%	-8.7%	-1.0%	0.9%	6.1%	14.2%
Top Administrative Position	16	0.3%		-4.7%	1.2%	5.6%	
Top Business Position	5	-1.6%			0.0%		
Top Finance Position	34	2.5%	-4.1%	-1.1%	0.0%	4.4%	14.2%
Top Operations Position	11	0.9%		-8.3%	0.7%	8.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	529	2.7%	-6.0%	-0.2%	1.9%	7.0%	13.0%
Top Administrative Position	17	1.4%		0.4%	2.0%	3.1%	
Top Development Position	12	2.6%		0.0%	1.0%	3.8%	
Top Finance Position	95	2.9%	-5.5%	0.0%	2.6%	5.9%	13.2%
Top Operations Position	35	3.8%	-5.3%	-0.5%	2.0%	9.5%	16.5%
Top Program Position	7	1.9%			2.5%		
Greater than \$5 million							
CEO/Executive Director	166	2.6%	-6.5%	-1.1%	2.2%	7.1%	13.2%
Top Administrative Position	15	6.3%		3.2%	6.9%	9.5%	
Top Development Position	13	6.0%		2.7%	5.3%	10.6%	
Top Finance Position	94	4.2%	-4.1%	0.1%	3.2%	8.6%	13.4%
Top Human Resources Position	12	3.8%		0.4%	5.2%	7.6%	
Top Marketing Position	6	7.8%			8.4%		
Top Operations Position	42	6.3%	-2.3%	1.9%	6.2%	10.4%	17.5%
Top PR/Communications Position	8	2.4%			2.1%		
Top Technology Position	11	5.8%		3.0%	3.8%	10.3%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	38	-0.2%	-12.9%	-0.6%	0.0%	4.1%	5.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	4.4%	-2.7%	0.0%	3.5%	6.0%	14.6%
Between \$1 million and \$5 million							
CEO/Executive Director	107	2.6%	-8.3%	-1.0%	2.6%	7.9%	13.1%
Top Finance Position	18	3.6%		0.1%	3.5%	6.8%	
Top Operations Position	11	3.7%		-1.1%	4.8%	7.9%	
Greater than \$5 million							
CEO/Executive Director	108	4.7%	-3.9%	0.0%	4.3%	10.9%	16.1%
Top Administrative Position	7	4.3%			3.4%		
Top Business Position	10	0.6%		-0.9%	3.0%	4.8%	
Top Development Position	11	3.0%		0.1%	2.3%	4.9%	
Top Education Position	5	8.2%			7.3%		
Top Finance Position	75	4.3%	-1.9%	1.7%	4.3%	6.8%	9.7%
Top Human Resources Position	7	4.2%			5.9%		
Top Legal Position	9	7.0%			3.8%		
Top Marketing Position	6	-1.5%			0.5%		
Top Operations Position	34	5.4%	1.6%	2.9%	4.3%	6.7%	13.3%
Top PR/Communications Position	6	4.5%			3.6%		
Top Program Position	16	5.4%		0.3%	4.1%	12.1%	
Top Technology Position	31	3.7%	-1.8%	0.7%	3.6%	7.8%	15.4%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Social Science Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	37	-0.6%	-15.3%	-4.3%	0.0%	4.8%	9.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	3.2%		0.0%	7.7%	10.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	75	5.1%	-1.1%	0.2%	3.3%	8.3%	16.0%
Top Finance Position	14	5.1%		1.7%	3.0%	7.4%	
Greater than \$5 million							
CEO/Executive Director	36	2.8%	-4.2%	0.2%	2.4%	5.0%	10.5%
Top Administrative Position	7	1.4%			0.0%		
Top Finance Position	22	3.3%	-0.7%	1.1%	3.6%	6.6%	8.4%
Top Operations Position	7	7.9%			8.5%		
Top Program Position	5	-0.2%			2.1%		
Top Technology Position	5	1.0%			4.1%		
Unknown							
\$500 thousand or less							
CEO/Executive Director	90	2.0%	-13.0%	-1.0%	2.5%	8.9%	13.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	3.1%	-1.9%	0.0%	1.1%	4.6%	13.0%
Between \$1 million and \$5 million							
CEO/Executive Director	76	2.6%	-6.3%	-2.0%	1.6%	7.7%	11.4%
Top Finance Position	9	4.6%			1.9%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown							
Greater than \$5 million							
CEO/Executive Director	38	3.5%	-5.7%	0.4%	4.6%	7.4%	14.9%
Top Finance Position	20	3.2%	-6.8%	-2.2%	2.7%	8.2%	12.9%
Youth Development							
\$500 thousand or less							
CEO/Executive Director	714	2.5%	-7.7%	-0.4%	2.0%	7.4%	14.8%
Top Finance Position	19	0.1%		-8.1%	0.0%	10.7%	
Top Operations Position	13	2.5%		-4.3%	0.0%	3.8%	
Top Program Position	32	-0.4%	-11.4%	-6.3%	0.0%	3.0%	10.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	488	3.4%	-5.3%	0.0%	3.0%	7.7%	13.7%
Top Administrative Position	5	3.1%			1.0%		
Top Finance Position	11	2.4%		0.3%	1.6%	8.1%	
Top Operations Position	11	4.4%		0.0%	2.2%	9.4%	
Top Program Position	6	6.3%			5.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	827	4.0%	-4.3%	0.0%	3.4%	8.2%	14.9%
Top Administrative Position	7	7.7%			8.2%		
Top Development Position	22	4.1%	-5.5%	-0.3%	4.6%	7.1%	13.5%
Top Finance Position	106	3.7%	-3.2%	-0.1%	3.2%	8.1%	10.9%
Top Operations Position	48	4.1%	-6.5%	2.1%	3.8%	6.8%	17.7%
Top Program Position	8	3.5%			2.0%		
Greater than \$5 million							
CEO/Executive Director	250	4.5%	-3.5%	0.8%	3.6%	8.5%	14.8%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development							
Greater than \$5 million							
Top Administrative Position	15	3.1%		-0.5%	2.5%	9.2%	
Top Business Position	9	2.6%			1.7%		
Top Development Position	48	5.4%	-0.2%	2.0%	3.5%	6.7%	14.2%
Top Finance Position	135	4.3%	-3.4%	0.8%	4.0%	8.7%	14.1%
Top Human Resources Position	7	3.0%			0.3%		
Top Legal Position	5	4.0%			2.1%		
Top Marketing Position	12	8.2%		1.1%	6.6%	12.8%	
Top Operations Position	59	4.7%	-3.4%	0.0%	3.5%	8.5%	16.0%
Top PR/Communications Position	6	5.1%			4.6%		
Top Program Position	11	4.7%		2.3%	3.4%	5.0%	
Top Technology Position	8	5.1%			4.3%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related								
\$500 thousand or less								
CEO/Executive Director								
	F	241	2.9%	-6.4%	0.0%	0.1%	8.5%	14.8%
	M	55	1.6%	-9.9%	0.0%	0.9%	5.9%	10.5%
	U	9	2.0%			0.0%		
Top Finance Position								
	F	13	-1.2%		-1.2%	0.0%	0.2%	
	M	6	0.9%			2.4%		
Top Operations Position								
	F	5	6.4%			3.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	149	4.0%	-6.7%	0.0%	3.1%	8.5%	16.9%
	M	38	4.4%	-0.9%	0.0%	2.1%	7.8%	18.4%
Top Finance Position								
	F	9	4.0%			3.0%		
	M	5	6.2%			2.3%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	230	4.3%	-3.0%	0.0%	3.4%	8.2%	14.1%
	M	101	1.9%	-6.3%	-1.0%	2.1%	6.8%	11.4%
	U	11	2.8%		0.8%	4.0%	5.3%	
Top Administrative Position								
	F	8	-0.2%			3.6%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related								
Between \$1 million and \$5 million								
Top Finance Position	F	18	4.4%		2.2%	3.1%	9.0%	
	M	7	2.8%			6.9%		
Top Operations Position	F	5	8.1%			4.1%		
Greater than \$5 million								
CEO/Executive Director	F	70	5.3%	-2.9%	1.6%	5.0%	9.2%	13.9%
	M	81	3.5%	-7.9%	-0.9%	4.2%	8.9%	14.5%
Top Administrative Position	F	5	7.3%			7.2%		
	M	9	5.7%			3.8%		
Top Development Position	F	25	5.3%	-0.8%	2.8%	4.7%	6.7%	9.9%
	M	6	2.2%			3.9%		
Top Finance Position	F	55	5.0%	-0.5%	1.9%	4.2%	7.9%	14.5%
	M	30	4.6%	-0.6%	1.0%	4.7%	8.1%	13.0%
Top Human Resources Position	F	15	5.3%		1.5%	3.0%	8.0%	
Top Marketing Position	F	9	2.8%			4.4%		
	M	8	4.8%			2.1%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related								
Greater than \$5 million								
Top Operations Position								
	F	21	3.6%	-9.6%	-0.2%	3.8%	13.2%	17.0%
	M	29	3.9%	-6.1%	0.5%	4.2%	8.9%	13.0%
Top PR/Communications Position								
	F	11	5.1%		3.0%	5.8%	8.0%	
Top Technology Position								
	M	5	4.4%			3.1%		

Arts, Culture, and Humanities

\$500 thousand or less								
CEO/Executive Director								
	F	1,230	2.7%	-7.2%	-0.1%	1.7%	6.9%	14.4%
	M	693	2.2%	-7.7%	-0.3%	1.1%	5.9%	14.0%
	U	110	0.8%	-13.4%	-0.6%	0.1%	5.3%	9.6%
Top Administrative Position								
	F	32	3.9%	0.0%	0.6%	2.8%	6.7%	11.2%
	M	16	4.6%		0.2%	3.2%	8.3%	
	U	5	3.8%			3.9%		
Top Development Position								
	F	8	4.0%			1.9%		
Top Education Position								
	F	7	7.3%			8.6%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities								
\$500 thousand or less								
Top Finance Position								
	F	37	-0.7%	-10.6%	-2.0%	0.0%	3.4%	8.1%
	M	19	0.8%		-1.6%	0.0%	5.2%	
Top Operations Position								
	F	16	4.2%		-0.4%	3.0%	11.0%	
	M	8	3.4%			3.5%		
Top Program Position								
	F	8	0.8%			2.6%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	584	3.3%	-4.8%	0.0%	2.3%	7.8%	13.7%
	M	409	2.7%	-6.3%	-0.2%	2.3%	6.4%	12.9%
	U	40	2.3%	-7.5%	-0.8%	1.4%	8.9%	10.8%
Top Administrative Position								
	F	9	3.8%			4.4%		
	M	14	4.8%		1.8%	3.8%	9.1%	
Top Finance Position								
	F	12	3.5%		0.0%	5.2%	8.8%	
	M	12	0.2%		-6.0%	-1.5%	6.4%	
Top Operations Position								
	M	5	5.9%			4.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	745	2.8%	-5.4%	-0.4%	2.5%	6.4%	12.7%
	M	701	3.1%	-4.2%	-0.3%	2.3%	6.7%	13.2%
	U	51	3.3%	-4.4%	-0.9%	2.4%	6.3%	16.4%
Top Administrative Position								
	F	36	6.0%	-0.5%	0.9%	4.2%	9.6%	16.6%
	M	27	0.4%	-4.2%	-0.8%	1.0%	2.8%	6.3%
Top Business Position								
	F	9	-2.5%			0.5%		
	M	8	0.1%			-3.0%		
Top Development Position								
	F	33	2.4%	-7.3%	-0.7%	2.5%	5.9%	8.7%
	M	11	2.7%		0.0%	3.5%	4.4%	
Top Education Position								
	F	6	-1.2%			0.6%		
Top Finance Position								
	F	103	2.4%	-6.1%	-0.5%	3.0%	6.4%	11.9%
	M	80	3.1%	-4.8%	-0.7%	2.2%	6.7%	15.8%
	U	7	2.7%			2.8%		
Top Operations Position								
	F	34	3.8%	-4.9%	0.0%	3.5%	9.0%	15.6%
	M	25	1.8%	-3.3%	-1.3%	2.0%	5.0%	8.9%
Top Program Position								
	F	11	3.7%		2.1%	3.8%	4.9%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities								
Greater than \$5 million								
CEO/Executive Director								
	F	206	3.5%	-4.2%	0.3%	3.1%	6.9%	11.6%
	M	361	3.8%	-5.3%	-0.1%	3.5%	8.2%	14.0%
	U	26	2.8%	-3.1%	0.0%	2.2%	4.7%	13.5%
Top Administrative Position								
	F	37	3.2%	-4.6%	-0.9%	3.2%	5.6%	12.0%
	M	40	4.9%	0.2%	1.7%	3.6%	7.6%	13.9%
Top Business Position								
	F	11	0.0%		-0.3%	1.9%	2.7%	
	M	10	4.6%		0.0%	4.1%	7.8%	
Top Development Position								
	F	131	3.9%	-3.9%	1.2%	3.7%	7.4%	11.9%
	M	59	5.1%	-1.0%	0.8%	3.5%	10.3%	15.3%
	U	11	7.8%		1.7%	3.4%	12.1%	
Top Education Position								
	F	18	5.1%		2.8%	4.6%	7.1%	
	M	8	1.6%			2.7%		
Top Facilities Position								
	M	10	5.4%		0.1%	4.7%	10.9%	
Top Finance Position								
	F	184	5.0%	-1.0%	1.5%	4.6%	7.9%	13.0%
	M	177	4.3%	-1.0%	1.4%	3.9%	8.5%	11.9%
	U	13	3.3%		-0.6%	3.2%	6.5%	
Top Human Resources Position								
	F	25	5.3%	-0.8%	1.5%	3.6%	9.2%	13.5%
	M	7	7.3%			4.7%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities								
Greater than \$5 million								
Top Legal Position								
	F	17	7.1%		3.3%	5.0%	10.2%	
	M	14	3.6%		-0.5%	4.0%	5.5%	
Top Marketing Position								
	F	46	6.2%	-1.3%	2.3%	4.3%	8.8%	18.9%
	M	25	3.2%	-1.0%	1.0%	2.0%	4.7%	7.6%
Top Operations Position								
	F	50	5.6%	-1.7%	2.3%	4.8%	8.2%	14.9%
	M	83	4.3%	-4.2%	0.3%	3.9%	8.3%	13.2%
	U	7	8.1%			4.8%		
Top PR/Communications Position								
	F	25	4.4%	0.4%	2.3%	2.9%	7.7%	10.9%
	M	9	2.9%			2.5%		
Top Program Position								
	F	11	2.8%		1.7%	3.1%	4.7%	
	M	14	2.5%		-0.4%	2.3%	4.5%	
Top Technology Position								
	F	8	3.4%			3.4%		
	M	58	4.4%	-1.1%	1.8%	3.7%	7.5%	10.8%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy								
\$500 thousand or less								
CEO/Executive Director								
	F	149	2.0%	-13.7%	-1.8%	2.0%	9.1%	14.5%
	M	81	2.3%	-6.8%	-1.8%	1.6%	6.2%	14.7%
	U	21	5.3%	-1.0%	0.0%	5.8%	9.5%	17.5%
Top Operations Position								
	F	5	-2.8%			0.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	115	3.1%	-6.1%	-0.1%	2.3%	6.5%	14.0%
	M	61	3.8%	-4.1%	0.0%	3.2%	7.4%	12.3%
	U	10	-0.8%		-7.2%	-1.7%	5.1%	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	180	4.6%	-1.8%	0.3%	4.1%	8.6%	14.5%
	M	110	2.9%	-4.8%	-0.9%	1.5%	5.9%	12.9%
	U	16	5.4%		0.4%	3.1%	4.6%	
Top Development Position								
	F	9	5.8%			3.6%		
Top Finance Position								
	F	26	5.8%	-1.5%	1.7%	3.3%	11.8%	16.8%
	M	12	3.5%		1.7%	2.9%	5.5%	
Top Legal Position								
	F	11	5.5%		3.3%	4.6%	8.1%	
	M	20	7.5%	0.2%	2.4%	5.6%	10.0%	20.1%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy								
Between \$1 million and \$5 million								
Top Operations Position								
	F	13	3.6%		-0.6%	1.5%	8.8%	
	M	7	3.6%			2.7%		
Top PR/Communications Position								
	M	5	6.6%			2.0%		
Greater than \$5 million								
CEO/Executive Director								
	F	49	4.8%	-2.2%	0.9%	4.3%	8.0%	12.9%
	M	53	5.1%	0.0%	1.4%	4.2%	8.2%	12.2%
	U	5	1.3%			0.2%		
Top Administrative Position								
	F	7	5.0%			4.1%		
Top Development Position								
	F	11	9.0%		5.6%	9.5%	14.5%	
	M	9	4.9%			4.8%		
Top Finance Position								
	F	33	5.6%	-6.5%	1.7%	4.2%	10.3%	17.1%
	M	26	5.5%	0.1%	1.8%	4.6%	8.2%	11.2%
	U	5	1.9%			4.8%		
Top Legal Position								
	F	8	5.8%			3.2%		
	M	19	4.5%		1.9%	3.2%	5.9%	
Top Operations Position								
	F	9	3.8%			7.3%		
	M	8	5.6%			4.3%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy								
Greater than \$5 million								
Top PR/Communications Position								
	F	10	7.2%		3.4%	6.0%	10.9%	
Community Improvement, Capacity Building								
\$500 thousand or less								
CEO/Executive Director								
	F	481	2.3%	-7.8%	0.0%	2.3%	6.2%	11.5%
	M	285	1.7%	-8.5%	-1.0%	1.0%	5.0%	13.0%
	U	34	0.2%	-9.8%	-4.3%	1.5%	4.1%	8.7%
Top Administrative Position								
	F	5	7.3%			9.6%		
Top Finance Position								
	F	9	-2.0%			-0.3%		
Top Operations Position								
	F	5	2.3%			1.7%		
Top Program Position								
	F	9	3.6%			3.8%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	233	3.0%	-5.7%	0.0%	2.3%	6.7%	13.3%
	M	203	3.7%	-2.2%	0.0%	3.2%	7.4%	11.7%
	U	15	3.1%		0.0%	0.4%	4.9%	
Top Finance Position								
	F	11	8.3%		2.8%	5.5%	14.4%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	338	3.7%	-4.2%	0.0%	3.2%	7.2%	13.2%
	M	379	2.8%	-6.5%	-0.1%	2.4%	7.4%	12.6%
	U	34	5.6%	-0.7%	0.5%	3.4%	10.2%	17.3%
Top Administrative Position								
	F	13	2.5%		-1.3%	2.1%	6.1%	
	M	11	2.3%		0.0%	0.5%	4.7%	
Top Development Position								
	F	6	1.8%			4.4%		
Top Finance Position								
	F	64	3.2%	-3.9%	-0.1%	2.1%	6.0%	10.6%
	M	46	2.1%	-7.6%	-1.5%	2.1%	7.2%	11.4%
	U	7	-0.8%			-0.1%		
Top Legal Position								
	M	6	4.7%			1.8%		
Top Marketing Position								
	F	5	5.2%			9.0%		
Top Operations Position								
	F	25	5.5%	-4.7%	-1.2%	2.2%	12.9%	17.2%
	M	33	3.3%	-4.3%	-0.2%	2.6%	7.4%	12.1%
Greater than \$5 million								
CEO/Executive Director								
	F	117	5.7%	0.0%	1.8%	3.9%	9.1%	15.3%
	M	213	3.7%	-5.2%	0.0%	3.2%	8.3%	14.4%
	U	14	-1.4%		-6.7%	-1.1%	0.0%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building								
Greater than \$5 million								
Top Administrative Position								
	F	9	2.4%			2.0%		
	M	6	5.2%			2.9%		
Top Business Position								
	F	7	4.0%			9.2%		
	M	9	-1.1%			-0.2%		
Top Development Position								
	F	8	6.2%			6.2%		
	M	8	-2.3%			1.1%		
Top Education Position								
	M	5	11.0%			13.3%		
Top Finance Position								
	F	78	4.0%	-2.9%	0.4%	3.2%	6.8%	11.8%
	M	90	4.2%	-6.5%	0.1%	4.1%	8.6%	14.0%
	U	11	7.0%		1.7%	3.7%	11.6%	
Top Human Resources Position								
	F	10	5.0%		2.3%	3.1%	5.7%	
Top Legal Position								
	M	8	3.5%			3.6%		
Top Marketing Position								
	F	7	-1.6%			3.6%		
	M	6	0.5%			-0.4%		
Top Operations Position								
	F	29	6.3%	-1.0%	1.6%	4.5%	11.0%	17.8%
	M	26	6.5%	-3.9%	1.0%	4.3%	10.3%	20.8%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building								
Greater than \$5 million								
Top PR/Communications Position	F	6	5.2%			6.0%		
Top Program Position	F	11	3.2%		-0.7%	3.2%	5.1%	
	M	6	3.1%			2.9%		
Top Technology Position	M	14	4.8%		0.3%	3.6%	8.5%	
Crime, Legal-Related								
\$500 thousand or less								
CEO/Executive Director	F	288	3.1%	-4.6%	0.0%	1.6%	6.6%	15.3%
	M	101	1.0%	-10.5%	-2.3%	0.0%	5.3%	12.4%
	U	14	3.4%		0.0%	1.6%	4.9%	
Top Program Position	F	8	9.5%			9.3%		
Between \$500 thousand and \$1 million								
CEO/Executive Director	F	138	2.9%	-5.5%	0.0%	2.9%	6.5%	12.0%
	M	55	3.7%	-3.3%	0.0%	3.2%	6.6%	12.4%
	U	9	5.5%			2.4%		
Top Finance Position	F	11	4.3%		1.8%	5.0%	6.6%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	165	4.0%	-4.1%	-0.1%	3.7%	7.3%	13.7%
	M	147	3.0%	-4.9%	-0.3%	2.1%	7.1%	11.0%
	U	11	3.2%		-1.4%	0.6%	3.6%	
Top Administrative Position								
	F	7	3.4%			4.1%		
	M	5	0.6%			1.6%		
Top Finance Position								
	F	26	4.5%	-1.7%	1.4%	3.7%	8.2%	11.9%
	M	18	5.4%		1.8%	4.1%	7.9%	
Top Legal Position								
	F	8	2.9%			1.9%		
	M	13	4.2%		0.0%	3.0%	9.7%	
Top Operations Position								
	F	8	3.0%			5.3%		
Greater than \$5 million								
CEO/Executive Director								
	F	56	3.2%	-2.2%	0.4%	2.8%	4.5%	8.8%
	M	68	4.5%	-1.5%	0.9%	3.1%	8.3%	12.5%
Top Administrative Position								
	F	5	3.4%			3.2%		
	M	7	4.8%			2.1%		
Top Development Position								
	F	5	2.7%			1.8%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related								
Greater than \$5 million								
Top Finance Position								
	F	37	4.4%	-0.5%	2.7%	4.4%	7.0%	11.2%
	M	24	5.2%	0.8%	2.6%	5.4%	9.3%	14.3%
Top Legal Position								
	F	22	1.6%	-9.9%	-3.4%	2.5%	7.4%	9.4%
	M	20	4.6%	-0.7%	1.5%	4.0%	6.6%	11.1%
Top Operations Position								
	F	11	4.4%		3.0%	3.8%	5.0%	
	M	9	7.7%			4.5%		
Top Program Position								
	F	5	5.4%			6.4%		

Diseases, Disorders, Medical Disciplines

\$500 thousand or less

CEO/Executive Director

F	280	2.2%	-7.2%	-0.6%	1.9%	6.9%	12.0%
M	97	0.7%	-10.8%	-3.9%	0.0%	5.3%	11.9%
U	16	2.2%		0.0%	2.1%	5.6%	

Top Administrative Position

F	5	-2.1%			0.0%		
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Top Finance Position

F	6	1.7%			1.1%		
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	116	5.1%	-1.2%	0.0%	3.1%	8.1%	16.8%
	M	58	3.7%	-4.1%	-0.2%	0.0%	7.9%	15.7%
	U	9	3.9%			4.1%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	220	3.8%	-4.1%	-0.1%	3.1%	7.4%	13.6%
	M	139	3.9%	-4.1%	0.0%	3.4%	8.2%	14.7%
	U	12	4.2%		2.4%	4.1%	9.0%	
Top Development Position								
	F	9	4.0%			1.6%		
	M	6	6.9%			3.1%		
Top Finance Position								
	F	27	4.1%	-3.2%	-0.3%	3.5%	8.7%	11.5%
	M	13	5.3%		0.9%	7.8%	9.4%	
Top Operations Position								
	F	13	6.1%		2.4%	5.1%	8.1%	
	M	5	8.0%			6.7%		
Greater than \$5 million								
CEO/Executive Director								
	F	94	4.0%	-4.9%	0.1%	3.6%	8.5%	15.7%
	M	132	4.2%	-5.3%	0.0%	3.8%	8.9%	14.6%
	U	6	4.7%			5.3%		
Top Administrative Position								
	F	7	2.8%			5.7%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines								
Greater than \$5 million								
Top Business Position								
	F	5	9.6%			8.6%		
Top Development Position								
	F	13	4.7%		2.4%	4.8%	8.5%	
	M	10	5.0%		-0.8%	3.7%	8.7%	
Top Education Position								
	F	7	5.8%			3.9%		
Top Finance Position								
	F	53	5.7%	-4.0%	0.3%	3.6%	10.4%	17.2%
	M	61	4.4%	-2.8%	0.2%	3.4%	7.1%	15.4%
	U	6	10.7%			9.3%		
Top Human Resources Position								
	F	10	6.8%		4.8%	6.1%	8.2%	
Top Legal Position								
	M	6	3.8%			3.4%		
Top Marketing Position								
	F	13	7.9%		4.5%	4.8%	10.5%	
Top Operations Position								
	F	28	5.9%	-7.3%	1.0%	6.5%	12.9%	16.8%
	M	25	6.8%	-0.7%	2.8%	6.3%	10.5%	16.7%
	U	5	11.3%			14.0%		
Top PR/Communications Position								
	F	10	8.0%		1.5%	6.3%	15.7%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines								
Greater than \$5 million								
Top Program Position								
	F	13	5.1%		3.1%	4.7%	7.6%	
	M	6	2.8%			0.7%		
Top Technology Position								
	M	18	3.1%		0.2%	3.1%	4.0%	
Educational Institutions and Related Activities								
\$500 thousand or less								
CEO/Executive Director								
	F	931	2.3%	-6.7%	-0.3%	1.6%	6.4%	13.1%
	M	413	1.4%	-10.4%	-0.4%	0.2%	5.6%	12.2%
	U	83	1.2%	-16.1%	-0.2%	0.4%	6.8%	14.4%
Top Administrative Position								
	F	41	3.5%	-6.1%	0.0%	4.1%	7.8%	12.8%
	M	12	-0.4%		0.0%	0.0%	0.2%	
Top Education Position								
	F	15	0.8%		0.0%	2.0%	4.4%	
	M	5	3.7%			6.6%		
Top Finance Position								
	F	54	0.7%	-10.1%	-3.7%	0.0%	4.1%	12.9%
	M	12	-0.6%		-5.1%	-0.1%	3.2%	
Top Operations Position								
	F	8	6.3%			3.8%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities								
\$500 thousand or less								
Top Program Position								
	F	19	1.1%		0.0%	1.8%	5.6%	
	U	6	2.3%			6.4%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	646	2.7%	-6.0%	0.0%	2.3%	6.3%	13.1%
	M	342	3.2%	-6.3%	0.0%	2.5%	8.6%	15.5%
	U	44	4.0%	-9.4%	0.1%	3.9%	10.0%	13.5%
Top Administrative Position								
	F	33	2.1%	-5.3%	0.0%	1.7%	5.4%	13.7%
	M	21	5.1%	0.0%	0.5%	1.8%	11.7%	12.5%
Top Business Position								
	F	7	-2.2%			0.0%		
Top Education Position								
	F	6	-1.0%			1.0%		
	M	8	6.7%			5.5%		
Top Finance Position								
	F	37	0.3%	-10.8%	-2.7%	0.0%	5.5%	10.2%
	M	19	2.4%		-3.9%	3.0%	10.2%	
	U	8	4.2%			1.7%		
Top Operations Position								
	F	11	2.4%		0.0%	0.0%	2.1%	
	M	6	-2.4%			-0.6%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities								
Between \$500 thousand and \$1 million								
Top Program Position								
	F	17	0.9%		-1.2%	0.5%	5.2%	
	U	5	4.1%			2.7%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	1,468	3.4%	-4.8%	0.0%	3.1%	7.1%	13.2%
	M	1,165	3.3%	-5.5%	-0.1%	2.6%	7.7%	14.2%
	U	120	3.1%	-2.9%	0.0%	2.5%	5.4%	10.8%
Top Administrative Position								
	F	78	2.4%	-7.2%	0.0%	2.6%	5.2%	10.3%
	M	77	3.2%	-3.2%	0.0%	2.1%	4.9%	13.3%
	U	13	7.6%		3.4%	5.5%	14.0%	
Top Business Position								
	F	68	2.8%	-7.5%	-0.9%	3.4%	6.6%	11.0%
	M	19	1.6%		-3.9%	0.0%	8.7%	
	U	7	0.5%			1.7%		
Top Development Position								
	F	33	2.9%	-0.2%	0.9%	2.8%	6.0%	7.9%
	M	7	0.7%			3.2%		
Top Education Position								
	F	24	0.5%	-10.6%	-4.5%	0.9%	6.0%	8.3%
	M	28	4.0%	-2.1%	0.0%	4.2%	6.6%	12.7%
Top Facilities Position								
	M	5	3.6%			1.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities								
Between \$1 million and \$5 million								
Top Finance Position								
	F	225	3.8%	-4.2%	0.0%	3.4%	8.2%	15.7%
	M	123	5.0%	-2.7%	1.5%	4.1%	8.5%	12.6%
	U	24	1.8%	-6.8%	-1.9%	2.7%	5.2%	10.7%
Top Marketing Position								
	F	5	-0.9%			3.5%		
Top Operations Position								
	F	78	4.4%	-4.8%	1.2%	3.4%	7.4%	15.5%
	M	54	1.4%	-12.1%	-2.4%	1.9%	5.6%	13.0%
	U	9	3.7%			5.1%		
Top Program Position								
	F	27	5.0%	-2.6%	0.9%	4.6%	7.4%	14.3%
	M	12	1.7%		-1.4%	2.7%	4.3%	
Greater than \$5 million								
CEO/Executive Director								
	F	1,008	4.2%	-4.2%	0.0%	3.4%	8.3%	15.1%
	M	1,872	3.7%	-4.5%	0.0%	3.1%	7.5%	13.5%
	U	129	3.6%	-3.7%	0.0%	2.9%	7.6%	12.7%
Top Administrative Position								
	F	99	3.5%	-4.8%	-1.0%	2.6%	7.6%	15.4%
	M	170	3.6%	-2.8%	0.5%	3.1%	6.2%	11.3%
	U	15	4.3%		0.9%	3.4%	7.9%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities								
Greater than \$5 million								
Top Business Position								
	F	92	3.4%	-5.7%	0.1%	3.3%	7.0%	13.7%
	M	127	3.4%	-3.8%	-0.3%	2.9%	7.3%	12.9%
	U	12	2.7%		-1.2%	2.2%	5.7%	
Top Development Position								
	F	327	4.6%	-0.6%	1.6%	3.8%	7.1%	12.4%
	M	294	2.9%	-4.9%	-0.2%	2.6%	6.5%	12.0%
	U	19	0.8%		-1.1%	2.8%	4.8%	
Top Education Position								
	F	185	3.9%	-3.8%	0.9%	3.2%	7.0%	11.3%
	M	223	3.6%	-4.0%	0.0%	2.7%	6.8%	14.0%
	U	31	4.2%	-0.9%	0.6%	2.4%	5.3%	13.9%
Top Facilities Position								
	M	75	2.6%	-3.5%	0.4%	2.9%	5.1%	8.4%
Top Finance Position								
	F	598	4.6%	-2.9%	0.9%	4.0%	7.8%	15.1%
	M	851	4.1%	-2.8%	0.8%	3.5%	6.7%	13.2%
	U	74	4.7%	-6.4%	0.3%	4.6%	10.3%	16.7%
Top Human Resources Position								
	F	94	4.0%	-1.5%	0.0%	2.7%	6.6%	13.2%
	M	41	5.1%	-3.3%	1.9%	4.0%	7.8%	12.4%
	U	6	5.8%			7.2%		
Top Legal Position								
	F	54	5.3%	-2.0%	1.1%	4.2%	8.9%	15.9%
	M	63	4.5%	-5.1%	0.6%	3.6%	8.7%	13.2%
	U	5	7.4%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities								
Greater than \$5 million								
Top Marketing Position								
	F	39	2.5%	-4.7%	-2.1%	2.0%	7.0%	9.6%
	M	23	4.1%	-6.6%	1.6%	3.5%	10.1%	11.7%
Top Operations Position								
	F	180	4.4%	-4.7%	0.7%	4.2%	8.6%	14.2%
	M	255	4.5%	-1.6%	0.8%	3.9%	7.7%	12.3%
	U	25	6.4%	-2.3%	0.9%	5.5%	10.4%	18.0%
Top PR/Communications Position								
	F	34	4.7%	-2.8%	2.2%	5.1%	8.8%	13.6%
	M	35	1.7%	-6.7%	0.2%	2.6%	5.6%	8.3%
Top Program Position								
	F	33	3.5%	-4.5%	0.8%	3.2%	5.4%	16.6%
	M	20	1.9%	-11.9%	-4.1%	3.5%	10.7%	14.7%
	U	5	9.7%			4.5%		
Top Technology Position								
	F	41	3.6%	-2.8%	0.4%	2.6%	6.2%	9.9%
	M	240	2.5%	-2.6%	0.4%	2.8%	5.5%	8.7%
	U	14	1.9%		0.2%	2.2%	5.8%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related								
\$500 thousand or less								
CEO/Executive Director								
	F	71	3.1%	-3.2%	0.0%	3.2%	8.0%	11.6%
	M	47	2.5%	-5.7%	-2.0%	1.5%	5.1%	15.9%
	U	9	0.9%			0.4%		
Top Education Position								
	M	13	3.2%		2.5%	2.9%	3.4%	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	62	1.6%	-5.6%	-0.4%	1.5%	4.9%	7.9%
	M	43	3.0%	-3.6%	0.0%	2.3%	6.7%	12.7%
Top Education Position								
	M	21	3.7%	0.2%	1.0%	2.2%	3.7%	13.8%
Top Finance Position								
	M	8	-0.2%			2.8%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	201	3.9%	-4.6%	0.0%	3.1%	7.8%	15.6%
	M	164	1.8%	-7.0%	-0.1%	1.5%	5.3%	11.1%
	U	16	2.0%		0.2%	1.2%	3.0%	
Top Administrative Position								
	M	9	5.7%			5.9%		
Top Education Position								
	M	37	3.8%	0.5%	1.7%	2.3%	5.5%	8.9%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related								
Between \$1 million and \$5 million								
Top Finance Position								
	F	53	2.1%	-3.6%	-0.6%	2.3%	5.4%	8.5%
	M	22	4.3%	-8.7%	-2.4%	2.8%	13.4%	18.2%
	U	5	4.0%			4.0%		
Top Operations Position								
	F	12	4.6%		-0.8%	2.3%	11.0%	
	M	12	2.2%		-0.8%	0.7%	4.8%	
Greater than \$5 million								
CEO/Executive Director								
	F	92	3.9%	-4.5%	0.0%	3.3%	6.7%	15.9%
	M	161	3.8%	-4.2%	0.3%	3.8%	7.2%	13.7%
	U	12	8.8%		5.7%	9.2%	15.8%	
Top Administrative Position								
	F	7	5.4%			4.2%		
	M	12	5.3%		1.1%	3.5%	8.8%	
Top Development Position								
	F	9	0.6%			-0.9%		
Top Education Position								
	M	11	2.6%		1.3%	3.0%	4.0%	
Top Finance Position								
	F	67	4.5%	-3.5%	1.5%	4.9%	7.7%	11.7%
	M	65	3.9%	-4.1%	0.1%	3.6%	8.1%	11.4%
	U	7	3.8%			5.9%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related								
Greater than \$5 million								
Top Human Resources Position	F	18	5.4%		-1.1%	4.2%	9.6%	
	M	6	6.1%			5.4%		
Top Operations Position	F	23	5.1%	-4.9%	-0.9%	7.0%	10.5%	15.5%
	M	33	4.9%	-2.6%	0.0%	4.3%	10.4%	15.4%
Top Program Position	F	8	4.9%			6.5%		
	M	5	2.5%			2.2%		
Top Technology Position								
	M	18	3.5%		1.6%	2.1%	6.1%	

Environmental Quality, Protection, and Beautification

\$500 thousand or less

CEO/Executive Director

	F	333	2.2%	-9.4%	-0.4%	2.2%	6.8%	13.9%
	M	222	2.5%	-6.9%	-0.9%	2.0%	7.6%	12.9%
	U	18	2.1%		-2.4%	1.1%	4.8%	
Top Finance Position								
	F	6	3.6%			0.5%		
Top Program Position								
	F	5	-2.4%			-5.6%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	179	4.6%	-4.2%	0.0%	4.0%	8.8%	14.5%
	M	147	3.6%	-3.2%	0.0%	3.2%	7.8%	11.5%
	U	10	4.9%		3.1%	3.8%	5.8%	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	213	4.6%	-2.1%	0.2%	3.1%	8.1%	15.5%
	M	343	3.3%	-5.6%	0.0%	2.7%	6.9%	13.4%
	U	17	2.1%		-0.2%	3.1%	6.2%	
Top Administrative Position								
	F	6	3.0%			3.4%		
	M	7	-0.2%			0.2%		
Top Development Position								
	F	13	5.9%		0.5%	6.4%	8.5%	
Top Finance Position								
	F	41	5.3%	-0.6%	0.5%	5.0%	8.6%	15.1%
	M	26	1.2%	-6.8%	-0.7%	0.9%	4.7%	6.4%
Top Operations Position								
	F	12	6.9%		2.6%	5.3%	12.7%	
	M	5	9.8%			6.7%		
Top Program Position								
	M	8	5.6%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification								
Greater than \$5 million								
CEO/Executive Director								
	F	48	4.5%	-3.5%	1.0%	3.5%	9.0%	14.3%
	M	131	5.2%	-1.3%	1.0%	3.6%	9.2%	13.7%
	U	5	2.4%			3.1%		
Top Administrative Position								
	M	5	7.2%			3.8%		
Top Development Position								
	F	29	4.9%	-1.2%	2.4%	4.1%	9.1%	10.1%
	M	9	4.4%			3.6%		
Top Finance Position								
	F	41	3.5%	-4.6%	0.3%	3.6%	7.1%	11.7%
	M	42	4.4%	-5.9%	2.6%	5.1%	8.8%	13.0%
	U	6	4.1%			3.5%		
Top Human Resources Position								
	F	9	3.9%			4.4%		
Top Legal Position								
	F	8	6.2%			4.5%		
	M	7	9.2%			8.8%		
Top Marketing Position								
	M	8	2.2%			2.8%		
Top Operations Position								
	F	25	6.1%	-0.9%	3.0%	5.1%	10.0%	13.6%
	M	23	5.1%	-3.3%	2.6%	4.5%	11.2%	12.9%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification								
Greater than \$5 million								
Top PR/Communications Position								
	F	9	4.7%			6.3%		
	M	12	4.2%		2.2%	3.9%	4.3%	
Top Program Position								
	M	9	5.3%			4.7%		
Top Technology Position								
	M	7	6.5%			5.4%		

Food, Agriculture, and Nutrition

\$500 thousand or less								
CEO/Executive Director								
	F	164	2.4%	-9.1%	0.0%	2.1%	6.6%	13.9%
	M	69	1.8%	-10.0%	-0.2%	0.0%	7.6%	11.7%
	U	10	7.5%		-0.2%	7.1%	15.1%	
Top Program Position								
	F	5	0.4%			0.7%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	89	3.7%	-4.9%	0.0%	3.1%	7.5%	15.8%
	M	34	2.2%	-8.0%	-0.9%	0.0%	6.0%	10.3%
	U	10	7.0%		1.9%	6.2%	10.2%	
Top Finance Position								
	F	5	4.6%			0.8%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture, and Nutrition								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	159	3.9%	-3.3%	0.0%	3.0%	7.5%	14.2%
	M	90	3.7%	-1.7%	0.4%	3.2%	6.1%	12.2%
	U	10	5.8%		0.2%	5.2%	9.2%	
Top Finance Position								
	F	6	3.2%			2.5%		
	M	6	-1.1%			2.2%		
Greater than \$5 million								
CEO/Executive Director								
	F	97	2.9%	-4.8%	-0.4%	2.7%	7.1%	12.4%
	M	108	4.2%	-1.5%	0.1%	3.8%	8.0%	12.8%
	U	11	9.5%		1.8%	4.4%	19.4%	
Top Development Position								
	F	16	3.3%		-0.1%	3.5%	4.7%	
	M	11	4.7%		0.2%	3.8%	9.5%	
Top Finance Position								
	F	42	5.8%	-0.8%	1.7%	3.2%	9.9%	17.5%
	M	34	4.5%	-3.3%	1.9%	4.1%	5.6%	12.5%
Top Operations Position								
	F	21	6.0%	-2.2%	2.3%	7.1%	10.8%	15.5%
	M	26	3.4%	-4.2%	0.4%	3.5%	7.3%	11.1%
Top Program Position								
	M	5	10.5%			12.0%		
Top Technology Position								
	M	5	2.3%			2.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative								
\$500 thousand or less								
CEO/Executive Director								
	F	428	2.7%	-6.5%	0.0%	2.5%	6.7%	12.7%
	M	142	1.8%	-8.3%	-0.1%	0.4%	5.9%	14.6%
	U	24	1.0%	-15.3%	-1.0%	0.1%	7.8%	15.3%
Top Administrative Position								
	F	8	2.7%			4.8%		
Top Finance Position								
	F	15	0.1%		-7.5%	2.2%	6.5%	
Top Program Position								
	F	9	4.5%			3.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	272	3.0%	-4.9%	0.0%	2.0%	6.2%	13.3%
	M	98	3.7%	-2.9%	0.0%	2.0%	6.9%	15.3%
	U	17	7.4%		0.0%	6.6%	18.5%	
Top Administrative Position								
	F	5	8.5%			9.6%		
Top Finance Position								
	F	18	3.7%		0.7%	3.1%	6.8%	
	M	8	0.6%			3.1%		
Top Operations Position								
	F	7	1.4%			2.0%		
	M	8	1.8%			1.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	614	3.6%	-4.6%	0.0%	3.0%	7.2%	14.1%
	M	418	3.3%	-5.6%	-0.2%	2.7%	7.9%	13.5%
	U	40	3.4%	-3.3%	0.2%	3.0%	5.2%	10.4%
Top Administrative Position								
	F	52	3.8%	-5.3%	0.0%	2.6%	8.9%	15.8%
	M	37	3.5%	-1.9%	0.0%	2.4%	8.0%	11.4%
Top Business Position								
	F	12	2.8%		-0.8%	0.9%	5.5%	
Top Development Position								
	F	21	5.2%	-0.3%	0.9%	4.4%	7.8%	15.7%
	M	10	1.1%		-3.8%	-0.9%	5.4%	
Top Finance Position								
	F	114	5.4%	-3.0%	1.5%	4.2%	9.4%	16.5%
	M	73	4.5%	-9.8%	0.2%	3.8%	9.8%	17.0%
	U	9	5.8%			4.7%		
Top Human Resources Position								
	F	7	-0.8%			1.0%		
Top Operations Position								
	F	60	3.7%	-3.9%	0.7%	3.6%	8.3%	11.3%
	M	29	3.9%	-6.5%	-1.1%	3.9%	10.1%	14.1%
Top Program Position								
	F	11	2.2%		-4.7%	4.2%	11.2%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative								
Between \$1 million and \$5 million								
Top Technology Position								
	F	5	4.3%			5.6%		
	M	15	0.3%		-5.4%	2.2%	4.4%	
Greater than \$5 million								
CEO/Executive Director								
	F	861	4.1%	-5.3%	-0.2%	3.5%	8.8%	15.0%
	M	1,278	3.7%	-7.5%	-0.5%	3.4%	9.0%	16.3%
	U	62	2.1%	-9.9%	-1.1%	1.7%	6.4%	11.7%
Top Administrative Position								
	F	142	3.9%	-4.6%	0.0%	3.7%	7.6%	13.2%
	M	129	3.1%	-7.2%	-0.5%	2.9%	7.7%	12.8%
	U	11	0.7%		-2.2%	0.5%	3.7%	
Top Business Position								
	F	33	4.5%	-4.2%	1.1%	2.9%	8.3%	16.9%
	M	19	0.4%		-7.0%	1.0%	7.3%	
Top Development Position								
	F	67	3.7%	-2.1%	0.0%	3.9%	8.8%	14.3%
	M	40	2.9%	-8.0%	-0.2%	3.2%	8.4%	12.6%
	U	6	-0.5%			-0.9%		
Top Education Position								
	F	9	3.7%			0.3%		
	M	9	2.2%			3.3%		
Top Facilities Position								
	M	23	2.1%	-8.9%	-0.2%	2.7%	8.1%	9.3%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative								
Greater than \$5 million								
Top Finance Position								
	F	697	4.8%	-3.7%	0.5%	4.2%	9.7%	15.8%
	M	923	4.5%	-5.8%	0.1%	3.9%	9.5%	15.6%
	U	60	4.2%	-5.9%	0.0%	3.1%	8.2%	15.0%
Top Human Resources Position								
	F	212	4.3%	-5.5%	0.1%	3.9%	8.6%	15.5%
	M	98	4.5%	-6.5%	0.7%	4.5%	9.6%	13.5%
	U	14	-1.3%		-11.3%	-0.4%	6.7%	
Top Legal Position								
	F	51	3.4%	-4.1%	-0.7%	3.4%	6.8%	13.2%
	M	59	2.8%	-8.9%	-1.7%	3.7%	7.5%	12.9%
	U	6	6.4%			12.7%		
Top Marketing Position								
	F	23	4.1%	-3.2%	0.4%	3.8%	6.1%	13.0%
	M	13	3.8%		-1.8%	2.8%	4.1%	
Top Operations Position								
	F	356	4.5%	-4.9%	-0.1%	4.3%	9.2%	14.6%
	M	358	4.3%	-5.6%	-0.3%	4.2%	9.7%	16.1%
	U	26	5.2%	-5.4%	0.2%	4.9%	9.0%	16.9%
Top PR/Communications Position								
	F	33	3.8%	-4.6%	0.4%	2.4%	5.0%	12.0%
	M	12	8.5%		4.0%	6.2%	12.5%	
Top Program Position								
	F	22	5.2%	-2.3%	1.3%	3.6%	8.6%	12.0%
	M	17	3.9%		0.8%	3.0%	7.5%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative								
Greater than \$5 million								
Top Technology Position								
	F	55	3.7%	-4.2%	0.2%	3.6%	6.8%	14.4%
	M	249	4.1%	-4.7%	-0.6%	3.4%	7.9%	15.2%
	U	9	9.3%			7.7%		
Housing, Shelter								
\$500 thousand or less								
CEO/Executive Director								
	F	296	3.1%	-4.8%	0.0%	2.4%	6.4%	15.9%
	M	163	2.2%	-8.7%	0.0%	0.8%	7.0%	13.2%
	U	21	3.2%	-5.1%	-2.0%	2.4%	5.4%	15.1%
Top Administrative Position								
	F	10	0.7%		-5.5%	0.9%	9.2%	
Top Finance Position								
	F	9	-5.7%			-3.7%		
	M	6	1.0%			0.0%		
Top Operations Position								
	M	6	-3.7%			-1.9%		
Top Program Position								
	F	8	4.8%			3.6%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	258	3.5%	-3.3%	0.0%	2.6%	8.0%	13.8%
	M	153	3.5%	-5.1%	0.0%	2.6%	7.6%	15.2%
	U	14	3.7%		-1.1%	2.7%	8.6%	
Top Administrative Position								
	F	12	0.0%		-1.7%	-0.6%	2.7%	
Top Finance Position								
	F	11	3.1%		-0.8%	5.1%	7.6%	
	M	8	-0.4%			0.0%		
Top Operations Position								
	F	6	1.3%			1.8%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	488	3.9%	-3.7%	0.0%	3.3%	7.8%	13.7%
	M	398	3.6%	-4.9%	0.0%	3.0%	7.7%	13.4%
	U	24	4.8%	-3.9%	-0.2%	2.9%	10.2%	15.2%
Top Administrative Position								
	F	27	2.7%	-7.1%	-0.5%	2.0%	7.2%	12.2%
	M	19	3.1%		-0.5%	2.5%	7.7%	
Top Development Position								
	F	7	2.0%			0.6%		
Top Finance Position								
	F	85	5.3%	-2.8%	1.3%	4.5%	9.0%	16.8%
	M	59	4.6%	-3.4%	0.6%	3.9%	8.0%	12.6%
	U	9	-2.6%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter								
Between \$1 million and \$5 million								
Top Operations Position								
	F	31	4.4%	-3.2%	-0.4%	3.4%	8.9%	13.1%
	M	21	2.9%	-5.7%	0.0%	2.7%	6.9%	11.1%
Top Program Position								
	F	8	-1.6%			-0.8%		
	M	5	-0.5%			1.0%		
Greater than \$5 million								
CEO/Executive Director								
	F	186	3.7%	-4.4%	0.2%	3.0%	7.8%	12.4%
	M	248	3.7%	-4.8%	0.0%	4.2%	7.4%	12.8%
	U	17	8.1%		3.8%	9.0%	15.9%	
Top Administrative Position								
	F	30	3.6%	-1.8%	0.3%	2.8%	6.9%	10.2%
	M	15	5.6%		3.3%	5.9%	8.5%	
Top Business Position								
	F	9	5.3%			4.7%		
	M	6	5.9%			7.8%		
Top Development Position								
	F	22	3.1%	-10.0%	-1.5%	3.4%	6.7%	16.9%
	M	12	4.7%		-0.3%	3.6%	9.2%	
Top Facilities Position								
	M	12	0.8%		-3.2%	2.4%	4.7%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter								
Greater than \$5 million								
Top Finance Position								
	F	104	4.2%	-4.1%	0.2%	3.6%	8.3%	14.7%
	M	117	5.2%	-0.4%	1.3%	4.4%	8.0%	13.7%
	U	10	5.9%		4.5%	6.7%	10.2%	
Top Human Resources Position								
	F	30	5.0%	0.3%	2.3%	5.1%	6.9%	11.0%
Top Legal Position								
	M	6	0.7%			1.7%		
Top Marketing Position								
	F	14	6.0%		0.9%	5.1%	8.7%	
Top Operations Position								
	F	34	3.6%	-3.8%	-0.7%	1.8%	8.1%	14.9%
	M	39	5.7%	-0.3%	2.1%	5.2%	9.1%	13.1%
Top Program Position								
	F	7	0.9%			-1.7%		
Top Technology Position								
	F	6	3.6%			4.4%		
	M	7	3.2%			2.6%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other								
\$500 thousand or less								
CEO/Executive Director								
	F	1,763	2.5%	-6.5%	0.0%	1.7%	6.2%	12.6%
	M	613	1.8%	-9.9%	-1.8%	0.6%	7.1%	14.6%
	U	122	3.2%	-8.3%	0.0%	2.1%	8.7%	16.5%
Top Administrative Position								
	F	47	3.0%	-0.1%	0.0%	2.2%	5.1%	10.5%
	M	7	-3.1%			-2.5%		
Top Finance Position								
	F	50	1.5%	-5.7%	-1.9%	1.4%	5.8%	8.9%
	M	17	1.0%		0.0%	1.0%	2.7%	
Top Operations Position								
	F	16	4.8%		-0.9%	2.5%	12.1%	
	M	8	2.5%			0.4%		
Top Program Position								
	F	45	0.5%	-14.5%	-0.5%	2.4%	5.5%	9.4%
	M	8	0.9%			0.6%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	1,217	3.0%	-4.6%	0.0%	2.7%	6.7%	12.4%
	M	428	2.7%	-6.6%	-0.1%	1.8%	7.0%	13.5%
	U	77	3.4%	-4.1%	0.0%	4.1%	6.7%	12.0%
Top Administrative Position								
	F	22	4.3%	0.0%	0.1%	1.9%	6.4%	11.1%
	M	7	1.6%			0.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other								
Between \$500 thousand and \$1 million								
Top Finance Position								
	F	57	3.8%	-5.1%	0.0%	2.8%	8.3%	15.7%
	M	22	1.0%	-10.3%	-1.6%	1.7%	6.1%	8.9%
Top Operations Position								
	F	23	4.6%	-1.4%	1.0%	4.4%	10.2%	12.4%
	M	5	-0.3%			0.8%		
Top Program Position								
	F	14	4.9%		-1.1%	3.7%	11.1%	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	2,471	3.4%	-4.4%	0.0%	2.7%	7.2%	12.8%
	M	1,327	3.2%	-5.4%	-0.2%	2.2%	6.9%	13.6%
	U	161	4.0%	-4.0%	0.0%	2.7%	7.1%	14.3%
Top Administrative Position								
	F	56	3.4%	-2.2%	0.0%	4.0%	6.7%	11.3%
	M	23	3.4%	-3.4%	0.0%	3.1%	6.0%	12.1%
	U	7	-0.1%			0.0%		
Top Business Position								
	F	18	4.7%		0.9%	3.2%	11.5%	
	M	7	-1.4%			3.1%		
Top Development Position								
	F	40	3.9%	-3.3%	0.5%	3.6%	6.2%	14.2%
	M	6	1.6%			1.4%		
Top Education Position								
	F	6	7.3%			5.3%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other								
Between \$1 million and \$5 million								
Top Facilities Position	M	5	4.3%			2.7%		
Top Finance Position	F	394	3.7%	-5.5%	-0.1%	2.7%	7.3%	14.3%
	M	218	2.8%	-5.1%	0.0%	2.7%	5.8%	12.0%
	U	21	-0.5%	-15.9%	-4.3%	0.9%	4.0%	10.4%
Top Human Resources Position	F	12	3.3%		-1.1%	4.7%	8.4%	
Top Legal Position	M	6	5.4%			4.2%		
Top Operations Position	F	99	3.2%	-5.6%	-1.4%	2.4%	8.5%	12.4%
	M	61	4.1%	-2.2%	0.0%	3.0%	8.7%	13.6%
	U	9	7.3%			3.7%		
Top Program Position	F	43	1.1%	-18.5%	-4.0%	2.9%	8.5%	13.1%
	M	16	1.1%		-0.2%	1.4%	5.6%	
Top Technology Position	M	5	0.4%			0.2%		
Greater than \$5 million								
CEO/Executive Director	F	1,439	3.7%	-4.3%	0.0%	3.2%	7.4%	13.1%
	M	1,724	3.9%	-4.7%	0.0%	3.3%	7.8%	13.7%
	U	90	2.8%	-4.1%	-1.0%	1.7%	6.8%	14.0%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other								
Greater than \$5 million								
Top Administrative Position								
	F	110	3.7%	-2.6%	1.1%	3.5%	6.8%	11.8%
	M	53	3.9%	-3.6%	0.0%	3.6%	8.3%	11.7%
	U	10	3.3%		-1.1%	3.6%	6.8%	
Top Business Position								
	F	33	2.9%	-7.0%	-1.4%	3.1%	8.2%	13.3%
	M	24	8.0%	-0.1%	3.4%	9.0%	13.5%	18.8%
Top Development Position								
	F	133	3.3%	-4.0%	-0.1%	2.8%	6.7%	12.3%
	M	80	3.0%	-6.1%	0.8%	3.0%	6.2%	11.4%
	U	8	4.1%			3.7%		
Top Education Position								
	F	9	2.8%			1.6%		
Top Facilities Position								
	F	6	8.4%			9.8%		
	M	34	4.3%	-1.3%	0.9%	3.5%	7.7%	12.6%
Top Finance Position								
	F	891	4.5%	-3.3%	0.7%	3.9%	8.2%	13.9%
	M	841	4.0%	-4.5%	0.1%	3.6%	8.0%	13.8%
	U	91	4.4%	-6.7%	0.6%	3.3%	8.8%	16.2%
Top Human Resources Position								
	F	191	3.9%	-3.6%	0.5%	3.9%	7.6%	11.8%
	M	58	5.8%	-1.3%	1.7%	5.1%	9.6%	13.7%
	U	11	5.1%		1.6%	4.4%	9.8%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other								
Greater than \$5 million								
Top Legal Position								
	F	23	4.1%	-2.4%	0.0%	3.8%	9.0%	11.3%
	M	16	3.5%		-2.2%	1.5%	4.5%	
Top Marketing Position								
	F	69	3.3%	-7.9%	-0.5%	3.6%	8.2%	12.6%
	M	31	3.0%	-6.1%	-0.3%	1.8%	6.3%	11.5%
Top Operations Position								
	F	328	4.6%	-2.9%	0.6%	4.0%	8.6%	16.0%
	M	283	3.7%	-3.3%	0.1%	3.4%	7.3%	12.1%
	U	30	5.8%	-1.7%	1.3%	4.9%	10.1%	14.2%
Top PR/Communications Position								
	F	23	7.5%	2.3%	3.4%	7.3%	12.4%	17.7%
	M	12	5.6%		2.2%	4.4%	6.2%	
Top Program Position								
	F	114	4.2%	-2.9%	0.9%	3.7%	8.1%	12.3%
	M	51	2.4%	-7.3%	-1.7%	2.9%	7.5%	15.3%
	U	7	4.9%			2.9%		
Top Technology Position								
	F	20	5.5%	-0.7%	2.5%	4.0%	6.2%	17.9%
	M	120	3.2%	-5.6%	-0.7%	3.2%	7.2%	11.6%
	U	7	10.8%			8.6%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security								
\$500 thousand or less								
CEO/Executive Director								
	F	103	0.3%	-11.6%	-1.4%	0.0%	3.7%	9.3%
	M	146	0.9%	-12.3%	-1.1%	0.0%	5.9%	12.1%
	U	28	0.1%	-16.5%	-0.1%	0.0%	4.4%	9.5%
Top Finance Position								
	M	5	9.4%			8.2%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	49	1.1%	-12.1%	-2.3%	2.0%	5.8%	10.0%
	M	69	2.4%	-8.6%	-0.4%	1.0%	4.8%	16.5%
	U	6	3.7%			0.9%		
Top Finance Position								
	F	5	-0.1%			0.3%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	83	3.6%	-2.9%	0.0%	3.4%	7.2%	14.5%
	M	128	2.6%	-7.6%	-0.4%	1.7%	7.3%	14.0%
	U	20	4.9%	-3.1%	0.0%	3.6%	10.4%	14.8%
Top Administrative Position								
	F	7	5.2%			2.3%		
Top Finance Position								
	F	20	3.6%	-7.7%	-1.2%	2.5%	8.4%	17.0%
	M	15	4.4%		0.3%	3.5%	7.3%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security								
Between \$1 million and \$5 million								
Top Operations Position								
	F	10	3.6%		0.7%	4.6%	8.5%	
	M	8	3.1%			4.9%		
Top Program Position								
	M	6	1.0%			1.5%		
Greater than \$5 million								
CEO/Executive Director								
	F	55	2.7%	-10.0%	0.3%	2.1%	8.0%	13.3%
	M	110	3.2%	-5.0%	-0.6%	3.1%	7.1%	14.1%
	U	9	-0.3%			0.0%		
Top Administrative Position								
	F	5	2.2%			-1.4%		
Top Development Position								
	F	8	2.0%			0.3%		
	M	8	0.8%			0.8%		
Top Finance Position								
	F	23	4.9%	-0.6%	2.3%	4.2%	7.5%	9.8%
	M	46	3.3%	-2.8%	-0.1%	2.8%	7.2%	12.2%
	U	7	3.9%			7.0%		
Top Human Resources Position								
	F	6	12.4%			11.0%		
	M	5	6.1%			3.1%		
Top Legal Position								
	M	9	4.1%			4.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security								
Greater than \$5 million								
Top Marketing Position								
	F	5	5.2%			2.0%		
Top Operations Position								
	F	19	7.5%		2.7%	6.3%	11.5%	
	M	22	6.6%	-1.4%	2.2%	4.5%	11.5%	17.6%
	U	5	9.6%			8.5%		
Top PR/Communications Position								
	F	5	6.2%			7.3%		
	M	5	3.3%			1.5%		
Top Program Position								
	F	9	6.6%			6.4%		
	M	11	1.9%		-2.2%	2.9%	5.7%	
Top Technology Position								
	M	6	7.9%			6.6%		

Medical Research

\$500 thousand or less

CEO/Executive Director

F	39	2.7%	-8.2%	0.0%	1.5%	7.3%	13.5%
M	13	2.3%		0.0%	1.7%	8.3%	

Between \$500 thousand and \$1 million

CEO/Executive Director

F	39	2.8%	-8.1%	0.0%	3.0%	7.4%	13.1%
M	10	1.4%		0.0%	0.8%	4.3%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical Research								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	41	2.0%	-6.5%	-0.4%	2.3%	4.4%	7.8%
	M	44	0.1%	-13.8%	-2.5%	0.4%	5.7%	9.9%
Top Finance Position								
	F	9	2.6%			6.5%		
	M	5	-0.7%			7.4%		
Top Operations Position								
	F	6	5.8%			6.2%		
Greater than \$5 million								
CEO/Executive Director								
	F	41	4.6%	-1.2%	0.4%	4.0%	6.8%	17.3%
	M	42	1.7%	-8.7%	-0.5%	2.9%	6.7%	9.0%
Top Development Position								
	F	8	8.8%			7.2%		
	M	8	2.5%			1.5%		
Top Finance Position								
	F	25	2.7%	-3.6%	0.6%	4.7%	7.0%	7.4%
	M	32	4.8%	-5.3%	-0.7%	5.0%	8.9%	15.1%
Top Legal Position								
	F	6	5.2%			6.2%		
Top Marketing Position								
	F	6	4.7%			4.0%		
Top Operations Position								
	F	17	6.1%		2.1%	7.2%	10.0%	
	M	9	12.2%			10.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical Research								
Greater than \$5 million								
Top PR/Communications Position	F	7	0.7%			2.9%		
Top Technology Position	M	8	4.9%			4.2%		
Mental Health, Crisis Intervention								
\$500 thousand or less								
CEO/Executive Director	F	286	2.8%	-6.3%	-0.2%	1.5%	7.2%	15.9%
	M	173	0.6%	-10.9%	-2.4%	0.2%	4.9%	12.0%
	U	29	-0.9%	-14.7%	-6.4%	0.0%	3.8%	12.2%
Top Administrative Position	F	9	3.8%			2.9%		
	M	6	-2.6%			1.0%		
Top Finance Position	F	13	3.5%		0.0%	1.6%	8.3%	
Top Program Position	M	5	7.5%			7.7%		
Between \$500 thousand and \$1 million								
CEO/Executive Director	F	212	3.5%	-3.5%	0.0%	2.5%	6.7%	13.7%
	M	104	2.6%	-5.9%	-0.8%	1.0%	6.3%	15.1%
	U	11	2.2%		-0.9%	0.4%	3.1%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention								
Between \$500 thousand and \$1 million								
Top Finance Position								
	F	15	9.1%		3.8%	8.6%	14.3%	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	435	3.7%	-4.4%	0.0%	3.1%	7.8%	14.1%
	M	319	2.5%	-6.7%	-0.7%	2.1%	6.6%	12.8%
	U	26	3.4%	-3.1%	-0.6%	1.9%	6.0%	13.7%
Top Administrative Position								
	F	11	5.0%		2.6%	6.4%	9.4%	
	M	5	4.4%			2.4%		
Top Business Position								
	F	6	-1.6%			-3.4%		
Top Finance Position								
	F	92	4.5%	-3.7%	0.8%	4.2%	8.1%	12.6%
	M	65	2.7%	-6.9%	0.0%	2.5%	6.6%	14.7%
	U	8	3.2%			2.2%		
Top Human Resources Position								
	F	6	4.5%			3.8%		
Top Operations Position								
	F	17	3.6%		-1.5%	1.3%	8.3%	
	M	21	3.7%	-0.4%	0.0%	2.5%	6.2%	10.7%
Top Program Position								
	F	8	5.0%			3.0%		
	M	6	0.0%			-1.7%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention								
Greater than \$5 million								
CEO/Executive Director								
	F	306	3.6%	-4.3%	-0.4%	3.1%	7.2%	14.2%
	M	459	3.7%	-5.9%	-0.5%	2.9%	7.9%	14.4%
	U	22	4.3%	-2.2%	0.1%	3.3%	9.3%	12.6%
Top Administrative Position								
	F	27	6.5%	-5.6%	1.5%	5.9%	13.4%	16.3%
	M	14	2.6%		0.1%	3.1%	5.5%	
Top Business Position								
	F	8	5.4%			9.0%		
	M	7	7.0%			7.5%		
Top Development Position								
	F	13	2.8%		3.0%	4.3%	6.8%	
	M	12	-0.1%		-2.5%	-0.4%	2.6%	
Top Education Position								
	F	8	3.0%			3.3%		
Top Finance Position								
	F	200	4.4%	-1.8%	0.4%	3.8%	8.0%	13.2%
	M	225	4.1%	-3.6%	0.3%	3.9%	7.8%	13.7%
	U	18	5.6%		1.8%	3.5%	9.8%	
Top Human Resources Position								
	F	39	5.8%	-4.0%	2.4%	5.4%	10.5%	17.7%
	M	12	5.9%		2.0%	4.7%	8.2%	
Top Legal Position								
	M	11	3.5%		-0.4%	2.8%	6.9%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention								
Greater than \$5 million								
Top Operations Position								
	F	105	4.8%	-2.9%	0.7%	4.2%	9.2%	15.7%
	M	83	4.9%	-3.8%	0.5%	4.7%	9.7%	16.8%
	U	8	6.5%			5.6%		
Top PR/Communications Position								
	F	5	3.3%			3.0%		
Top Program Position								
	F	20	3.8%	-4.3%	-0.5%	2.7%	7.5%	13.9%
	M	14	1.4%		-0.3%	1.0%	2.4%	
Top Technology Position								
	F	8	7.1%			6.6%		
	M	36	3.8%	-5.4%	0.1%	4.0%	7.0%	14.7%
	U	5	7.0%			2.9%		

Mutual/Membership Benefit Organizations, Other

\$500 thousand or less

CEO/Executive Director

F	18	4.9%		0.1%	4.8%	6.9%
M	14	0.8%		-2.4%	0.0%	7.2%

Between \$500 thousand and \$1 million

CEO/Executive Director

M	5	-1.5%			0.0%	
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mutual/Membership Benefit Organizations, Other								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	18	2.9%		-2.8%	3.2%	9.8%	
	M	25	1.7%	-10.6%	-2.8%	1.4%	6.3%	15.0%
Greater than \$5 million								
CEO/Executive Director								
	F	7	1.4%			4.5%		
	M	19	3.9%		0.8%	4.3%	8.8%	
Top Finance Position								
	F	6	7.5%			6.5%		
	M	10	6.6%		2.9%	5.4%	9.4%	

Philanthropy, Voluntarism, and Grantmaking Foundations

\$500 thousand or less

CEO/Executive Director

F	254	2.6%	-4.4%	0.0%	1.1%	6.3%	12.0%
M	121	2.6%	-6.0%	0.0%	0.4%	5.9%	12.6%
U	25	2.2%	-7.2%	0.0%	0.8%	7.5%	14.0%

Top Finance Position

F	6	1.7%			0.5%		
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Between \$500 thousand and \$1 million

CEO/Executive Director

F	161	3.3%	-3.2%	0.0%	3.0%	6.0%	12.1%
M	79	2.8%	-5.9%	-0.2%	2.4%	5.8%	11.5%
U	13	4.3%		-2.2%	0.3%	7.7%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations								
Between \$500 thousand and \$1 million								
Top Finance Position								
	F	9	3.9%			4.1%		
	M	6	4.7%			4.6%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	345	4.0%	-3.4%	0.1%	3.7%	7.9%	13.8%
	M	231	3.0%	-5.2%	0.0%	3.0%	6.8%	11.6%
	U	25	2.2%	-6.1%	-0.1%	1.2%	5.0%	8.4%
Top Administrative Position								
	F	8	2.3%			2.7%		
	M	5	2.3%			1.0%		
Top Development Position								
	F	7	4.5%			3.7%		
	M	5	3.5%			9.5%		
Top Finance Position								
	F	55	4.5%	-1.9%	1.7%	3.4%	7.0%	12.8%
	M	28	1.3%	-7.1%	-2.5%	2.2%	5.7%	10.1%
	U	5	7.5%			8.3%		
Top Operations Position								
	F	15	4.0%		2.0%	5.0%	6.6%	
	M	8	-5.5%			-5.0%		
Top Program Position								
	F	8	5.2%			5.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations								
Greater than \$5 million								
CEO/Executive Director								
	F	154	5.0%	-0.7%	1.2%	3.9%	8.4%	13.0%
	M	219	4.0%	-3.9%	0.4%	3.7%	7.4%	14.4%
	U	19	6.3%		2.0%	3.2%	8.3%	
Top Administrative Position								
	F	16	4.4%		2.7%	4.8%	7.7%	
	M	9	4.4%			5.3%		
Top Development Position								
	F	34	4.5%	-3.0%	1.7%	3.9%	9.5%	12.0%
	M	25	7.4%	1.0%	2.0%	4.5%	11.3%	17.3%
Top Finance Position								
	F	106	5.7%	-1.6%	2.3%	5.1%	8.3%	14.7%
	M	92	5.5%	-1.3%	2.6%	5.1%	9.8%	14.9%
	U	13	4.9%		1.9%	3.6%	4.7%	
Top Human Resources Position								
	F	8	1.2%			2.3%		
Top Legal Position								
	M	7	5.6%			3.4%		
Top Marketing Position								
	F	14	7.2%		2.7%	4.4%	11.8%	
	M	8	4.5%			3.4%		
Top Operations Position								
	F	36	5.3%	-4.0%	1.7%	5.5%	9.3%	15.9%
	M	29	5.5%	-3.2%	2.8%	6.0%	12.0%	15.1%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations								
Greater than \$5 million								
Top PR/Communications Position								
	F	10	2.2%		0.6%	2.5%	4.0%	
	M	5	1.8%			-2.1%		
Top Program Position								
	F	12	4.1%		0.9%	3.7%	12.1%	
	M	5	-0.9%			-2.2%		
Top Technology Position								
	F	5	2.5%			2.4%		
	M	23	4.4%	-1.4%	1.1%	3.5%	5.1%	12.9%

Public Safety, Disaster Preparedness, and Relief

\$500 thousand or less

CEO/Executive Director

F	25	-0.2%	-10.5%	-2.4%	0.0%	4.7%	6.8%
M	38	0.5%	-14.1%	-4.5%	0.4%	6.0%	18.3%

Between \$500 thousand and \$1 million

CEO/Executive Director

F	9	7.1%			4.3%		
M	21	2.6%	-3.3%	-0.1%	3.6%	7.2%	8.6%

Between \$1 million and \$5 million

CEO/Executive Director

F	19	3.7%		0.0%	1.7%	7.8%	
M	43	1.8%	-10.2%	-2.5%	3.0%	5.8%	12.4%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public Safety, Disaster Preparedness, and Relief								
Between \$1 million and \$5 million								
Top Finance Position								
	F	10	-1.7%		-5.4%	2.2%	5.3%	
	M	7	-0.1%			1.6%		
Top Operations Position								
	F	6	5.3%			6.0%		
Greater than \$5 million								
CEO/Executive Director								
	F	9	11.4%			11.8%		
	M	25	3.0%	-4.9%	1.9%	3.3%	6.5%	9.7%
Top Finance Position								
	M	10	2.7%		-1.4%	0.3%	3.0%	

Public, Society Benefit—Multipurpose and Other

\$500 thousand or less

CEO/Executive Director

F	136	2.7%	-5.0%	-0.6%	1.8%	6.5%	12.0%
M	86	1.9%	-8.2%	-0.5%	0.8%	6.2%	11.9%
U	9	4.1%			1.0%		

Between \$500 thousand and \$1 million

CEO/Executive Director

F	79	2.9%	-2.3%	0.0%	2.6%	6.0%	12.1%
M	59	1.6%	-14.5%	-1.8%	2.1%	7.6%	13.8%
U	13	9.3%		0.6%	8.1%	17.2%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	113	3.4%	-4.8%	-0.2%	2.6%	8.2%	13.0%
	M	170	4.0%	-5.1%	0.0%	3.4%	8.9%	14.1%
	U	18	5.1%		0.0%	4.2%	8.2%	
Top Administrative Position								
	F	9	2.4%			4.9%		
	M	6	4.8%			5.5%		
Top Finance Position								
	F	28	4.2%	-2.4%	0.2%	4.0%	7.1%	11.2%
	M	9	2.9%			0.4%		
Top Operations Position								
	F	11	1.4%		-4.0%	1.6%	8.3%	
	M	6	10.5%			7.4%		
Top Program Position								
	F	6	6.4%			5.4%		
Greater than \$5 million								
CEO/Executive Director								
	F	53	3.6%	-5.7%	-0.2%	4.0%	9.0%	11.2%
	M	105	4.0%	-6.5%	0.8%	3.1%	8.0%	15.0%
	U	7	2.6%			1.7%		
Top Administrative Position								
	F	13	3.7%		1.0%	2.1%	3.8%	
Top Business Position								
	M	6	5.0%			4.7%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other								
Greater than \$5 million								
Top Development Position								
	F	7	3.2%			3.5%		
	M	10	6.9%		3.6%	5.2%	7.4%	
Top Finance Position								
	F	48	5.5%	0.4%	2.3%	4.6%	7.5%	12.9%
	M	41	5.6%	-2.6%	0.5%	4.7%	12.1%	17.8%
	U	6	6.5%			5.9%		
Top Human Resources Position								
	F	7	4.5%			3.9%		
Top Legal Position								
	F	9	3.7%			4.1%		
	M	12	7.4%		0.5%	2.6%	16.8%	
Top Marketing Position								
	F	7	10.5%			10.9%		
	M	7	5.3%			4.7%		
Top Operations Position								
	F	25	5.4%	-0.8%	0.5%	5.6%	9.3%	13.7%
	M	33	3.5%	-2.2%	0.2%	2.5%	9.1%	9.5%
Top PR/Communications Position								
	F	6	1.6%			1.3%		
	M	11	5.1%		2.6%	4.3%	11.8%	
Top Technology Position								
	M	18	3.3%		-0.1%	2.6%	7.1%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics								
\$500 thousand or less								
CEO/Executive Director								
	F	177	2.4%	-8.5%	0.0%	2.0%	7.4%	14.1%
	M	267	2.0%	-11.8%	-2.4%	0.5%	7.2%	16.5%
	U	20	1.9%	-6.9%	-2.3%	0.0%	1.5%	19.3%
Top Administrative Position								
	F	10	-5.2%		-11.6%	-3.1%	0.4%	
Top Finance Position								
	F	16	-1.1%		-7.9%	1.8%	5.0%	
Top Operations Position								
	M	7	3.6%			4.8%		
Top Program Position								
	F	6	4.1%			3.3%		
	M	9	-3.4%			0.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	90	2.2%	-7.9%	-0.2%	2.6%	6.0%	11.3%
	M	188	3.1%	-4.3%	0.0%	2.5%	7.4%	12.2%
	U	10	3.4%		-0.1%	0.0%	3.6%	
Top Administrative Position								
	F	5	4.9%			3.1%		
	M	5	3.3%			1.8%		
Top Finance Position								
	F	9	-1.1%			0.0%		
	M	5	-3.4%			1.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics								
Between \$500 thousand and \$1 million								
Top Operations Position								
	F	5	1.6%			0.0%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	131	4.0%	-3.3%	0.0%	4.0%	8.1%	13.3%
	M	348	3.3%	-5.6%	-0.4%	2.9%	7.8%	14.2%
	U	18	3.5%		0.2%	3.8%	5.8%	
Top Administrative Position								
	F	8	6.7%			2.5%		
	M	12	4.0%		0.8%	3.3%	9.1%	
Top Finance Position								
	F	32	0.4%	-6.6%	-1.8%	0.8%	3.8%	7.8%
	M	19	1.5%		0.4%	3.3%	6.0%	
Top Operations Position								
	F	7	1.9%			1.4%		
	M	15	6.5%		1.2%	7.8%	11.3%	
Top Program Position								
	M	5	9.0%			7.8%		
Top Technology Position								
	M	6	1.3%			2.2%		
Greater than \$5 million								
CEO/Executive Director								
	F	25	5.0%	0.0%	2.6%	4.4%	10.0%	13.9%
	M	138	3.9%	-4.8%	0.0%	3.8%	7.7%	13.3%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics								
Greater than \$5 million								
Top Administrative Position								
	M	6	1.2%			3.7%		
Top Development Position								
	F	5	3.6%			4.0%		
	M	6	1.2%			1.6%		
Top Finance Position								
	F	35	6.5%	-0.1%	2.2%	5.3%	8.8%	17.7%
	M	47	3.1%	-5.1%	-0.7%	3.5%	6.8%	8.9%
Top Marketing Position								
	M	5	3.3%			3.4%		
Top Operations Position								
	F	16	4.8%		1.9%	3.9%	6.1%	
	M	25	4.6%	-3.6%	0.3%	4.4%	8.0%	11.1%
Top PR/Communications Position								
	M	8	2.9%			1.5%		
Top Technology Position								
	M	7	12.4%			13.4%		

Religion-Related, Spiritual Development

\$500 thousand or less

CEO/Executive Director

F	366	1.5%	-9.3%	-1.2%	0.6%	5.3%	11.9%
M	1,497	0.4%	-12.8%	-4.0%	0.0%	5.4%	13.8%
U	103	1.8%	-8.2%	-0.1%	0.0%	6.2%	14.3%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development								
\$500 thousand or less								
Top Administrative Position								
	F	21	0.1%	-5.3%	-2.4%	0.0%	4.4%	11.7%
	M	11	-0.5%		-3.3%	0.0%	1.1%	
Top Finance Position								
	F	73	2.0%	-5.2%	0.0%	0.0%	5.0%	15.5%
	M	31	2.7%	-5.0%	0.0%	0.0%	7.7%	11.7%
	U	8	3.3%			0.0%		
Top Operations Position								
	M	8	-0.3%			5.0%		
Top Program Position								
	F	5	6.1%			0.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	79	3.7%	-3.9%	-0.5%	1.2%	8.9%	14.4%
	M	335	1.7%	-10.7%	-1.2%	0.8%	5.4%	14.1%
	U	20	1.6%	-4.6%	-0.2%	0.3%	5.2%	8.4%
Top Administrative Position								
	F	8	5.0%			4.8%		
	M	8	-4.3%			-2.3%		
Top Finance Position								
	F	19	2.8%		-1.4%	0.0%	5.1%	
	M	14	2.2%		-0.7%	0.0%	0.3%	
Top Operations Position								
	M	8	2.3%			3.9%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	107	4.4%	-3.2%	0.0%	3.0%	8.9%	13.8%
	M	398	2.5%	-6.4%	-0.2%	1.6%	6.6%	12.7%
	U	24	-0.7%	-12.0%	-1.1%	0.0%	3.0%	6.1%
Top Administrative Position								
	F	7	2.6%			3.8%		
	M	10	0.5%		0.1%	0.6%	2.2%	
Top Development Position								
	M	9	0.7%			0.2%		
Top Finance Position								
	F	44	3.3%	-6.2%	0.0%	2.5%	6.0%	13.1%
	M	48	2.7%	-4.0%	0.0%	2.1%	6.1%	13.3%
Top Operations Position								
	F	5	3.9%			0.0%		
	M	30	3.8%	-4.2%	-0.5%	2.0%	9.1%	11.4%
Top Program Position								
	M	5	1.2%			2.5%		
Greater than \$5 million								
CEO/Executive Director								
	F	29	3.7%	-7.1%	-1.5%	3.0%	9.6%	14.3%
	M	131	2.5%	-6.2%	-0.7%	2.2%	6.9%	13.2%
	U	6	0.3%			-1.4%		
Top Administrative Position								
	M	9	6.1%			6.9%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development								
Greater than \$5 million								
Top Development Position								
	M	9	5.1%			4.5%		
Top Finance Position								
	F	36	3.8%	-3.9%	-0.3%	3.5%	8.0%	13.0%
	M	56	4.4%	-4.1%	0.3%	2.8%	8.5%	14.0%
Top Human Resources Position								
	F	6	9.6%			8.6%		
	M	6	-2.0%			-0.4%		
Top Operations Position								
	F	14	7.7%		0.3%	8.6%	15.8%	
	M	27	5.7%	-2.9%	2.3%	6.2%	9.3%	17.2%
Top PR/Communications Position								
	M	5	1.9%			2.6%		
Top Technology Position								
	M	10	6.0%		2.9%	3.9%	10.4%	

Science and Technology Research Institutes, Services

\$500 thousand or less

CEO/Executive Director

F	16	0.6%			-0.7%	1.3%	5.0%	
M	21	-0.4%	-11.6%	-0.2%	0.0%	3.0%		4.7%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	18	5.9%		0.4%	5.4%	8.9%	
	M	17	3.1%		-1.4%	2.9%	5.1%	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	44	3.2%	-5.9%	0.0%	3.6%	7.9%	12.9%
	M	53	2.3%	-9.7%	-1.0%	1.3%	8.2%	13.6%
	U	10	1.0%		-4.1%	1.7%	5.2%	
Top Finance Position								
	F	14	4.9%		0.3%	3.9%	6.8%	
Top Operations Position								
	M	8	5.9%			6.4%		
Greater than \$5 million								
CEO/Executive Director								
	F	33	8.0%	-0.1%	4.1%	7.4%	12.5%	14.3%
	M	74	3.6%	-10.0%	-0.5%	3.2%	8.5%	16.3%
Top Business Position								
	M	6	-2.2%			0.2%		
Top Development Position								
	F	5	1.2%			1.8%		
	M	6	4.6%			3.2%		
Top Finance Position								
	F	37	4.5%	-1.0%	1.7%	4.3%	6.9%	12.7%
	M	35	4.4%	-1.9%	2.3%	4.3%	6.9%	8.9%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services								
Greater than \$5 million								
Top Human Resources Position	F	6	3.4%			4.7%		
Top Legal Position	F	5	4.0%			2.6%		
Top Marketing Position	F	5	2.5%			1.4%		
Top Operations Position	F	10	5.4%		3.0%	4.7%	7.2%	
Top Program Position	M	24	5.4%	1.6%	2.8%	4.3%	6.5%	12.4%
	F	6	8.6%			8.8%		
Top Technology Position	M	10	3.4%		0.1%	4.1%	10.0%	
	M	29	3.6%	-2.1%	0.4%	3.2%	8.2%	15.9%

Social Science Research Institutes, Services

\$500 thousand or less

CEO/Executive Director

F	18	-2.9%		-10.6%	0.0%	3.4%
M	18	1.3%		-3.2%	0.0%	5.2%

Between \$500 thousand and \$1 million

CEO/Executive Director

F	7	7.3%			7.7%	
M	9	-1.4%			3.2%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Social Science Research Institutes, Services								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	33	5.8%	-0.4%	0.8%	4.1%	10.2%	14.4%
	M	36	4.7%	-1.3%	0.0%	1.9%	7.9%	17.6%
	U	6	4.1%			3.2%		
Top Finance Position								
	F	7	7.5%			3.5%		
	M	7	2.8%			2.2%		
Greater than \$5 million								
CEO/Executive Director								
	F	13	1.9%		0.3%	1.0%	4.9%	
	M	20	3.8%	-1.0%	0.6%	3.4%	5.5%	10.3%
Top Administrative Position								
	F	5	0.9%			0.0%		
Top Finance Position								
	F	10	5.3%		1.7%	4.5%	8.3%	
	M	10	0.7%		0.9%	2.5%	5.1%	
Unknown								
\$500 thousand or less								
CEO/Executive Director								
	F	50	2.4%	-15.6%	-0.8%	3.6%	8.9%	14.2%
	M	38	1.3%	-11.8%	-2.5%	0.3%	8.7%	13.3%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	18	3.1%		0.3%	1.1%	3.3%	
	M	21	3.0%	-1.4%	-0.1%	0.9%	5.6%	12.2%
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	41	3.4%	-6.8%	-2.1%	1.6%	9.0%	14.3%
	M	30	1.9%	-4.0%	-1.9%	1.1%	6.1%	7.9%
	U	5	0.4%			2.2%		
Top Finance Position								
	F	6	4.2%			5.7%		
Greater than \$5 million								
CEO/Executive Director								
	F	15	4.5%		1.0%	5.0%	7.3%	
	M	23	2.9%	-10.7%	-0.6%	4.3%	8.4%	17.0%
Top Finance Position								
	F	8	2.3%			2.7%		
	M	11	4.5%		-0.9%	5.5%	11.2%	

Youth Development

\$500 thousand or less

CEO/Executive Director

F	395	3.1%	-7.5%	0.0%	3.0%	8.1%	14.7%
M	293	2.0%	-7.7%	-1.1%	0.9%	6.2%	15.3%
U	26	-0.5%	-16.5%	-3.0%	0.0%	7.7%	10.7%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development								
\$500 thousand or less								
Top Finance Position	F	10	2.5%		0.0%	5.3%	11.6%	
	M	8	-2.4%			0.0%		
Top Operations Position	F	7	2.2%			0.0%		
	M	6	2.9%			3.2%		
Top Program Position	F	22	0.0%	-11.4%	-6.8%	0.0%	4.9%	10.5%
	M	9	-3.2%			0.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director	F	244	4.0%	-4.3%	0.0%	3.2%	8.3%	14.3%
	M	221	2.7%	-6.6%	-0.3%	2.4%	6.8%	13.5%
	U	23	4.5%	-7.4%	0.5%	4.2%	8.4%	17.2%
Top Finance Position	F	5	5.6%			6.8%		
	M	6	-0.2%			0.9%		
Top Operations Position	F	9	4.3%			2.2%		
Between \$1 million and \$5 million								
CEO/Executive Director	F	360	3.8%	-4.3%	0.0%	3.2%	7.7%	13.2%
	M	438	4.2%	-4.2%	0.0%	3.5%	8.3%	16.2%
	U	29	5.1%	-5.1%	0.3%	4.5%	10.2%	15.8%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development								
Between \$1 million and \$5 million								
Top Development Position								
	F	14	4.6%		0.2%	4.8%	9.8%	
	M	7	4.3%			4.7%		
Top Finance Position								
	F	57	4.3%	-2.0%	0.0%	3.4%	8.2%	10.4%
	M	43	2.2%	-4.2%	-0.2%	1.1%	6.3%	9.8%
	U	6	8.1%			8.3%		
Top Operations Position								
	F	26	5.1%	-3.5%	2.5%	3.8%	8.0%	15.9%
	M	20	2.8%	-15.2%	0.8%	3.5%	6.6%	17.6%
Greater than \$5 million								
CEO/Executive Director								
	F	110	4.4%	-2.0%	1.0%	3.1%	8.4%	15.1%
	M	124	4.5%	-5.0%	0.8%	4.4%	8.5%	13.3%
	U	16	5.1%		0.1%	3.0%	9.7%	
Top Administrative Position								
	F	9	4.9%			6.7%		
	M	6	0.5%			1.7%		
Top Business Position								
	M	5	1.1%			1.6%		
Top Development Position								
	F	28	4.8%	-0.9%	1.2%	3.8%	6.7%	14.2%
	M	19	6.4%		2.4%	3.6%	7.6%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development								
Greater than \$5 million								
Top Finance Position								
	F	66	4.9%	-2.3%	1.3%	4.2%	9.2%	14.1%
	M	65	3.6%	-4.2%	0.0%	3.9%	7.4%	12.7%
Top Human Resources Position								
	F	5	3.5%			0.3%		
Top Marketing Position								
	F	9	7.4%			5.6%		
Top Operations Position								
	F	29	4.7%	-2.9%	1.2%	3.7%	5.5%	14.6%
	M	27	5.2%	-4.4%	0.0%	3.5%	9.6%	17.0%
Top Program Position								
	F	6	3.3%			3.3%		
	M	5	6.3%			4.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	5	5.7%			1.6%		
Animal-Related: Animal Protection & Welfare							
\$250 thousand or less							
CEO/Executive Director	94	1.9%	-6.9%	0.0%	0.0%	7.1%	11.2%
Top Finance Position	8	-0.5%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	100	2.0%	-7.2%	-0.3%	0.0%	6.2%	11.5%
Top Finance Position	10	0.4%		0.0%	0.1%	2.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	136	4.3%	-5.3%	0.0%	3.4%	9.0%	17.5%
Top Finance Position	12	5.4%		0.0%	3.6%	10.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	161	3.7%	-3.3%	0.0%	3.4%	7.9%	12.7%
Between \$2.5 million and \$5 million							
CEO/Executive Director	65	5.0%	-1.1%	0.1%	3.2%	7.9%	14.6%
Top Finance Position	9	6.3%			4.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	38	6.0%	0.2%	2.4%	5.5%	9.1%	12.8%
Top Finance Position	20	3.1%	-0.4%	2.0%	3.8%	5.4%	8.6%
Top Operations Position	10	3.8%		0.1%	3.3%	6.4%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related: Animal Protection & Welfare							
Between \$10 million and \$25 million							
CEO/Executive Director	25	4.8%	-8.4%	1.8%	4.9%	12.8%	14.5%
Top Development Position	6	5.1%			5.2%		
Top Finance Position	13	2.3%		-0.2%	2.2%	4.5%	
Top Operations Position	9	3.6%			4.5%		
Top PR/Communications Position	5	1.8%			2.7%		
Between \$25 million and \$50 million							
CEO/Executive Director	5	2.7%			0.7%		
Top Operations Position	5	3.5%			0.0%		

Animal-Related: Animal Related N.E.C.

\$250 thousand or less							
CEO/Executive Director	8	3.8%			2.5%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	-1.5%			3.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.4%			4.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	2.2%			0.1%		

Animal-Related: Animal Services N.E.C.

\$250 thousand or less							
CEO/Executive Director	5	3.9%			1.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related: Animal Services N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-5.0%			-4.4%		
Animal-Related: Animal Training							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	-2.3%			0.0%		
Animal-Related: Fisheries Resources							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-5.5%			2.8%		
Animal-Related: Protection of Endangered Species							
\$250 thousand or less							
CEO/Executive Director	9	1.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.3%			2.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	1.9%			2.5%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	4.6%			3.1%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related: Single Organization Support							
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	1.5%		0.1%	2.8%	10.9%	
Animal-Related: Veterinary Services							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	5.1%			2.8%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	0.6%		-10.3%	3.1%	10.3%	
Animal-Related: Wildlife Preservation & Protection							
\$250 thousand or less							
CEO/Executive Director	9	6.0%			3.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	5.4%		0.0%	3.2%	16.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.2%			1.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	3.5%		-0.2%	2.2%	5.2%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	7.2%			3.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	7	10.3%			12.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related: Wildlife Sanctuaries							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	4.1%			2.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.8%			2.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	4.2%			2.9%		
Animal-Related: Zoos & Aquariums							
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	2.3%		-1.3%	0.4%	3.3%	
Between \$5 million and \$10 million							
CEO/Executive Director	9	7.2%			4.9%		
Top Finance Position	5	5.0%			5.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	19	2.5%		-2.4%	3.5%	5.0%	
Top Development Position	8	5.1%			3.6%		
Top Finance Position	16	9.1%		4.6%	7.3%	12.9%	
Top Operations Position	6	2.0%			4.0%		
Between \$25 million and \$50 million							
CEO/Executive Director	6	1.8%			1.0%		
Top Finance Position	6	8.5%			8.1%		
Greater than \$50 million							
CEO/Executive Director	7	-3.1%			-1.4%		
Top Human Resources Position	5	5.6%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	14	5.2%		2.6%	5.3%	12.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	1.8%		0.5%	1.2%	4.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	-0.7%		-1.3%	0.6%	3.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	0.7%			-3.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	4.5%			3.9%		
Arts, Culture, and Humanities: Art Museums							
\$250 thousand or less							
CEO/Executive Director	10	1.1%		0.0%	2.5%	5.5%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	23	2.7%	-5.9%	-0.5%	1.3%	6.6%	11.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	2.3%	-7.1%	0.0%	1.7%	6.0%	8.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	32	3.5%	-2.8%	0.4%	2.5%	5.4%	11.6%
Between \$2.5 million and \$5 million							
CEO/Executive Director	21	3.2%	-1.9%	-0.4%	0.6%	7.8%	10.6%
Top Finance Position	5	1.4%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Art Museums							
Between \$5 million and \$10 million							
CEO/Executive Director	18	3.0%		0.2%	2.1%	5.4%	
Top Development Position	7	5.0%			3.6%		
Top Finance Position	15	7.4%		4.3%	7.4%	10.7%	
Top Operations Position	7	0.3%			2.9%		
Between \$10 million and \$25 million							
CEO/Executive Director	19	1.3%		-3.4%	2.7%	4.9%	
Top Development Position	10	3.7%		1.7%	3.2%	4.7%	
Top Finance Position	15	6.7%		3.8%	5.3%	12.5%	
Top Operations Position	6	3.1%			3.6%		
Between \$25 million and \$50 million							
Top Development Position	5	3.0%			1.3%		
Top Finance Position	7	1.9%			1.4%		
Greater than \$50 million							
Top Finance Position	5	3.5%			4.0%		
Top Operations Position	5	3.7%			2.8%		

Arts, Culture, and Humanities: Arts & Culture

\$250 thousand or less

CEO/Executive Director	93	0.9%	-12.1%	-2.0%	0.0%	5.4%	14.2%
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	97	2.0%	-8.6%	-0.6%	0.9%	5.7%	13.9%
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Between \$500 thousand and \$1 million

CEO/Executive Director	109	3.3%	-6.0%	0.0%	2.6%	8.4%	13.1%
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Arts & Culture							
Between \$1 million and \$2.5 million							
CEO/Executive Director	111	3.1%	-3.9%	0.0%	2.5%	6.0%	13.1%
Top Finance Position	13	3.5%		-0.6%	1.2%	12.2%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	39	2.4%	-3.5%	0.0%	2.3%	5.1%	9.4%
Top Operations Position	5	3.1%			2.5%		
Between \$5 million and \$10 million							
CEO/Executive Director	22	2.9%	-8.1%	0.0%	4.4%	6.6%	9.8%
Top Finance Position	6	5.9%			4.9%		
Between \$10 million and \$25 million							
CEO/Executive Director	17	4.9%		0.8%	3.1%	8.9%	
Top Development Position	9	2.7%			2.6%		
Top Finance Position	10	5.4%		3.0%	6.1%	7.5%	
Top Operations Position	5	3.2%			5.5%		
Between \$25 million and \$50 million							
CEO/Executive Director	7	1.0%			2.1%		
Top Development Position	5	4.2%			2.8%		
Top Finance Position	10	3.7%		2.0%	3.9%	10.0%	
Arts, Culture, and Humanities: Arts & Humanities Councils & Agencies							
\$250 thousand or less							
CEO/Executive Director	54	2.6%	-6.4%	-0.7%	1.1%	7.1%	13.7%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	43	1.7%	-11.1%	-0.9%	0.7%	5.4%	12.7%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Arts & Humanities Councils & Agencies							
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	2.9%	-6.4%	-0.1%	3.6%	7.6%	10.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	28	3.0%	-2.8%	-0.1%	2.5%	6.7%	8.6%
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	7.3%			5.3%		
Arts, Culture, and Humanities: Arts Education							
\$250 thousand or less							
CEO/Executive Director	72	2.8%	-6.7%	-2.0%	0.0%	8.8%	16.2%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	61	3.6%	-7.1%	0.0%	3.0%	8.1%	14.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	67	4.4%	-3.7%	0.0%	2.9%	9.3%	15.0%
Between \$1 million and \$2.5 million							
CEO/Executive Director	84	3.2%	-4.2%	-1.1%	2.7%	6.2%	14.9%
Top Finance Position	6	6.0%			5.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	32	2.6%	-4.0%	-0.8%	3.0%	7.0%	8.5%
Top Operations Position	5	2.5%			0.5%		
Between \$5 million and \$10 million							
CEO/Executive Director	18	0.2%		-2.1%	0.1%	3.6%	
Top Finance Position	5	5.3%			3.3%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Arts Services							
\$250 thousand or less							
CEO/Executive Director	19	3.8%		-0.5%	0.0%	6.5%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	21	5.2%	-2.2%	0.4%	3.2%	8.8%	11.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	5.1%		1.8%	2.7%	5.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	1.0%	-5.0%	-3.0%	1.1%	5.0%	8.3%
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	7.1%			6.0%		

Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.

\$250 thousand or less							
CEO/Executive Director	29	3.2%	-3.5%	0.0%	0.0%	7.5%	13.8%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	27	3.7%	-3.7%	0.0%	1.9%	8.4%	14.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	1.0%	-11.0%	-1.1%	1.1%	4.5%	14.6%
Between \$1 million and \$2.5 million							
CEO/Executive Director	23	4.2%	-4.9%	-2.0%	2.7%	9.7%	15.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	2.8%		0.0%	2.0%	4.7%	
Between \$5 million and \$10 million							
CEO/Executive Director	12	3.6%		-1.9%	1.6%	6.5%	
Top Finance Position	5	-0.3%			-1.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Ballet							
\$250 thousand or less							
CEO/Executive Director	7	1.3%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	0.8%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.7%			6.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	-0.9%			-0.5%		
Between \$5 million and \$10 million							
CEO/Executive Director	6	0.6%			2.3%		
Arts, Culture, and Humanities: Bands & Ensembles							
\$250 thousand or less							
CEO/Executive Director	13	4.0%		0.0%	0.0%	6.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	0.8%			0.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	6.8%			5.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	2.7%			5.1%		
Arts, Culture, and Humanities: Children's Museums							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	2.1%		0.0%	2.3%	3.6%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Children's Museums							
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	3.2%		0.1%	2.0%	9.1%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	29	3.4%	-4.6%	0.0%	2.9%	6.2%	12.7%
Top Finance Position	5	2.5%			4.7%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	1.7%		-1.7%	-0.1%	3.4%	
Top Finance Position	6	-0.2%			0.4%		
Between \$5 million and \$10 million							
CEO/Executive Director	12	3.5%		1.5%	4.2%	5.2%	
Top Finance Position	6	6.2%			5.8%		

Arts, Culture, and Humanities: Cultural & Ethnic Awareness

\$250 thousand or less							
CEO/Executive Director	42	1.0%	-14.0%	-2.8%	0.5%	7.1%	14.5%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	42	2.9%	-4.4%	0.0%	0.8%	7.4%	12.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	1.8%	-9.8%	-1.5%	0.3%	7.0%	11.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	29	3.0%	-6.6%	-0.1%	2.6%	6.4%	13.6%
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	2.2%			2.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	9	-0.8%			-0.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Dance							
\$250 thousand or less							
CEO/Executive Director	21	3.2%	-8.2%	-5.9%	0.0%	12.7%	17.6%
Top Finance Position	5	-5.7%			-5.9%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	23	4.9%	-0.3%	0.0%	1.7%	8.7%	16.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	3.9%	-5.7%	0.1%	2.4%	8.7%	11.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	-0.5%		-2.3%	0.1%	1.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	6.0%			7.3%		

Arts, Culture, and Humanities: Film & Video

\$250 thousand or less							
CEO/Executive Director	18	1.6%		0.0%	0.0%	7.4%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	22	-0.5%	-13.2%	-8.3%	-1.1%	5.3%	15.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	5.2%	-3.9%	-2.7%	3.7%	11.8%	16.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	2.4%	-10.7%	0.0%	2.7%	4.8%	9.3%
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	8.2%		4.8%	7.0%	12.7%	
Between \$5 million and \$10 million							
CEO/Executive Director	5	3.4%			1.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	6	4.5%			4.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	9.5%			3.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	2.8%		0.3%	1.6%	4.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	3.6%			2.9%		

Arts, Culture, and Humanities: Historical Organizations

\$250 thousand or less							
CEO/Executive Director	64	2.3%	-5.0%	0.0%	1.4%	4.7%	10.8%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	44	3.3%	-0.6%	0.0%	2.6%	5.9%	11.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	3.6%	-0.6%	0.4%	2.9%	6.1%	10.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	34	0.3%	-6.9%	-3.1%	0.0%	3.4%	7.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	17	2.5%		0.0%	0.8%	6.7%	
Top Finance Position	6	6.7%			2.6%		
Between \$5 million and \$10 million							
CEO/Executive Director	11	5.6%		2.1%	4.5%	8.7%	
Top Finance Position	6	4.6%			6.5%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Historical Organizations							
Between \$10 million and \$25 million							
CEO/Executive Director	7	7.9%			5.5%		
Top Finance Position	7	0.5%			1.0%		
Arts, Culture, and Humanities: Historical Societies & Historic Preservation							
\$250 thousand or less							
CEO/Executive Director	76	0.6%	-7.7%	0.0%	1.1%	3.8%	7.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	66	2.5%	-4.0%	0.0%	1.8%	6.0%	9.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	2.3%	-4.2%	0.0%	1.5%	6.5%	12.5%
Between \$1 million and \$2.5 million							
CEO/Executive Director	33	3.7%	-3.9%	0.0%	2.8%	7.9%	14.8%
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	3.0%			3.6%		
Top Finance Position	5	1.1%			3.3%		
Arts, Culture, and Humanities: History Museums							
\$250 thousand or less							
CEO/Executive Director	48	2.5%	-4.8%	0.0%	1.7%	5.2%	13.5%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	42	3.2%	-2.4%	0.0%	2.8%	5.6%	8.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	54	1.5%	-4.7%	-0.2%	1.4%	4.1%	7.5%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: History Museums							
Between \$1 million and \$2.5 million							
CEO/Executive Director	48	2.9%	-6.7%	-1.5%	2.1%	6.9%	15.7%
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	5.0%		2.7%	4.5%	7.3%	
Top Finance Position	5	4.3%			4.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	15	5.4%		1.2%	4.4%	9.2%	
Top Finance Position	5	4.8%			5.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	9	2.4%			4.5%		
Top Finance Position	10	4.2%		0.7%	4.1%	6.9%	
Top Operations Position	6	7.5%			4.8%		

Arts, Culture, and Humanities: Humanities

\$250 thousand or less							
CEO/Executive Director	16	4.0%		0.0%	1.7%	10.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	1.8%		-2.9%	0.3%	5.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	3.0%		1.0%	3.6%	6.4%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	3.1%	-6.8%	-0.2%	2.9%	6.3%	12.3%
Top Finance Position	5	1.1%			0.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	8.9%			9.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Humanities							
Between \$5 million and \$10 million							
CEO/Executive Director	5	2.2%			3.6%		
Arts, Culture, and Humanities: Media & Communications							
\$250 thousand or less							
CEO/Executive Director	17	-2.0%		-12.2%	0.0%	9.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	28	2.9%	-6.8%	-1.1%	3.8%	8.2%	10.4%
Top Administrative Position	5	1.4%			2.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	2.2%	-3.3%	-1.3%	1.7%	4.6%	7.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	29	4.9%	-6.6%	1.1%	3.6%	9.1%	14.7%
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	2.1%		-1.2%	0.6%	3.8%	
Top Finance Position	6	4.8%			4.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	11	3.0%		1.0%	2.0%	5.4%	
Between \$10 million and \$25 million							
CEO/Executive Director	11	7.0%		4.2%	6.2%	10.9%	
Top Finance Position	7	6.4%			5.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Museums							
\$250 thousand or less							
CEO/Executive Director	39	3.0%	-8.7%	-0.2%	1.2%	9.8%	20.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	42	2.3%	-1.6%	0.0%	1.0%	6.1%	10.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	53	2.5%	-2.3%	0.0%	1.7%	5.0%	10.5%
Between \$1 million and \$2.5 million							
CEO/Executive Director	53	4.1%	-4.0%	-1.2%	2.9%	8.3%	15.3%
Top Finance Position	7	4.1%			3.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	34	2.1%	-3.2%	-0.2%	0.4%	5.2%	7.4%
Top Finance Position	12	2.9%		-0.7%	3.9%	6.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	21	1.9%	-5.8%	-0.6%	1.6%	4.6%	7.6%
Top Finance Position	12	3.9%		-0.5%	3.4%	8.1%	
Top Operations Position	5	3.5%			3.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	18	4.6%		1.6%	4.3%	7.9%	
Top Development Position	5	1.3%			2.9%		
Top Finance Position	14	3.3%		-0.7%	6.8%	9.4%	
Top Operations Position	5	5.8%			4.2%		
Between \$25 million and \$50 million							
CEO/Executive Director	8	7.0%			6.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Music							
\$250 thousand or less							
CEO/Executive Director	46	2.7%	-7.3%	0.0%	1.2%	5.3%	16.7%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	61	3.0%	-6.9%	0.0%	3.3%	8.0%	13.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	48	3.6%	-2.9%	0.0%	2.2%	6.3%	12.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	38	5.1%	0.0%	1.5%	4.4%	8.3%	11.9%
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	3.8%		-1.6%	1.5%	5.9%	
Top Finance Position	5	5.9%			3.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	9	1.0%			1.2%		

Arts, Culture, and Humanities: Natural History & Natural Science Museums

Between \$1 million and \$2.5 million							
CEO/Executive Director	8	3.0%			2.5%		

Arts, Culture, and Humanities: Opera

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	5.5%			6.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.6%			4.9%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Opera							
Between \$5 million and \$10 million							
CEO/Executive Director	6	4.0%			3.9%		
Top Finance Position	5	1.4%			3.0%		
Arts, Culture, and Humanities: Performing Arts							
\$250 thousand or less							
CEO/Executive Director	36	2.4%	-10.7%	-1.3%	1.8%	8.5%	15.7%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	3.1%	-6.5%	0.0%	0.9%	6.6%	16.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	3.7%	-5.6%	-0.2%	1.9%	9.8%	14.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	34	0.9%	-7.9%	-1.3%	0.7%	4.9%	7.3%
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	-0.6%		-3.2%	0.0%	2.0%	
Between \$5 million and \$10 million							
CEO/Executive Director	14	3.9%		1.4%	5.3%	7.9%	
Top Finance Position	5	5.7%			6.6%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	10.3%			6.7%		
Top Finance Position	5	1.2%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Performing Arts Centers							
\$250 thousand or less							
CEO/Executive Director	16	-1.3%		-0.3%	0.0%	1.7%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	2.4%		0.0%	0.0%	5.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	1.7%	-7.8%	0.0%	1.3%	4.4%	10.6%
Between \$1 million and \$2.5 million							
CEO/Executive Director	46	5.1%	-3.1%	0.1%	3.9%	10.0%	15.6%
Top Finance Position	5	-2.4%			-0.5%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	26	5.6%	-1.7%	0.0%	5.4%	9.7%	13.5%
Top Finance Position	8	5.5%			4.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	14	4.3%		-0.2%	2.8%	9.7%	
Between \$10 million and \$25 million							
CEO/Executive Director	21	5.9%	0.0%	1.2%	4.2%	11.7%	14.7%
Top Development Position	9	6.4%			5.2%		
Top Finance Position	14	7.4%		4.2%	6.1%	9.3%	
Top Marketing Position	5	4.4%			2.1%		
Top Operations Position	5	2.8%			-0.9%		
Between \$25 million and \$50 million							
CEO/Executive Director	5	0.3%			2.1%		
Top Finance Position	6	9.9%			9.2%		
Greater than \$50 million							
CEO/Executive Director	5	-1.8%			-0.3%		
Top Finance Position	7	1.5%			1.5%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Performing Arts Schools							
\$250 thousand or less							
CEO/Executive Director	17	2.0%		0.0%	4.0%	7.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	3.6%		-1.0%	2.6%	8.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	2.7%		0.0%	0.0%	4.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	2.3%		-0.4%	1.4%	3.2%	
Between \$5 million and \$10 million							
CEO/Executive Director	6	2.8%			2.7%		

Arts, Culture, and Humanities: Printing & Publishing

\$250 thousand or less							
CEO/Executive Director	23	1.6%	-9.6%	-3.0%	0.6%	2.9%	16.3%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	20	5.7%	-2.0%	0.0%	5.1%	9.9%	17.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	6.8%			6.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	1.3%		-4.5%	2.9%	7.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	-2.1%		-5.5%	-0.7%	2.4%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Professional Societies & Associations							
\$250 thousand or less							
CEO/Executive Director	5	-1.4%			2.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	1.3%			3.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	6.1%		1.8%	5.8%	14.1%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	1.6%		-3.0%	0.8%	6.7%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	4.1%			3.9%		

Arts, Culture, and Humanities: Radio

\$250 thousand or less							
CEO/Executive Director	9	0.8%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	1.4%			2.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	1.7%		-2.7%	2.7%	5.2%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	1.9%		0.2%	1.2%	4.6%	
Top Administrative Position	9	4.6%			3.3%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	6.5%			5.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	7	5.1%			6.9%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Research Institutes & Public Policy Analysis							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-0.8%			0.8%		
Arts, Culture, and Humanities: Science & Technology Museums							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.2%			6.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	4.6%		-0.6%	3.5%	7.2%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	2.9%		-1.3%	1.6%	7.7%	
Between \$5 million and \$10 million							
CEO/Executive Director	8	4.7%			5.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	8	8.4%			10.4%		
Top Finance Position	7	4.9%			5.3%		
Arts, Culture, and Humanities: Singing & Choral Groups							
\$250 thousand or less							
CEO/Executive Director	19	1.4%		0.0%	0.0%	3.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	0.6%	-4.8%	-1.0%	0.0%	4.3%	5.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	2.0%		-4.3%	0.0%	8.5%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Single Organization Support							
\$250 thousand or less							
CEO/Executive Director	7	3.3%			4.8%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	5.0%			4.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	5.5%		0.7%	4.0%	10.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	4.9%		1.4%	3.0%	4.7%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	-0.5%			3.3%		
Arts, Culture, and Humanities: Symphony Orchestras							
\$250 thousand or less							
CEO/Executive Director	14	4.3%		0.0%	2.2%	8.4%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	28	2.3%	-7.6%	-3.5%	0.0%	4.3%	17.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	0.7%	-6.8%	-3.9%	1.5%	4.7%	7.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	50	1.6%	-3.2%	-0.2%	1.2%	4.2%	9.7%
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	3.3%		-2.1%	2.9%	6.8%	
Between \$5 million and \$10 million							
CEO/Executive Director	10	5.5%		1.4%	6.1%	8.6%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Symphony Orchestras							
Between \$10 million and \$25 million							
CEO/Executive Director	11	1.5%		-2.1%	1.5%	4.4%	
Top Finance Position	9	5.2%			3.3%		
Between \$25 million and \$50 million							
Top Finance Position	5	7.0%			5.7%		

Arts, Culture, and Humanities: Television

\$250 thousand or less							
CEO/Executive Director	16	0.2%		-2.3%	0.2%	3.1%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	29	2.5%	-2.8%	0.0%	2.4%	4.2%	6.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	4.3%	0.0%	0.4%	2.5%	5.3%	12.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	-0.5%	-6.4%	-1.4%	0.6%	3.2%	4.2%
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	2.9%		-0.3%	1.9%	4.6%	
Between \$5 million and \$10 million							
CEO/Executive Director	5	-0.7%			0.0%		
Top Finance Position	5	7.3%			3.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	9	3.5%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Theater							
\$250 thousand or less							
CEO/Executive Director	65	1.7%	-7.3%	-0.5%	0.0%	4.8%	11.3%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	82	4.5%	-6.1%	0.0%	2.9%	10.0%	16.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	86	2.6%	-8.0%	-1.3%	2.7%	8.1%	13.9%
Between \$1 million and \$2.5 million							
CEO/Executive Director	67	2.5%	-4.6%	-1.5%	1.8%	6.5%	14.3%
Between \$2.5 million and \$5 million							
CEO/Executive Director	28	3.7%	-2.0%	0.0%	1.8%	6.2%	12.5%
Top Finance Position	7	1.4%			1.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	19	4.9%		0.3%	5.5%	8.5%	
Top Finance Position	7	3.6%			2.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	15	5.4%		0.3%	4.0%	7.3%	
Top Administrative Position	11	1.8%		0.0%	1.0%	3.6%	
Top Development Position	11	4.4%		1.2%	3.5%	6.6%	
Top Finance Position	15	5.5%		2.2%	4.4%	7.7%	
Top Marketing Position	5	4.8%			4.8%		

Arts, Culture, and Humanities: Visual Arts

\$250 thousand or less

CEO/Executive Director	41	2.1%	-5.4%	0.0%	1.1%	5.0%	14.6%
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture, and Humanities: Visual Arts							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	44	2.1%	-2.7%	-1.4%	1.2%	4.0%	9.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	3.7%	-2.8%	0.0%	3.2%	5.7%	14.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	35	3.3%	-5.8%	0.0%	2.9%	8.5%	11.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	4.6%			3.9%		

Civil Rights, Social Action, Advocacy: Alliances & Advocacy

\$250 thousand or less							
CEO/Executive Director	12	4.9%		0.9%	3.4%	14.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	21	4.3%	-0.2%	0.0%	3.0%	7.1%	17.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	0.9%	-10.5%	-5.2%	2.6%	6.3%	11.9%
Between \$1 million and \$2.5 million							
CEO/Executive Director	33	3.3%	-5.5%	0.5%	3.0%	6.1%	13.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	3.2%			4.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	0.1%			1.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Children's Rights							
\$250 thousand or less							
CEO/Executive Director	12	2.9%		0.0%	1.1%	7.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	5.1%			5.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.5%			1.9%		
Civil Rights, Social Action, Advocacy: Civil Liberties							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	0.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	-0.8%		-4.1%	0.9%	3.1%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	2.5%		1.1%	3.3%	5.1%	
Top Legal Position	5	7.0%			4.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	8.1%			5.7%		
Top Legal Position	5	11.8%			11.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	1.2%			0.9%		
Civil Rights, Social Action, Advocacy: Civil Rights							
\$250 thousand or less							
CEO/Executive Director	19	1.7%		-4.5%	4.1%	9.5%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Civil Rights							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	23	3.4%	-5.6%	0.0%	3.3%	7.3%	10.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	4.1%	0.0%	0.0%	2.6%	7.4%	11.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	34	4.4%	-2.0%	-0.1%	3.9%	9.2%	12.6%
Between \$2.5 million and \$5 million							
CEO/Executive Director	21	4.2%	-3.6%	1.3%	3.1%	8.2%	14.3%
Top Finance Position	6	3.9%			3.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	15	7.9%		3.5%	7.7%	10.3%	
Top Finance Position	6	10.6%			9.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	10	7.7%		4.0%	5.5%	11.5%	
Top Finance Position	10	5.9%		2.4%	7.1%	15.2%	

Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.

\$250 thousand or less							
CEO/Executive Director	20	5.1%	-3.3%	-0.4%	3.1%	11.4%	18.4%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	3.0%		0.0%	0.0%	8.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	5.8%	-0.1%	1.7%	5.2%	11.5%	16.6%
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	3.9%	-10.1%	0.0%	2.2%	11.1%	17.7%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	5.5%		0.9%	5.4%	8.5%	
Top Finance Position	5	4.1%			1.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	8	2.3%			1.6%		

Civil Rights, Social Action, Advocacy: Disabled Persons' Rights

\$250 thousand or less							
CEO/Executive Director	8	3.6%			2.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	5.8%		0.4%	1.9%	4.6%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	27	4.6%	-2.9%	-0.2%	3.1%	8.1%	17.9%
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	2.0%		-0.7%	1.7%	5.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	7	7.1%			4.2%		

Civil Rights, Social Action, Advocacy: Immigrants' Rights

\$250 thousand or less							
CEO/Executive Director	7	1.9%			3.5%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Intergroup & Race Relations							
\$250 thousand or less							
CEO/Executive Director	7	2.5%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	2.3%			1.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	2.1%		-4.0%	0.0%	5.9%	
Civil Rights, Social Action, Advocacy: Lesbian & Gay Rights							
\$250 thousand or less							
CEO/Executive Director	5	11.0%			9.5%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	-0.8%			3.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.7%			-1.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	1.6%		1.2%	4.2%	5.1%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	3.3%			2.5%		
Civil Rights, Social Action, Advocacy: Minority Rights							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	6.6%		-1.5%	2.7%	15.6%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Reproductive Rights							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	6.5%			4.1%		
Civil Rights, Social Action, Advocacy: Research Institutes & Public Policy Analysis							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.1%			0.0%		
Civil Rights, Social Action, Advocacy: Right to Life							
\$250 thousand or less							
CEO/Executive Director	12	-2.2%		-4.1%	0.0%	4.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	-1.4%			1.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	1.8%			0.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	8.1%			10.8%		
Civil Rights, Social Action, Advocacy: Voter Education & Registration							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	7.6%			5.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	1.9%			1.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Women's Rights							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	6.1%			1.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	-3.7%		-6.7%	-2.4%	1.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	4.8%		1.1%	2.4%	7.9%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	4.3%			3.4%		

Community Improvement, Capacity Building: Alliances & Advocacy

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	5.2%		0.0%	2.9%	11.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	7.0%	-1.1%	1.0%	6.5%	11.7%	16.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	2.3%		-0.8%	0.6%	3.9%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	2.5%			2.4%		

Community Improvement, Capacity Building: Business & Industry

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	-5.6%			-4.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	2.3%		0.1%	2.5%	3.5%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Business & Industry							
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	3.5%			6.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	6.4%			4.5%		
Community Improvement, Capacity Building: Chambers of Commerce & Business Leagues							
\$250 thousand or less							
CEO/Executive Director	13	-0.8%		0.0%	0.0%	3.4%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	-2.1%		-4.2%	0.1%	2.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	3.9%		0.6%	2.2%	5.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	3.4%	-4.9%	-2.4%	2.1%	10.4%	15.9%
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	-3.2%		-11.7%	-4.1%	5.8%	
Between \$5 million and \$10 million							
CEO/Executive Director	6	7.4%			5.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	9	5.8%			6.1%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Community & Neighborhood Development							
\$250 thousand or less							
CEO/Executive Director	164	2.7%	-6.5%	0.0%	2.3%	6.4%	13.0%
Top Program Position	5	3.3%			3.8%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	132	1.7%	-6.7%	-0.5%	1.8%	6.0%	10.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	134	2.5%	-6.8%	0.0%	2.1%	6.4%	10.6%
Top Finance Position	5	9.8%			7.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	138	3.6%	-4.4%	0.0%	2.7%	8.1%	15.2%
Top Finance Position	10	1.4%		-0.7%	2.7%	3.9%	
Top Operations Position	7	3.7%			2.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	91	4.7%	-1.1%	0.7%	4.7%	8.4%	12.1%
Top Administrative Position	7	3.7%			0.5%		
Top Finance Position	27	3.6%	-2.6%	-0.5%	2.4%	8.9%	10.8%
Top Operations Position	10	0.0%		-3.1%	0.7%	1.7%	
Between \$5 million and \$10 million							
CEO/Executive Director	60	4.0%	-3.4%	0.1%	3.5%	6.2%	13.9%
Top Finance Position	32	3.6%	-0.8%	0.4%	3.6%	6.0%	11.4%
Between \$10 million and \$25 million							
CEO/Executive Director	53	3.1%	-3.8%	0.0%	2.1%	4.6%	13.9%
Top Finance Position	27	7.2%	-2.3%	1.5%	5.6%	13.2%	22.5%
Top Operations Position	6	3.0%			1.7%		
Between \$25 million and \$50 million							
CEO/Executive Director	10	7.0%		2.0%	5.2%	10.3%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Community & Neighborhood Development							
Greater than \$50 million							
CEO/Executive Director	6	8.0%			7.2%		
Top Finance Position	5	3.6%			4.3%		

Community Improvement, Capacity Building: Community Coalitions

\$250 thousand or less							
CEO/Executive Director	35	-0.3%	-11.9%	-4.2%	0.0%	6.5%	8.4%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	3.3%		0.0%	1.0%	5.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	2.3%	-1.5%	0.3%	2.8%	4.2%	5.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	1.3%		0.0%	1.5%	4.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	3.8%		-0.5%	0.3%	3.8%	

Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.

\$250 thousand or less							
CEO/Executive Director	19	-0.5%		-5.9%	0.0%	3.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	35	2.0%	-8.7%	-1.9%	1.0%	4.9%	11.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	3.4%	-8.0%	-3.2%	1.4%	9.4%	15.5%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
Between \$1 million and \$2.5 million							
CEO/Executive Director	37	3.0%	-0.9%	0.3%	2.2%	6.2%	9.6%
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	7.0%		3.4%	7.5%	12.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	16	4.7%		1.6%	3.9%	7.3%	
Top Finance Position	7	1.2%			1.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	15	3.8%		0.3%	3.7%	6.4%	
Top Finance Position	6	2.4%			1.9%		
Between \$25 million and \$50 million							
CEO/Executive Director	5	6.2%			6.5%		

Community Improvement, Capacity Building: Community Service Clubs

\$250 thousand or less							
CEO/Executive Director	17	4.1%		0.0%	1.7%	7.7%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	23	2.5%	-1.5%	0.0%	2.6%	4.2%	8.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	5.4%	-0.8%	1.5%	4.0%	10.5%	12.0%
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	4.0%	-2.5%	1.2%	3.9%	6.3%	13.8%
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	3.2%			-0.7%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Community Service Clubs							
Between \$5 million and \$10 million							
CEO/Executive Director	7	0.4%			0.9%		
Between \$10 million and \$25 million							
Top Finance Position	5	-2.5%			-2.8%		

Community Improvement, Capacity Building: Economic Development

\$250 thousand or less

CEO/Executive Director	64	1.4%	-9.2%	0.0%	2.2%	4.9%	7.6%
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	66	1.0%	-8.4%	-0.6%	0.6%	3.4%	8.3%
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Between \$500 thousand and \$1 million

CEO/Executive Director	82	3.0%	-5.2%	0.0%	3.0%	6.3%	11.1%
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Between \$1 million and \$2.5 million

CEO/Executive Director	73	2.8%	-5.9%	0.4%	2.6%	6.4%	10.3%
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Top Finance Position	9	0.4%			0.6%		
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Between \$2.5 million and \$5 million

CEO/Executive Director	44	4.9%	-3.0%	1.0%	4.7%	8.7%	16.2%
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Top Finance Position	8	4.1%			6.9%		
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Top Operations Position	5	0.0%			-3.0%		
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Between \$5 million and \$10 million

CEO/Executive Director	27	4.7%	-4.9%	0.0%	4.1%	9.9%	13.7%
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Top Finance Position	12	3.7%		2.4%	5.3%	6.8%	
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Top Operations Position	7	2.0%			4.1%		
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Economic Development							
Between \$10 million and \$25 million							
CEO/Executive Director	15	3.7%		-1.0%	4.0%	10.8%	
Top Operations Position	5	4.3%			4.5%		
Community Improvement, Capacity Building: Fund Raising & Fund Distribution							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	4.6%			2.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	5.1%			2.8%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	2.3%			3.6%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	2.6%			3.0%		
Community Improvement, Capacity Building: Management & Technical Assistance							
\$250 thousand or less							
CEO/Executive Director	5	2.3%			1.6%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	4.2%			4.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.5%			2.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	1.5%		-3.9%	0.0%	7.2%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Management & Technical Assistance							
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	-3.5%			0.3%		
Between \$5 million and \$10 million							
CEO/Executive Director	7	5.4%			4.4%		
Community Improvement, Capacity Building: Men's Service Clubs							
\$250 thousand or less							
CEO/Executive Director	5	-2.5%			-0.8%		
Community Improvement, Capacity Building: Neighborhood & Block Associations							
\$250 thousand or less							
CEO/Executive Director	7	-1.0%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	6.5%			3.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.7%			3.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	7.2%			6.7%		
Community Improvement, Capacity Building: Nonprofit Management							
\$250 thousand or less							
CEO/Executive Director	11	-2.1%		-8.7%	0.0%	2.9%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Nonprofit Management							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	0.8%		-2.1%	0.1%	2.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	1.2%		-0.4%	1.5%	3.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	27	2.2%	-7.9%	-3.2%	2.3%	7.3%	12.9%
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	2.2%		0.0%	1.4%	4.4%	
Top Finance Position	5	0.7%			0.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	8.0%			5.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	3.8%			3.4%		
Top Finance Position	5	3.8%			2.5%		

Community Improvement, Capacity Building: Research Institutes & Public Policy Analysis

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	2.9%			2.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-1.4%			2.4%		

Community Improvement, Capacity Building: Rural Economic Development

\$250 thousand or less							
CEO/Executive Director	10	2.6%		0.0%	2.6%	6.6%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Rural Economic Development							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	2.5%		-0.2%	1.2%	6.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.0%			5.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	-0.2%		-3.7%	0.0%	3.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	1.5%			0.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	8	4.1%			1.9%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	4.3%			3.9%		

Community Improvement, Capacity Building: Small Business Development

\$250 thousand or less							
CEO/Executive Director	6	5.0%			3.8%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	6.9%			5.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	4.2%		0.0%	3.2%	7.2%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	3.5%	-4.6%	-0.8%	4.4%	7.5%	12.1%
Top Finance Position	5	0.4%			1.7%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	1.8%		-0.9%	0.1%	5.5%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Small Business Development							
Between \$10 million and \$25 million							
CEO/Executive Director	7	4.1%			3.5%		
Top Finance Position	7	0.2%			3.0%		
Community Improvement, Capacity Building: Urban & Community Economic Development							
\$250 thousand or less							
CEO/Executive Director	27	4.3%	-1.8%	0.0%	3.5%	8.1%	14.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	26	4.3%	-11.4%	-0.5%	3.6%	11.0%	22.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	4.8%	-1.7%	-0.1%	3.8%	10.5%	13.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	30	4.4%	-1.7%	0.2%	3.5%	9.1%	14.0%
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	6.6%			6.6%		
Top Finance Position	6	4.5%			5.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	9	8.2%			3.6%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	4.4%			4.8%		

Community Improvement, Capacity Building: Women's Service Clubs

Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.8%			3.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related: Administration of Justice							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	7.1%			5.1%		
Crime, Legal-Related: Alliances & Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.9%			4.6%		
Crime, Legal-Related: Child Abuse Prevention							
\$250 thousand or less							
CEO/Executive Director	35	3.4%	-1.6%	0.2%	2.0%	6.0%	12.9%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	31	5.6%	-2.6%	0.0%	2.2%	12.5%	20.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	3.5%	-1.9%	0.0%	3.1%	6.0%	11.0%
Between \$1 million and \$2.5 million							
CEO/Executive Director	30	3.9%	-1.7%	0.2%	4.1%	6.8%	10.9%
Top Finance Position	6	1.7%			1.6%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	5.2%		1.3%	5.2%	6.2%	
Crime, Legal-Related: Crime Prevention							
\$250 thousand or less							
CEO/Executive Director	18	1.3%		0.0%	0.5%	2.3%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related: Crime Prevention							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	1.2%		-2.6%	1.8%	8.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	1.3%		-1.7%	0.3%	4.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	-0.8%			-2.2%		
Crime, Legal-Related: Dispute Resolution & Mediation							
\$250 thousand or less							
CEO/Executive Director	28	1.0%	-7.3%	-1.9%	1.0%	6.0%	7.6%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	4.2%		0.0%	2.1%	13.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.3%		0.9%	2.3%	4.1%	
Crime, Legal-Related: Inmate Support							
\$250 thousand or less							
CEO/Executive Director	14	-1.1%		-3.1%	-0.3%	0.6%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	3.8%		0.0%	2.2%	7.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	0.9%			1.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	5.7%		0.5%	5.0%	8.1%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related: Inmate Support							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	1.9%			0.8%		
Crime, Legal-Related: Law Enforcement							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	-0.9%			2.6%		
Crime, Legal-Related: Legal Services							
\$250 thousand or less							
CEO/Executive Director	31	5.4%	-2.9%	0.0%	3.9%	10.9%	18.5%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	44	3.5%	-1.8%	0.0%	1.5%	7.1%	13.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	50	3.0%	-2.7%	0.0%	2.4%	7.2%	11.5%
Between \$1 million and \$2.5 million							
CEO/Executive Director	57	4.3%	-3.2%	0.0%	2.6%	7.1%	13.5%
Top Finance Position	6	8.3%			7.6%		
Top Legal Position	7	3.4%			2.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	35	3.7%	-6.3%	-0.2%	2.4%	7.5%	13.8%
Top Finance Position	11	4.0%		2.8%	3.6%	5.1%	
Top Legal Position	10	3.4%		0.4%	2.5%	6.4%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related: Legal Services							
Between \$5 million and \$10 million							
CEO/Executive Director	33	3.7%	-0.8%	1.4%	2.9%	7.5%	9.8%
Top Administrative Position	6	4.2%			2.7%		
Top Finance Position	16	6.6%		2.8%	4.5%	11.2%	
Top Legal Position	17	3.4%		1.0%	2.1%	5.1%	
Between \$10 million and \$25 million							
CEO/Executive Director	29	4.5%	-1.3%	0.7%	2.8%	8.6%	12.9%
Top Finance Position	16	3.1%		1.1%	4.4%	7.1%	
Top Legal Position	15	3.0%		0.1%	4.6%	6.7%	
Between \$25 million and \$50 million							
Top Finance Position	6	3.8%			4.3%		

Crime, Legal-Related: Prison Alternatives

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	-2.3%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	-4.6%			-3.9%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	5.6%			8.8%		

Crime, Legal-Related: Professional Societies & Associations

Between \$2.5 million and \$5 million							
CEO/Executive Director	5	6.6%			9.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related: Protection Against Abuse							
\$250 thousand or less							
CEO/Executive Director	11	0.6%		-2.8%	0.3%	5.5%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	5.1%			4.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	4.9%		0.0%	2.9%	7.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	5.8%			2.8%		
Crime, Legal-Related: Public Interest Law							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.4%		0.2%	3.5%	4.9%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	2.9%		0.2%	1.9%	7.5%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	3.3%		-0.3%	3.0%	5.6%	
Between \$10 million and \$25 million							
CEO/Executive Director	5	5.8%			2.9%		
Top Legal Position	5	-0.2%			0.2%		
Crime, Legal-Related: Rehabilitation Services for Offenders							
\$250 thousand or less							
CEO/Executive Director	13	0.6%		-12.2%	0.0%	7.0%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related: Rehabilitation Services for Offenders							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	3.7%		0.0%	1.9%	5.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.0%			4.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	3.8%		0.3%	3.2%	7.5%	
Crime, Legal-Related: Research Institutes & Public Policy Analysis							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	1.8%			0.0%		
Crime, Legal-Related: Sexual Abuse Prevention							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	3.4%			6.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.9%			3.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	7.1%		3.4%	4.8%	7.8%	
Crime, Legal-Related: Spouse Abuse Prevention							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	5.0%			3.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related: Spouse Abuse Prevention							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-0.8%			2.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	4.5%			3.5%		
Crime, Legal-Related: Way Houses for Offenders & Ex Offenders							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	1.4%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	2.0%			0.6%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	-2.0%			-1.3%		
Crime, Legal-Related: Youth Violence Prevention							
\$250 thousand or less							
CEO/Executive Director	13	3.3%		-3.2%	0.0%	13.9%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	2.6%		0.0%	2.1%	3.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	6.5%		0.1%	4.3%	8.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	-0.5%		-2.1%	0.0%	2.0%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: AIDS							
\$250 thousand or less							
CEO/Executive Director	7	-2.4%			1.2%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	1.3%		0.0%	0.1%	4.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	4.4%		-0.5%	2.5%	7.1%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	36	3.6%	-5.0%	-1.8%	1.0%	4.9%	22.1%
Top Finance Position	5	3.5%			3.5%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	20	5.9%	-5.8%	-0.6%	5.1%	13.5%	18.7%
Between \$5 million and \$10 million							
CEO/Executive Director	15	2.9%		-3.2%	6.0%	8.9%	
Top Finance Position	5	2.6%			4.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	9	7.7%			7.1%		
Between \$25 million and \$50 million							
CEO/Executive Director	12	5.0%		-3.9%	8.7%	13.1%	
Top Finance Position	5	13.3%			10.5%		
Top Operations Position	5	16.4%			20.5%		
Greater than \$50 million							
CEO/Executive Director	5	5.9%			4.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	10	3.3%		-0.6%	0.0%	6.3%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	1.8%			1.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	7.4%		0.0%	4.2%	14.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	0.6%			2.9%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	8.5%			8.8%		
Diseases, Disorders, Medical Disciplines: Alzheimer's Disease							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	3.8%			3.3%		
Diseases, Disorders, Medical Disciplines: Autism							
\$250 thousand or less							
CEO/Executive Director	11	-0.7%		-8.0%	0.0%	4.5%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	1.1%		-3.0%	0.0%	3.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	5.4%		0.6%	6.8%	7.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	0.7%		-0.3%	1.9%	3.0%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Autism							
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	5.4%		2.2%	3.4%	7.9%	
Between \$5 million and \$10 million							
CEO/Executive Director	5	2.0%			4.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	12	3.8%		-0.4%	4.1%	8.9%	
Top Finance Position	7	6.2%			5.5%		

Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases

\$250 thousand or less							
CEO/Executive Director	10	2.6%		0.0%	1.8%	3.8%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	2.2%		-2.1%	1.4%	6.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	4.5%		-0.2%	0.2%	7.8%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	3.2%		1.3%	3.4%	4.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	2.7%			3.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	8	4.7%			5.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	10	4.3%		0.9%	3.8%	6.1%	
Top Finance Position	7	4.5%			3.6%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Brain Disorders							
\$250 thousand or less							
CEO/Executive Director	6	9.2%			9.6%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	3.7%			4.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	6.1%			5.8%		

Diseases, Disorders, Medical Disciplines: Cancer

\$250 thousand or less							
CEO/Executive Director	39	2.3%	-8.3%	0.0%	3.0%	8.1%	11.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	32	4.3%	-1.9%	0.0%	3.0%	9.5%	15.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	3.9%	-1.2%	0.0%	1.8%	6.4%	13.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	37	3.8%	-2.6%	-1.1%	2.7%	7.6%	14.2%
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	3.9%		0.3%	2.5%	9.5%	
Top Operations Position	5	10.2%			9.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	0.6%			2.3%		
Top Finance Position	5	1.1%			2.8%		
Between \$25 million and \$50 million							
CEO/Executive Director	6	4.8%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	3.6%			3.6%		
Diseases, Disorders, Medical Disciplines: Down Syndrome							
\$250 thousand or less							
CEO/Executive Director	5	10.4%			6.6%		
Diseases, Disorders, Medical Disciplines: Epilepsy							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	2.3%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	9.2%			9.4%		
Diseases, Disorders, Medical Disciplines: Eye Diseases, Blindness, & Vision Impairments							
\$250 thousand or less							
CEO/Executive Director	16	-0.1%		-6.5%	0.7%	5.8%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	4.2%		0.0%	2.4%	9.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	6.8%		0.0%	3.5%	14.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	4.8%		0.0%	3.3%	10.2%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Eye Diseases, Blindness, & Vision Impairments							
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	6.1%		2.5%	6.0%	9.3%	
Between \$5 million and \$10 million							
CEO/Executive Director	5	0.3%			1.5%		
Diseases, Disorders, Medical Disciplines: Fund Raising & Fund Distribution							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	-1.8%			0.0%		
Diseases, Disorders, Medical Disciplines: Heart & Circulatory System Diseases & Disorders							
\$250 thousand or less							
CEO/Executive Director	25	2.0%	-6.2%	-1.8%	2.0%	7.0%	12.7%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	-0.3%		-0.5%	0.0%	1.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	3.8%		4.1%	4.6%	8.9%	
Diseases, Disorders, Medical Disciplines: Kidney Diseases							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.8%			-1.7%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	6.2%			5.7%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	5.4%			7.0%		
Between \$25 million and \$50 million							
CEO/Executive Director	5	3.2%			1.0%		
Top Finance Position	5	1.1%			-0.1%		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle, & Bone Diseases							
\$250 thousand or less							
CEO/Executive Director	5	4.0%			1.5%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	-5.8%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	2.6%			0.0%		
Diseases, Disorders, Medical Disciplines: Neurology & Neuroscience							
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	4.1%			2.6%		
Diseases, Disorders, Medical Disciplines: Pediatrics							
\$250 thousand or less							
CEO/Executive Director	6	5.0%			0.1%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Pediatrics							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	3.4%			3.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.2%			2.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	6.6%		0.8%	4.7%	12.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-0.3%			5.3%		
Diseases, Disorders, Medical Disciplines: Professional Societies & Associations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.0%			0.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	2.5%			3.6%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	1.6%			2.3%		
Diseases, Disorders, Medical Disciplines: Single Organization Support							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	4.6%			-1.6%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
\$250 thousand or less							
CEO/Executive Director	20	-3.1%	-18.3%	-7.3%	0.0%	2.3%	5.4%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	1.2%		-1.5%	0.0%	4.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	6.3%		0.0%	3.5%	10.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	2.5%		-0.5%	3.2%	5.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	0.3%			0.6%		
Between \$5 million and \$10 million							
CEO/Executive Director	8	-1.8%			0.0%		

Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C.

\$250 thousand or less							
CEO/Executive Director	7	2.0%			5.5%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	3.4%			1.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	4.8%		2.7%	4.6%	5.5%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	3.2%			3.5%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Adult Education							
\$250 thousand or less							
CEO/Executive Director	64	0.8%	-8.6%	-2.9%	0.0%	4.4%	11.6%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	50	2.1%	-5.1%	-0.7%	2.6%	6.1%	10.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	4.7%	-1.5%	0.9%	4.9%	8.1%	14.0%
Between \$1 million and \$2.5 million							
CEO/Executive Director	48	1.7%	-12.5%	-0.9%	2.0%	6.4%	14.7%
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	3.2%		-1.1%	2.6%	6.6%	
Between \$5 million and \$10 million							
CEO/Executive Director	9	7.5%			5.3%		
Between \$10 million and \$25 million							
CEO/Executive Director	7	7.6%			6.7%		
Top Development Position	5	2.2%			2.3%		
Top Finance Position	6	4.4%			1.7%		

Educational Institutions and Related Activities: Alliances & Advocacy

\$250 thousand or less							
CEO/Executive Director	35	1.4%	-4.2%	0.0%	0.0%	3.8%	7.7%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	42	2.6%	-3.7%	-1.5%	0.5%	6.9%	17.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	2.1%	-12.3%	-0.4%	2.2%	9.9%	15.8%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Alliances & Advocacy							
Between \$1 million and \$2.5 million							
CEO/Executive Director	53	3.7%	-2.8%	0.1%	3.4%	8.6%	11.6%
Between \$2.5 million and \$5 million							
CEO/Executive Director	22	3.7%	-0.6%	0.8%	2.9%	5.0%	7.2%
Top Finance Position	5	2.6%			4.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	14	4.2%		1.1%	2.9%	8.6%	
Between \$10 million and \$25 million							
CEO/Executive Director	8	4.2%			2.7%		
Top Finance Position	5	4.0%			3.1%		

Educational Institutions and Related Activities: Alumni Associations

\$250 thousand or less							
CEO/Executive Director	6	-6.4%			-4.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.3%			0.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	3.3%		-0.1%	1.4%	4.3%	
Between \$5 million and \$10 million							
CEO/Executive Director	7	1.9%			1.3%		

Educational Institutions and Related Activities: Charter Schools

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	-5.7%			-3.8%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Charter Schools							
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	1.5%		0.0%	3.0%	6.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	90	3.7%	-5.8%	0.0%	4.1%	9.3%	13.8%
Top Administrative Position	9	4.0%			2.9%		
Top Business Position	6	2.9%			5.8%		
Top Finance Position	7	5.1%			2.6%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	122	2.8%	-7.5%	0.0%	2.9%	7.6%	13.8%
Top Administrative Position	13	1.1%		0.0%	1.3%	4.2%	
Top Business Position	9	3.4%			3.8%		
Top Education Position	5	-1.6%			0.9%		
Top Finance Position	16	7.4%		0.9%	5.4%	18.4%	
Top Operations Position	7	-1.1%			-0.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	178	4.4%	-5.8%	-0.3%	4.3%	8.6%	16.8%
Top Administrative Position	11	3.6%		-0.5%	3.4%	5.2%	
Top Business Position	10	0.7%		0.6%	4.7%	6.5%	
Top Education Position	12	6.6%		1.7%	4.3%	16.4%	
Top Finance Position	18	6.7%		4.7%	7.5%	10.3%	
Top Operations Position	13	7.2%		2.4%	8.0%	9.3%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Charter Schools							
Between \$10 million and \$25 million							
CEO/Executive Director	106	4.9%	-3.5%	0.5%	5.2%	9.2%	12.5%
Top Administrative Position	11	4.0%		-2.0%	5.4%	8.0%	
Top Business Position	6	-0.2%			1.0%		
Top Education Position	7	5.1%			6.6%		
Top Finance Position	21	3.9%	-0.9%	1.0%	3.6%	6.6%	9.1%
Top Operations Position	23	4.1%	-5.0%	0.2%	4.4%	9.9%	13.1%
Between \$25 million and \$50 million							
CEO/Executive Director	30	3.0%	-5.8%	-1.4%	2.5%	8.6%	12.2%
Top Finance Position	13	2.3%		0.8%	3.4%	5.8%	
Top Operations Position	7	-1.5%			-3.1%		
Greater than \$50 million							
CEO/Executive Director	7	4.0%			1.5%		
Top Operations Position	6	10.6%			7.6%		

Educational Institutions and Related Activities: Education N.E.C.

\$250 thousand or less

CEO/Executive Director	90	0.4%	-11.9%	-4.1%	0.0%	5.5%	12.8%
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	69	2.5%	-9.1%	0.0%	2.2%	8.7%	12.3%
Top Administrative Position	8	2.5%			0.6%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Education N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	104	3.3%	-5.7%	0.0%	2.8%	8.8%	13.8%
Top Administrative Position	7	3.6%			1.7%		
Top Finance Position	5	-0.2%			-1.8%		
Top Operations Position	5	-1.5%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	102	3.3%	-4.4%	-0.2%	3.5%	7.2%	13.0%
Top Administrative Position	5	7.3%			5.1%		
Top Finance Position	7	2.2%			6.9%		
Top Operations Position	5	2.2%			1.5%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	54	3.1%	-5.4%	-0.8%	2.5%	7.7%	15.5%
Top Finance Position	12	1.7%		-1.6%	2.1%	6.9%	
Between \$5 million and \$10 million							
CEO/Executive Director	52	3.4%	-4.9%	-0.2%	1.6%	8.8%	14.2%
Top Finance Position	20	4.7%	0.0%	0.4%	4.1%	5.6%	14.8%
Top Operations Position	5	1.0%			3.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	26	3.0%	-3.3%	0.4%	3.0%	4.8%	12.4%
Top Development Position	6	-2.7%			0.9%		
Top Finance Position	14	4.4%		0.3%	3.6%	9.1%	
Top Operations Position	8	9.6%			7.7%		
Between \$25 million and \$50 million							
CEO/Executive Director	7	6.7%			4.2%		
Top Finance Position	6	5.3%			5.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Educational Services							
\$250 thousand or less							
CEO/Executive Director	95	0.7%	-7.4%	-1.2%	0.0%	3.4%	12.8%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	102	4.1%	-4.6%	0.0%	3.1%	7.3%	16.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	114	3.5%	-5.2%	0.0%	2.7%	7.2%	16.3%
Between \$1 million and \$2.5 million							
CEO/Executive Director	134	3.0%	-6.8%	-0.4%	2.1%	6.8%	14.7%
Top Finance Position	12	3.5%		0.1%	3.3%	5.4%	
Top Operations Position	12	9.2%		3.6%	10.6%	19.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	86	4.8%	-1.6%	0.1%	3.7%	9.2%	13.8%
Top Finance Position	23	1.8%	-7.6%	-1.2%	3.0%	6.8%	9.3%
Top Operations Position	7	0.7%			1.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	53	3.0%	-5.8%	-1.6%	1.5%	7.3%	15.2%
Top Finance Position	18	5.5%		1.1%	4.6%	8.8%	
Top Operations Position	16	5.8%		0.5%	4.3%	7.5%	
Between \$10 million and \$25 million							
CEO/Executive Director	42	5.3%	-2.9%	0.6%	4.6%	9.7%	17.8%
Top Development Position	9	5.5%			6.4%		
Top Education Position	5	1.6%			0.9%		
Top Finance Position	15	3.8%		-0.8%	2.8%	8.8%	
Top Operations Position	6	1.3%			1.0%		
Between \$25 million and \$50 million							
CEO/Executive Director	10	1.9%		-2.0%	1.6%	9.8%	
Top Operations Position	5	6.9%			12.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Educational Services							
Greater than \$50 million							
CEO/Executive Director	15	2.4%		-0.1%	1.1%	6.6%	
Top Finance Position	7	0.9%			0.3%		
Top Operations Position	9	-0.4%			0.6%		
Top Technology Position	5	-1.2%			1.5%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
\$250 thousand or less							
CEO/Executive Director	61	2.4%	-11.6%	0.0%	2.3%	7.8%	12.0%
Top Finance Position	5	0.4%			-3.4%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	90	2.3%	-8.3%	-0.4%	0.6%	5.8%	14.8%
Top Administrative Position	10	2.4%		0.0%	2.1%	5.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	144	3.1%	-5.9%	0.0%	2.5%	6.6%	14.0%
Top Administrative Position	21	3.2%	-5.3%	0.0%	1.8%	11.7%	14.1%
Top Finance Position	16	3.2%		-0.9%	1.2%	10.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	242	3.3%	-5.5%	0.0%	3.4%	7.8%	13.2%
Top Administrative Position	36	0.5%	-9.9%	-1.5%	1.6%	4.8%	8.2%
Top Business Position	11	-0.8%		-8.2%	1.0%	4.1%	
Top Finance Position	33	5.2%	-7.1%	0.4%	5.7%	11.9%	17.0%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Between \$2.5 million and \$5 million							
CEO/Executive Director	209	2.4%	-6.8%	-0.3%	2.6%	5.7%	11.1%
Top Administrative Position	21	3.4%	-0.4%	1.6%	2.6%	4.7%	9.8%
Top Business Position	12	-0.3%		-5.1%	-1.8%	4.8%	
Top Development Position	7	2.3%			0.9%		
Top Finance Position	35	5.3%	-2.5%	1.3%	4.6%	9.0%	20.1%
Top Operations Position	11	6.3%		2.2%	5.1%	10.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	187	3.0%	-5.4%	0.0%	2.8%	6.6%	11.0%
Top Administrative Position	13	5.7%		1.7%	4.0%	9.6%	
Top Business Position	14	7.8%		2.4%	5.6%	11.1%	
Top Development Position	7	2.7%			2.7%		
Top Education Position	6	1.3%			0.3%		
Top Finance Position	62	3.1%	-3.7%	0.0%	3.0%	5.5%	8.2%
Top Operations Position	11	3.9%		1.6%	5.4%	7.3%	
Between \$10 million and \$25 million							
CEO/Executive Director	199	3.8%	-5.4%	0.0%	3.1%	8.1%	14.8%
Top Administrative Position	14	4.0%		-0.8%	3.9%	7.8%	
Top Business Position	25	3.7%	-8.5%	-0.6%	4.0%	7.2%	16.7%
Top Development Position	40	3.7%	-1.9%	1.1%	3.2%	6.3%	9.1%
Top Education Position	18	6.4%		1.7%	4.5%	9.7%	
Top Facilities Position	7	5.6%			5.2%		
Top Finance Position	110	5.1%	-2.8%	1.4%	4.7%	9.0%	13.9%
Top Operations Position	34	3.0%	-2.5%	0.0%	2.8%	4.9%	9.3%
Top Technology Position	14	3.9%		1.1%	2.8%	7.9%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Between \$25 million and \$50 million							
CEO/Executive Director	97	5.1%	-3.3%	1.1%	4.6%	9.2%	14.4%
Top Administrative Position	5	9.6%			11.2%		
Top Business Position	7	4.6%			6.5%		
Top Development Position	51	4.3%	0.0%	2.7%	4.1%	6.8%	9.0%
Top Education Position	9	7.0%			5.3%		
Top Facilities Position	11	3.7%		0.9%	2.3%	5.5%	
Top Finance Position	82	5.6%	-0.2%	2.4%	4.5%	7.2%	14.2%
Top Human Resources Position	5	5.9%			3.0%		
Top Operations Position	30	3.3%	-5.8%	-1.1%	3.6%	5.4%	13.0%
Top Technology Position	17	2.5%		0.9%	2.5%	6.9%	
Greater than \$50 million							
CEO/Executive Director	32	4.9%	-1.3%	1.2%	3.9%	7.8%	11.6%
Top Development Position	11	4.0%		-0.5%	2.1%	7.9%	
Top Education Position	6	4.2%			2.7%		
Top Facilities Position	6	3.6%			3.9%		
Top Finance Position	20	4.1%	-2.4%	2.5%	4.6%	6.9%	9.6%
Top Operations Position	5	-0.5%			2.1%		
Top Technology Position	7	3.2%			2.5%		

Educational Institutions and Related Activities: Fund Raising & Fund Distribution

\$250 thousand or less

CEO/Executive Director	14	0.2%		0.0%	0.1%	7.1%	
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	13	3.4%		0.0%	4.3%	9.6%	
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Fund Raising & Fund Distribution							
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	5.2%		0.3%	2.2%	10.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	34	5.7%	-2.7%	0.0%	2.7%	9.7%	17.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	21	5.2%	0.0%	1.1%	2.4%	6.7%	19.1%
Between \$5 million and \$10 million							
CEO/Executive Director	8	4.2%			4.4%		
Top Finance Position	5	6.9%			4.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	12	7.1%		2.6%	4.1%	12.1%	

Educational Institutions and Related Activities: Graduate & Professional Schools

\$250 thousand or less							
CEO/Executive Director	17	1.5%		0.0%	0.0%	5.9%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	5.6%			2.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	0.6%		-4.3%	0.7%	3.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	23	0.6%	-6.2%	-0.4%	1.8%	4.4%	8.5%
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	3.6%		-1.6%	1.2%	5.9%	
Top Finance Position	7	-0.5%			2.1%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Graduate & Professional Schools							
Between \$5 million and \$10 million							
CEO/Executive Director	16	4.5%		1.3%	3.1%	6.4%	
Top Education Position	8	2.5%			1.3%		
Top Finance Position	12	1.8%		-0.8%	0.1%	2.9%	
Between \$10 million and \$25 million							
CEO/Executive Director	15	1.9%		0.9%	1.5%	4.2%	
Top Finance Position	11	5.1%		0.4%	2.0%	8.9%	
Between \$25 million and \$50 million							
CEO/Executive Director	23	3.4%	-5.7%	-2.3%	1.1%	8.2%	14.1%
Top Education Position	11	2.1%		-0.5%	1.7%	3.5%	
Top Finance Position	15	5.8%		-0.6%	2.8%	8.3%	
Greater than \$50 million							
CEO/Executive Director	16	3.0%		-0.5%	3.5%	7.0%	
Top Development Position	6	6.5%			4.5%		
Top Education Position	8	-0.8%			2.3%		
Top Finance Position	19	7.0%		2.3%	4.9%	13.9%	
Top Legal Position	6	8.6%			8.2%		

Educational Institutions and Related Activities: Higher Education

Between \$250 thousand and \$500 thousand

CEO/Executive Director	9	4.8%			2.6%		
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Between \$500 thousand and \$1 million

CEO/Executive Director	19	2.9%		-0.5%	2.0%	4.3%	
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Between \$1 million and \$2.5 million

CEO/Executive Director	21	3.4%	-5.1%	-1.4%	0.5%	6.4%	13.1%
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Higher Education							
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	6.1%		1.9%	3.4%	8.6%	
Between \$5 million and \$10 million							
CEO/Executive Director	20	5.1%	-1.7%	0.6%	2.4%	9.1%	15.8%
Top Finance Position	9	2.3%			2.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	32	0.7%	-8.7%	-2.5%	1.7%	4.5%	6.4%
Top Education Position	9	2.9%			3.6%		
Top Finance Position	13	3.8%		0.0%	1.3%	7.9%	
Between \$25 million and \$50 million							
CEO/Executive Director	23	1.9%	-7.7%	-0.2%	2.6%	5.9%	8.8%
Top Administrative Position	7	0.3%			2.2%		
Top Development Position	6	6.3%			5.5%		
Top Education Position	11	6.0%		1.3%	2.2%	9.9%	
Top Finance Position	17	4.6%		2.2%	3.1%	8.9%	
Greater than \$50 million							
CEO/Executive Director	70	2.9%	-11.4%	-0.4%	2.7%	7.3%	15.0%
Top Administrative Position	13	4.4%		1.7%	2.6%	5.5%	
Top Business Position	8	0.1%			-0.4%		
Top Development Position	35	3.0%	-3.7%	0.8%	2.9%	7.5%	9.9%
Top Education Position	32	4.8%	0.1%	1.9%	3.4%	7.5%	9.9%
Top Finance Position	55	3.5%	-2.9%	0.5%	4.0%	5.7%	11.4%
Top Human Resources Position	8	-0.3%			0.0%		
Top Legal Position	28	4.5%	-3.3%	0.1%	3.6%	8.1%	12.1%
Top Operations Position	8	6.0%			5.7%		
Top Technology Position	18	3.1%		-0.4%	2.5%	4.6%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Libraries							
\$250 thousand or less							
CEO/Executive Director	35	1.0%	-9.7%	-4.2%	1.9%	4.6%	14.4%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	38	2.7%	-1.4%	0.0%	2.2%	6.2%	10.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	50	3.7%	-2.4%	0.0%	2.3%	6.2%	13.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	64	3.1%	-2.8%	0.0%	3.4%	5.7%	11.6%
Top Finance Position	9	5.3%			3.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	24	2.7%	-2.9%	0.5%	2.6%	4.7%	6.2%
Top Finance Position	6	3.6%			2.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	17	1.8%		1.3%	2.0%	3.5%	
Top Finance Position	8	2.1%			2.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	5.6%			4.8%		
Top Finance Position	6	2.1%			2.4%		
Between \$25 million and \$50 million							
Top Finance Position	5	8.4%			5.6%		

Educational Institutions and Related Activities: Management & Technical Assistance

Between \$500 thousand and \$1 million

CEO/Executive Director	9	4.5%			2.5%		
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Management & Technical Assistance							
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	-0.3%		-3.3%	0.1%	3.2%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	0.1%		-3.6%	2.0%	4.1%	
Between \$5 million and \$10 million							
CEO/Executive Director	11	5.3%		0.4%	3.2%	7.4%	
Top Finance Position	5	3.4%			3.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	1.5%			3.4%		
Educational Institutions and Related Activities: Parent & Teacher Groups							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	2.8%			4.1%		
Educational Institutions and Related Activities: Preschools							
\$250 thousand or less							
CEO/Executive Director	68	3.2%	-6.7%	-0.8%	1.2%	8.2%	18.1%
Top Administrative Position	8	4.2%			4.6%		
Top Finance Position	11	1.7%		0.0%	3.4%	6.9%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	108	1.6%	-8.5%	-1.4%	1.9%	5.7%	8.9%
Top Education Position	5	1.8%			2.0%		
Top Finance Position	13	-0.7%		-5.7%	0.0%	1.2%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Preschools							
Between \$500 thousand and \$1 million							
CEO/Executive Director	135	1.5%	-10.0%	-0.6%	2.0%	5.1%	10.2%
Top Administrative Position	11	4.4%		1.8%	3.1%	5.2%	
Top Finance Position	6	3.4%			1.7%		
Top Program Position	6	-2.0%			0.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	148	3.9%	-6.6%	0.0%	3.8%	8.4%	14.8%
Top Administrative Position	8	2.8%			1.7%		
Top Finance Position	6	9.1%			7.9%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	95	3.5%	-2.8%	-0.1%	2.6%	5.2%	12.7%
Top Administrative Position	6	-0.2%			2.8%		
Top Finance Position	21	1.8%	-6.5%	-1.4%	2.7%	5.7%	6.5%
Between \$5 million and \$10 million							
CEO/Executive Director	74	3.8%	-3.7%	0.0%	2.3%	7.3%	15.3%
Top Finance Position	23	4.6%	-3.5%	1.5%	4.0%	8.4%	11.3%
Between \$10 million and \$25 million							
CEO/Executive Director	54	2.5%	-4.1%	-0.9%	1.7%	5.0%	11.8%
Top Development Position	5	-0.5%			0.5%		
Top Finance Position	30	3.6%	-1.7%	0.4%	2.6%	6.3%	12.6%
Top Operations Position	10	4.1%		1.6%	4.2%	6.8%	
Between \$25 million and \$50 million							
CEO/Executive Director	16	2.0%		0.0%	1.7%	6.1%	
Top Finance Position	12	4.5%		0.9%	2.0%	3.0%	
Greater than \$50 million							
CEO/Executive Director	8	1.8%			0.7%		
Top Finance Position	5	1.3%			0.7%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Primary & Elementary Schools							
\$250 thousand or less							
CEO/Executive Director	14	6.0%		0.0%	2.0%	10.3%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	30	-0.7%	-12.8%	-3.5%	0.0%	3.1%	8.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	53	3.5%	-4.3%	0.0%	1.7%	6.4%	13.2%
Top Administrative Position	9	4.0%			1.6%		
Top Finance Position	8	3.1%			3.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	138	2.6%	-4.8%	-1.0%	1.7%	6.1%	13.6%
Top Administrative Position	20	4.9%	-2.7%	0.1%	2.7%	9.4%	16.3%
Top Business Position	6	-2.8%			-0.5%		
Top Finance Position	19	2.7%		-2.8%	2.4%	10.6%	
Top Operations Position	5	0.2%			1.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	132	3.9%	-3.8%	0.0%	2.9%	8.6%	14.5%
Top Administrative Position	11	1.8%		-1.1%	-0.4%	5.0%	
Top Business Position	17	0.8%		-3.2%	0.6%	5.4%	
Top Education Position	5	5.2%			4.3%		
Top Finance Position	28	2.1%	-3.6%	0.2%	2.1%	5.2%	8.3%
Top Operations Position	10	-0.7%		-4.7%	3.1%	4.1%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Primary & Elementary Schools							
Between \$5 million and \$10 million							
CEO/Executive Director	148	3.7%	-2.0%	0.7%	3.4%	7.3%	11.3%
Top Administrative Position	11	6.6%		1.6%	7.5%	9.3%	
Top Business Position	14	5.1%		2.5%	4.4%	8.5%	
Top Development Position	10	4.1%		0.9%	2.8%	5.8%	
Top Finance Position	44	4.0%	-2.9%	1.3%	4.1%	6.6%	14.2%
Top Operations Position	12	5.7%		3.2%	5.7%	8.3%	
Between \$10 million and \$25 million							
CEO/Executive Director	108	5.7%	-2.6%	1.3%	4.6%	8.9%	17.5%
Top Administrative Position	9	2.1%			1.8%		
Top Business Position	9	6.2%			6.1%		
Top Development Position	33	3.3%	-3.1%	1.3%	3.7%	6.0%	9.6%
Top Education Position	8	4.0%			3.4%		
Top Finance Position	73	5.3%	-0.4%	1.9%	5.0%	8.3%	14.2%
Top Operations Position	27	5.5%	-1.1%	0.1%	4.2%	10.7%	15.7%
Top Technology Position	10	1.7%		0.6%	1.8%	3.7%	
Between \$25 million and \$50 million							
CEO/Executive Director	13	4.3%		0.8%	3.2%	6.3%	
Top Development Position	7	4.4%			5.2%		
Top Finance Position	10	6.1%		4.2%	5.5%	7.0%	
Top Operations Position	6	7.2%			6.9%		
Greater than \$50 million							
CEO/Executive Director	6	4.1%			3.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Professional Societies & Associations							
\$250 thousand or less							
CEO/Executive Director	18	2.5%		0.0%	0.6%	4.5%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	3.5%	-3.7%	0.0%	2.3%	6.6%	13.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	4.7%	-1.7%	0.9%	3.0%	9.4%	16.3%
Between \$1 million and \$2.5 million							
CEO/Executive Director	56	2.7%	-3.0%	0.1%	2.7%	5.2%	8.8%
Between \$2.5 million and \$5 million							
CEO/Executive Director	35	4.7%	-1.1%	1.0%	5.2%	7.2%	10.5%
Top Finance Position	6	4.2%			4.9%		
Top Operations Position	6	4.6%			2.6%		
Between \$5 million and \$10 million							
CEO/Executive Director	19	5.5%		1.5%	3.6%	9.4%	
Top Finance Position	5	4.7%			3.9%		
Between \$10 million and \$25 million							
CEO/Executive Director	16	6.9%		4.7%	6.5%	9.7%	
Top Finance Position	8	5.7%			4.1%		
Top Operations Position	6	3.8%			5.3%		
Greater than \$50 million							
Top Finance Position	5	3.9%			3.7%		

Educational Institutions and Related Activities: Remedial Reading & Encouragement

\$250 thousand or less							
CEO/Executive Director	12	4.4%		0.0%	5.2%	6.8%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Remedial Reading & Encouragement							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	0.6%		-1.7%	0.3%	2.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	0.4%		0.0%	0.9%	2.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	5.5%		3.2%	5.1%	8.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-1.3%			-0.6%		

Educational Institutions and Related Activities: Research Institutes & Public Policy Analysis

\$250 thousand or less							
CEO/Executive Director	5	-11.9%			-16.6%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	3.4%			0.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.1%		-3.8%	3.2%	5.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	3.8%		0.0%	2.6%	7.2%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	2.7%			4.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	-1.1%			3.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Scholarships & Student Financial Aid							
\$250 thousand or less							
CEO/Executive Director	18	1.4%		0.0%	0.0%	0.1%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	27	4.2%	-2.6%	0.5%	3.3%	6.0%	11.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	5.6%	-1.5%	2.0%	4.8%	12.1%	15.6%
Between \$1 million and \$2.5 million							
CEO/Executive Director	50	4.0%	-1.2%	0.0%	3.5%	6.5%	14.0%
Between \$2.5 million and \$5 million							
CEO/Executive Director	23	6.9%	0.1%	1.9%	4.6%	9.9%	20.7%
Between \$5 million and \$10 million							
CEO/Executive Director	17	3.9%		-0.1%	2.2%	5.6%	
Top Finance Position	7	5.9%			4.5%		
Top Operations Position	5	-0.2%			-1.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	18	-1.1%		-5.3%	-0.2%	2.9%	
Top Development Position	8	2.0%			0.7%		
Top Finance Position	7	5.8%			4.6%		
Between \$25 million and \$50 million							
CEO/Executive Director	6	9.0%			9.9%		
Greater than \$50 million							
Top Finance Position	5	7.2%			6.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Secondary & High Schools							
\$250 thousand or less							
CEO/Executive Director	18	-0.4%		-4.1%	0.0%	6.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	0.9%		-0.2%	2.5%	7.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	1.2%	-7.5%	0.0%	0.7%	4.7%	7.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	87	3.6%	-2.8%	0.0%	3.2%	7.2%	13.4%
Top Administrative Position	5	4.0%			4.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	86	3.5%	-5.3%	0.0%	3.0%	8.0%	14.5%
Top Education Position	5	9.0%			5.6%		
Top Finance Position	12	4.6%		0.3%	5.3%	8.7%	
Top Operations Position	10	6.9%		3.0%	5.8%	13.3%	
Between \$5 million and \$10 million							
CEO/Executive Director	95	4.9%	-4.3%	1.1%	4.3%	9.5%	15.9%
Top Administrative Position	9	4.6%			4.0%		
Top Business Position	6	0.3%			2.2%		
Top Finance Position	19	2.9%		0.5%	2.5%	4.7%	
Top Operations Position	6	4.0%			3.3%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Secondary & High Schools							
Between \$10 million and \$25 million							
CEO/Executive Director	119	4.1%	-4.3%	-0.1%	3.4%	8.7%	14.5%
Top Administrative Position	6	5.1%			4.3%		
Top Business Position	15	3.7%		0.3%	2.7%	5.6%	
Top Development Position	28	2.4%	-1.1%	1.8%	2.6%	4.2%	6.3%
Top Education Position	8	6.0%			3.0%		
Top Finance Position	64	4.8%	-1.9%	1.7%	4.0%	9.1%	12.5%
Top Operations Position	19	4.4%		1.8%	5.0%	8.1%	
Top Technology Position	9	1.0%			2.3%		
Between \$25 million and \$50 million							
CEO/Executive Director	51	6.6%	0.0%	2.1%	5.4%	11.0%	15.6%
Top Development Position	32	4.5%	-5.1%	2.8%	4.1%	8.4%	12.0%
Top Facilities Position	6	0.5%			1.4%		
Top Finance Position	37	2.7%	-6.8%	2.2%	4.4%	8.2%	10.0%
Top Operations Position	10	4.1%		1.5%	4.2%	9.9%	
Top Technology Position	10	6.8%		3.8%	7.3%	10.2%	
Greater than \$50 million							
CEO/Executive Director	14	4.9%		0.7%	3.2%	10.4%	
Top Development Position	6	7.0%			4.5%		
Top Finance Position	7	11.0%			7.4%		

Educational Institutions and Related Activities: Single Organization Support

\$250 thousand or less

CEO/Executive Director	35	1.4%	-7.0%	0.0%	1.2%	4.7%	8.8%
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	39	2.7%	-3.0%	0.0%	1.6%	4.5%	11.9%
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Single Organization Support							
Between \$500 thousand and \$1 million							
CEO/Executive Director	47	2.5%	-5.4%	-0.6%	2.0%	5.0%	13.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	45	3.1%	-4.1%	0.6%	2.9%	8.4%	10.9%
Top Finance Position	8	3.5%			1.4%		
Top Operations Position	6	2.5%			1.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	44	2.6%	-3.9%	-1.1%	1.6%	5.0%	7.9%
Top Finance Position	10	6.2%		2.3%	4.6%	8.2%	
Between \$5 million and \$10 million							
CEO/Executive Director	26	4.5%	-0.9%	0.6%	4.7%	8.7%	11.6%
Top Finance Position	14	4.9%		1.8%	4.8%	7.3%	
Between \$10 million and \$25 million							
CEO/Executive Director	18	6.3%		0.1%	4.1%	10.9%	
Top Development Position	8	5.4%			5.3%		
Top Finance Position	15	3.2%		-0.3%	3.5%	5.9%	
Top Operations Position	7	4.5%			5.1%		
Between \$25 million and \$50 million							
CEO/Executive Director	20	3.3%	-2.9%	-0.4%	2.7%	7.1%	8.7%
Top Development Position	6	7.5%			8.3%		
Top Finance Position	11	3.3%		1.5%	3.2%	5.3%	
Top Operations Position	6	5.2%			3.6%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Single Organization Support							
Greater than \$50 million							
CEO/Executive Director	20	6.9%	1.0%	1.7%	5.7%	12.2%	13.6%
Top Development Position	5	8.9%			12.0%		
Top Finance Position	14	7.8%		4.8%	6.0%	8.5%	
Top Operations Position	6	4.3%			2.8%		
Top Technology Position	5	6.3%			4.3%		
Educational Institutions and Related Activities: Special Education							
\$250 thousand or less							
CEO/Executive Director	9	6.7%			4.9%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	2.8%		0.0%	1.1%	4.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	2.0%	-6.6%	-0.6%	1.1%	4.3%	12.8%
Top Finance Position	5	3.5%			1.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	78	4.0%	-6.1%	0.0%	2.9%	9.2%	15.2%
Top Finance Position	11	3.2%		0.5%	1.6%	3.9%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	82	3.1%	-3.8%	0.5%	2.5%	6.9%	12.4%
Top Finance Position	9	5.4%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Special Education							
Between \$5 million and \$10 million							
CEO/Executive Director	81	3.4%	-3.5%	-1.1%	2.9%	5.8%	11.6%
Top Administrative Position	7	0.1%			0.6%		
Top Business Position	5	8.9%			8.9%		
Top Development Position	5	-0.7%			-0.8%		
Top Education Position	8	3.5%			3.3%		
Top Finance Position	14	1.7%		-2.2%	2.9%	5.3%	
Between \$10 million and \$25 million							
CEO/Executive Director	68	3.8%	-2.7%	0.6%	3.3%	7.0%	12.1%
Top Administrative Position	7	6.7%			3.9%		
Top Business Position	12	4.6%		0.6%	3.6%	7.9%	
Top Development Position	11	9.2%		5.4%	7.1%	13.2%	
Top Education Position	8	5.8%			5.5%		
Top Finance Position	35	3.6%	-4.0%	1.1%	3.0%	7.3%	11.9%
Top Human Resources Position	7	1.2%			0.6%		
Top Operations Position	13	1.5%		0.7%	2.0%	5.3%	
Top Program Position	5	2.7%			3.2%		
Between \$25 million and \$50 million							
CEO/Executive Director	21	6.9%	-1.5%	2.4%	5.4%	11.4%	16.3%
Top Development Position	5	-0.6%			1.5%		
Top Finance Position	16	2.4%		0.8%	3.6%	7.4%	
Top Operations Position	5	3.6%			1.1%		

Educational Institutions and Related Activities: Student Services

\$250 thousand or less

CEO/Executive Director	19	0.4%		-6.5%	0.0%	8.7%	
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Student Services							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	3.7%		-0.7%	1.3%	7.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	0.8%		-3.2%	0.0%	5.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	31	4.6%	-0.5%	0.2%	2.7%	10.2%	13.2%
Between \$2.5 million and \$5 million							
CEO/Executive Director	22	4.2%	-0.4%	0.4%	3.2%	5.4%	11.5%
Between \$5 million and \$10 million							
CEO/Executive Director	9	4.0%			5.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	10	-0.4%		-3.6%	1.3%	3.1%	

Educational Institutions and Related Activities: Student Sororities & Fraternities

\$250 thousand or less							
CEO/Executive Director	7	3.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.3%			-0.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	6.4%			7.5%		

Educational Institutions and Related Activities: Support N.E.C.

\$250 thousand or less							
CEO/Executive Director	10	0.5%		0.0%	0.0%	5.5%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Support N.E.C.							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	6.3%		2.4%	6.4%	10.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	6.8%		2.2%	6.2%	9.8%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	0.7%		-0.5%	2.3%	3.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	6.3%			3.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	6	2.5%			6.9%		
Between \$10 million and \$25 million							
CEO/Executive Director	7	3.4%			1.5%		
Top Finance Position	6	4.8%			1.8%		

Educational Institutions and Related Activities: Two-Year Colleges

Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.1%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	1.1%		-1.8%	1.3%	7.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	8.7%			5.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	10	6.9%		3.9%	8.1%	10.3%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Two-Year Colleges							
Between \$10 million and \$25 million							
CEO/Executive Director	9	6.3%			5.4%		
Top Finance Position	8	6.2%			3.8%		
Between \$25 million and \$50 million							
CEO/Executive Director	6	4.2%			3.2%		

Educational Institutions and Related Activities: Undergraduate Colleges

Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.9%			6.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	-0.3%		-1.8%	3.9%	7.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	2.4%		-0.7%	1.3%	9.0%	
Between \$5 million and \$10 million							
CEO/Executive Director	18	9.4%		0.8%	8.9%	18.5%	
Top Finance Position	5	3.9%			1.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	42	1.5%	-6.9%	-2.6%	1.5%	5.0%	11.8%
Top Business Position	6	0.5%			2.4%		
Top Development Position	10	-1.2%		-6.1%	0.7%	2.9%	
Top Education Position	16	2.5%		-1.4%	0.2%	3.4%	
Top Finance Position	21	0.2%	-10.0%	-4.6%	2.0%	4.9%	9.0%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Undergraduate Colleges							
Between \$25 million and \$50 million							
CEO/Executive Director	59	1.3%	-6.1%	-1.3%	0.6%	4.5%	7.8%
Top Administrative Position	12	5.6%		0.5%	3.4%	6.3%	
Top Business Position	5	-0.2%			0.3%		
Top Development Position	23	3.1%	-1.5%	0.0%	0.9%	3.9%	11.0%
Top Education Position	28	1.9%	-4.7%	-1.4%	1.3%	5.4%	10.2%
Top Finance Position	41	4.6%	-2.7%	0.2%	2.7%	6.2%	20.5%
Top Technology Position	6	3.5%			3.9%		
Greater than \$50 million							
CEO/Executive Director	101	2.2%	-5.6%	-0.5%	2.0%	4.8%	10.1%
Top Administrative Position	20	3.7%	-1.3%	1.1%	2.9%	5.1%	11.3%
Top Business Position	12	-1.5%		-4.7%	-1.8%	2.9%	
Top Development Position	62	2.9%	-5.0%	0.1%	2.6%	6.2%	10.1%
Top Education Position	36	2.7%	-5.2%	0.7%	3.1%	5.2%	9.4%
Top Facilities Position	5	1.4%			1.6%		
Top Finance Position	73	3.5%	-5.6%	0.6%	3.4%	7.8%	12.6%
Top Human Resources Position	11	8.4%		3.3%	5.4%	13.2%	
Top Legal Position	10	5.7%		-1.9%	2.3%	10.6%	
Top Marketing Position	10	3.9%		2.0%	2.6%	7.0%	
Top Operations Position	5	6.9%			3.2%		
Top PR/Communications Position	9	-0.8%			2.6%		
Top Technology Position	33	2.0%	-1.9%	0.7%	1.6%	3.5%	6.6%

Educational Institutions and Related Activities: Universities

Between \$500 thousand and \$1 million

CEO/Executive Director	6	1.3%			2.1%		
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Universities							
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	-1.3%		-2.9%	0.0%	2.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	3.9%		1.2%	3.2%	5.3%	
Between \$5 million and \$10 million							
CEO/Executive Director	8	2.0%			0.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	27	2.9%	-8.1%	-0.7%	2.3%	5.1%	16.2%
Top Finance Position	11	5.0%		2.6%	3.2%	6.1%	
Between \$25 million and \$50 million							
CEO/Executive Director	38	0.6%	-4.5%	-2.2%	0.8%	3.7%	4.9%
Top Administrative Position	5	1.3%			0.7%		
Top Business Position	6	1.3%			0.3%		
Top Development Position	18	4.5%		-0.4%	4.3%	8.9%	
Top Education Position	19	3.5%		0.1%	2.0%	4.5%	
Top Finance Position	29	1.2%	-2.5%	-0.8%	0.6%	3.0%	6.5%
Top Technology Position	6	-1.1%			0.9%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Universities							
Greater than \$50 million							
CEO/Executive Director	181	4.3%	-3.5%	0.2%	3.4%	8.4%	14.7%
Top Administrative Position	43	2.8%	-3.9%	0.1%	2.8%	5.1%	11.0%
Top Business Position	21	3.5%	-2.5%	0.0%	3.2%	7.1%	8.9%
Top Development Position	104	2.9%	-3.8%	0.3%	2.2%	5.4%	10.5%
Top Education Position	90	3.5%	-3.2%	0.9%	2.6%	6.6%	11.3%
Top Facilities Position	14	0.7%		-3.9%	2.6%	3.8%	
Top Finance Position	150	4.1%	-3.2%	1.1%	3.4%	6.9%	14.3%
Top Human Resources Position	32	5.7%	-0.4%	1.7%	5.7%	8.9%	12.9%
Top Legal Position	51	4.8%	-2.2%	0.9%	3.9%	10.1%	13.4%
Top Marketing Position	10	4.3%		-2.2%	5.2%	10.0%	
Top Operations Position	17	3.7%		-1.2%	3.7%	9.1%	
Top PR/Communications Position	21	4.4%	-1.5%	1.9%	4.5%	6.9%	10.5%
Top Technology Position	52	1.8%	-3.2%	-0.1%	3.0%	4.4%	7.4%

Educational Institutions and Related Activities: Vocational & Technical Schools

Between \$250 thousand and \$500 thousand

CEO/Executive Director	7	0.5%			0.9%		
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Between \$500 thousand and \$1 million

CEO/Executive Director	5	6.1%			4.3%		
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Between \$1 million and \$2.5 million

CEO/Executive Director	20	5.2%	-1.1%	0.0%	3.1%	12.8%	17.6%
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Between \$2.5 million and \$5 million

CEO/Executive Director	7	10.2%			10.2%		
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Vocational & Technical Schools							
Between \$5 million and \$10 million							
CEO/Executive Director	8	5.8%			0.7%		
Top Finance Position	5	5.9%			3.8%		
Employment, Job-Related: Employment N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.4%			5.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	4.5%			4.9%		
Employment, Job-Related: Employment Preparation & Procurement							
\$250 thousand or less							
CEO/Executive Director	17	2.7%		0.0%	0.6%	6.1%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	-0.5%		-4.5%	0.0%	4.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	3.4%	-2.4%	1.0%	3.5%	6.7%	12.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	48	1.4%	-7.3%	-0.3%	2.0%	4.9%	7.4%
Top Finance Position	6	2.5%			0.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	43	1.1%	-11.7%	-0.5%	1.4%	7.0%	11.7%
Top Finance Position	19	1.2%		-2.8%	3.7%	6.2%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related: Employment Preparation & Procurement							
Between \$5 million and \$10 million							
CEO/Executive Director	30	4.6%	-5.0%	1.0%	4.7%	11.3%	15.5%
Top Finance Position	16	3.5%		0.5%	2.6%	7.4%	
Top Operations Position	6	2.6%			5.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	22	5.0%	-3.5%	0.2%	4.0%	6.0%	15.7%
Top Finance Position	14	5.9%		2.4%	5.8%	9.5%	
Between \$25 million and \$50 million							
CEO/Executive Director	9	7.3%			5.9%		
Greater than \$50 million							
CEO/Executive Director	5	-0.5%			0.3%		
Top Finance Position	7	5.1%			7.7%		
Top Operations Position	5	-4.1%			-3.6%		

Employment, Job-Related: Goodwill Industries

Between \$10 million and \$25 million

CEO/Executive Director	12	1.8%		-0.1%	0.7%	7.0%	
Top Finance Position	7	3.9%			5.0%		

Between \$25 million and \$50 million

CEO/Executive Director	6	8.5%			7.0%		
Top Finance Position	5	5.1%			4.5%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related: Job Training							
\$250 thousand or less							
CEO/Executive Director	13	1.8%		0.0%	1.3%	9.3%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	2.1%		0.8%	2.2%	5.0%	
Top Education Position	14	3.1%		2.5%	2.9%	3.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	1.8%	-3.9%	0.0%	2.1%	5.5%	7.4%
Top Education Position	22	3.9%	0.2%	1.0%	2.4%	4.0%	13.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	42	2.9%	-3.4%	0.0%	1.6%	8.0%	11.6%
Top Education Position	26	3.4%	0.9%	1.8%	2.5%	5.4%	7.1%
Top Finance Position	8	-0.1%			2.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	37	3.7%	-4.5%	-0.1%	3.0%	7.4%	14.2%
Top Administrative Position	6	3.9%			4.6%		
Top Education Position	10	3.7%		0.9%	3.6%	6.2%	
Top Finance Position	11	6.2%		0.8%	4.7%	11.6%	
Between \$5 million and \$10 million							
CEO/Executive Director	26	1.0%	-5.8%	-2.5%	1.1%	3.7%	6.5%
Top Education Position	8	3.2%			3.8%		
Top Finance Position	11	4.4%		1.2%	3.5%	6.8%	
Between \$10 million and \$25 million							
CEO/Executive Director	19	3.0%		0.9%	3.6%	5.9%	
Top Finance Position	10	7.3%		6.0%	7.6%	8.4%	
Top Operations Position	5	8.4%			5.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related: Labor Unions							
\$250 thousand or less							
CEO/Executive Director	9	1.6%			1.9%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	3.7%			1.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	4.6%		-1.0%	1.9%	8.2%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	3.3%			1.0%		

Employment, Job-Related: Sheltered Employment

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	5.4%			4.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	-0.4%		-2.1%	-0.2%	1.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	37	3.2%	-5.8%	0.0%	2.8%	6.1%	16.0%
Between \$2.5 million and \$5 million							
CEO/Executive Director	24	4.9%	0.5%	1.8%	3.7%	7.3%	9.7%
Top Finance Position	7	6.3%			2.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	14	5.7%		0.2%	6.4%	13.5%	
Top Finance Position	7	0.3%			-1.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	11	4.6%		0.1%	6.5%	7.6%	
Top Finance Position	5	3.0%			4.6%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related: Vocational Counseling							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	3.6%			1.5%		
Employment, Job-Related: Vocational Rehabilitation							
\$250 thousand or less							
CEO/Executive Director	6	2.5%			1.6%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	5.8%			9.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	2.0%	-7.9%	0.0%	0.4%	4.1%	13.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	59	3.4%	-0.9%	0.0%	1.9%	7.1%	12.6%
Top Finance Position	7	2.2%			1.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	44	3.7%	-5.6%	-0.1%	3.5%	7.7%	11.7%
Top Finance Position	10	1.0%		-1.4%	-0.1%	7.1%	
Between \$5 million and \$10 million							
CEO/Executive Director	42	5.3%	-2.9%	2.2%	3.4%	7.3%	16.6%
Top Finance Position	10	3.4%		2.8%	4.5%	7.2%	
Between \$10 million and \$25 million							
CEO/Executive Director	23	4.3%	-1.8%	0.1%	4.2%	9.3%	10.7%
Top Finance Position	13	4.6%		1.7%	3.3%	5.8%	
Top Operations Position	7	5.2%			2.8%		
Greater than \$50 million							
Top Finance Position	5	5.5%			6.5%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	27	-0.1%	-10.3%	-4.6%	0.0%	4.6%	9.3%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	26	4.8%	-1.0%	0.6%	3.2%	9.6%	12.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	6.5%	0.2%	2.3%	5.4%	9.8%	14.3%
Between \$1 million and \$2.5 million							
CEO/Executive Director	35	6.0%	0.0%	0.9%	6.0%	9.8%	12.2%
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	3.8%		0.9%	3.2%	7.0%	
Between \$10 million and \$25 million							
CEO/Executive Director	9	10.5%			10.4%		
Top Development Position	5	7.0%			8.7%		
Top Operations Position	5	5.1%			5.9%		

Environmental Quality, Protection, and Beautification: Botanical Gardens & Arboreta

\$250 thousand or less							
CEO/Executive Director	6	0.0%			1.5%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	2.3%			2.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.5%			5.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	2.7%		1.4%	2.6%	5.7%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Botanical Gardens & Arboreta							
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	-0.9%		-0.2%	0.0%	2.4%	
Top Finance Position	6	3.5%			2.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	7	4.0%			2.5%		
Environmental Quality, Protection, and Beautification: Energy Resources Conservation & Development							
\$250 thousand or less							
CEO/Executive Director	11	-2.0%		-5.4%	0.0%	3.5%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	-0.9%			-0.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	1.0%			1.8%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	3.0%		-0.1%	2.9%	7.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	3.8%		-0.3%	2.9%	11.9%	
Between \$5 million and \$10 million							
CEO/Executive Director	8	2.6%			2.3%		
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
\$250 thousand or less							
CEO/Executive Director	11	5.5%		-0.5%	5.5%	10.4%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	0.9%	-4.8%	0.0%	1.8%	4.2%	6.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	6.1%		-0.3%	3.5%	13.9%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	30	3.3%	-3.5%	0.0%	1.8%	5.8%	9.9%
Between \$2.5 million and \$5 million							
CEO/Executive Director	17	2.5%		0.5%	2.4%	6.4%	
Top Finance Position	7	2.9%			0.5%		
Between \$5 million and \$10 million							
CEO/Executive Director	7	7.0%			7.1%		

Environmental Quality, Protection, and Beautification: Environmental Beautification

\$250 thousand or less							
CEO/Executive Director	30	3.0%	-2.1%	0.0%	0.0%	4.9%	12.5%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	5.2%		0.0%	4.7%	9.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.7%			2.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	3.5%			3.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Environmental Education							
\$250 thousand or less							
CEO/Executive Director	33	1.4%	-11.3%	-3.6%	0.0%	7.8%	12.8%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	0.1%	-13.4%	-4.6%	0.0%	7.2%	10.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	3.4%	-3.2%	0.4%	3.4%	7.6%	12.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	42	3.1%	-4.6%	-0.1%	2.5%	7.5%	12.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	17	3.0%		-2.4%	4.7%	7.3%	
Between \$5 million and \$10 million							
CEO/Executive Director	8	6.6%			3.4%		
Between \$10 million and \$25 million							
Top Finance Position	5	9.7%			8.8%		

Environmental Quality, Protection, and Beautification: Forest Conservation

\$250 thousand or less				
CEO/Executive Director	7	0.1%		0.0%
Between \$250 thousand and \$500 thousand				
CEO/Executive Director	5	5.6%		4.6%
Between \$500 thousand and \$1 million				
CEO/Executive Director	8	3.4%		3.4%
Between \$1 million and \$2.5 million				
CEO/Executive Director	7	2.1%		4.4%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Forest Conservation							
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	6.4%			2.2%		
Environmental Quality, Protection, and Beautification: Fund Raising & Fund Distribution							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	5.8%			5.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	3.0%			2.7%		
Environmental Quality, Protection, and Beautification: Land Resources Conservation							
\$250 thousand or less							
CEO/Executive Director	27	6.1%	-0.1%	0.6%	4.1%	11.2%	17.4%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	40	3.3%	-3.3%	0.0%	3.9%	7.1%	14.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	47	5.5%	-1.3%	0.0%	5.1%	8.4%	15.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	41	2.9%	-4.8%	0.0%	2.7%	5.6%	9.6%
Between \$2.5 million and \$5 million							
CEO/Executive Director	21	5.2%	0.0%	2.6%	4.3%	7.3%	15.9%
Between \$5 million and \$10 million							
CEO/Executive Director	9	3.7%			4.5%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Management & Technical Assistance							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	5.3%			5.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	0.0%			0.0%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
\$250 thousand or less							
CEO/Executive Director	57	1.2%	-16.5%	-3.7%	2.2%	7.6%	14.7%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	67	3.0%	-6.2%	-1.6%	2.3%	7.0%	14.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	93	2.9%	-4.2%	-0.2%	2.5%	6.6%	9.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	100	4.1%	-5.7%	0.0%	3.8%	8.0%	16.5%
Top Finance Position	6	7.3%			6.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	35	5.9%	-1.8%	0.5%	5.1%	9.5%	16.5%
Top Development Position	5	7.5%			7.1%		
Top Finance Position	9	5.0%			6.6%		
Between \$5 million and \$10 million							
CEO/Executive Director	23	4.9%	0.2%	2.0%	3.3%	5.3%	12.6%
Top Development Position	5	-0.7%			-1.2%		
Top Finance Position	9	5.3%			4.1%		
Top Operations Position	9	5.0%			4.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
Between \$10 million and \$25 million							
CEO/Executive Director	14	4.4%		-0.1%	3.6%	9.3%	
Top Finance Position	12	1.9%		-0.7%	4.0%	6.3%	
Between \$25 million and \$50 million							
CEO/Executive Director	12	6.7%		3.0%	4.6%	10.0%	
Top Finance Position	8	7.5%			7.3%		
Greater than \$50 million							
Top Finance Position	5	0.8%			-0.3%		

Environmental Quality, Protection, and Beautification: Pollution Abatement & Control

\$250 thousand or less							
CEO/Executive Director	5	-6.5%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	3.1%			3.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.2%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	-1.7%			0.3%		

Environmental Quality, Protection, and Beautification: Professional Societies & Associations

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	-0.7%			0.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	6.6%			4.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Professional Societies & Associations							
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	5.0%			2.6%		
Environmental Quality, Protection, and Beautification: Recycling							
\$250 thousand or less							
CEO/Executive Director	14	0.1%		-4.5%	0.0%	4.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.7%			7.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	-0.9%			-0.8%		
Environmental Quality, Protection, and Beautification: Research Institutes & Public Policy Analysis							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	1.7%			4.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.2%			4.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	0.3%		-3.1%	0.2%	2.8%	
Top Finance Position	5	8.8%			9.5%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	5.6%			4.5%		
Between \$5 million and \$10 million							
CEO/Executive Director	6	4.9%			1.3%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection, and Beautification: Water Resources, Wetlands Conservation & Management							
\$250 thousand or less							
CEO/Executive Director	39	3.0%	-7.4%	-0.9%	0.8%	9.3%	16.1%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	37	5.0%	-0.6%	0.0%	5.0%	7.9%	12.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	3.7%	-5.0%	-1.1%	4.0%	8.5%	15.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	37	4.7%	-2.3%	0.1%	1.6%	11.1%	15.9%
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	4.6%		0.5%	3.8%	6.1%	
Between \$5 million and \$10 million							
CEO/Executive Director	8	5.9%			4.1%		

Food, Agriculture, and Nutrition: Agricultural Programs

\$250 thousand or less							
CEO/Executive Director	16	5.3%		0.0%	3.5%	10.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	2.8%		-3.2%	0.7%	11.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	0.5%		-3.6%	0.0%	6.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	2.1%		-3.3%	0.5%	6.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	4.4%		0.0%	3.6%	7.8%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture, and Nutrition: Agricultural Programs							
Between \$5 million and \$10 million							
CEO/Executive Director	6	5.4%			5.4%		
Food, Agriculture, and Nutrition: Alliances & Advocacy							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	1.5%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	-0.7%			0.0%		
Food, Agriculture, and Nutrition: Congregate Meals							
\$250 thousand or less							
CEO/Executive Director	6	0.1%			3.2%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	1.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	1.4%			2.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	0.4%			0.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	-0.2%			1.3%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture, and Nutrition: Food Banks & Pantries							
\$250 thousand or less							
CEO/Executive Director	30	1.1%	-3.3%	0.0%	1.5%	5.1%	8.9%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	21	4.0%	-7.0%	-0.1%	3.9%	9.0%	17.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	4.0%	-3.9%	0.0%	4.2%	7.2%	10.5%
Between \$1 million and \$2.5 million							
CEO/Executive Director	48	6.7%	0.0%	1.0%	4.4%	9.8%	18.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	29	4.4%	-2.4%	0.0%	3.2%	9.5%	14.2%
Between \$5 million and \$10 million							
CEO/Executive Director	18	5.3%		1.4%	5.3%	12.7%	
Between \$10 million and \$25 million							
CEO/Executive Director	38	4.5%	-1.8%	0.3%	3.9%	8.3%	13.8%
Top Finance Position	5	1.9%			2.6%		
Between \$25 million and \$50 million							
CEO/Executive Director	18	4.9%		-1.3%	3.0%	9.0%	
Top Finance Position	6	2.9%			2.2%		
Top Operations Position	6	6.6%			7.6%		
Greater than \$50 million							
CEO/Executive Director	24	2.5%	-5.4%	0.2%	2.5%	7.6%	10.5%
Top Development Position	9	1.3%			-0.4%		
Top Finance Position	19	6.9%		1.9%	4.2%	12.0%	
Top Operations Position	19	5.1%		1.6%	5.1%	10.7%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture, and Nutrition: Food Programs							
\$250 thousand or less							
CEO/Executive Director	39	3.5%	-9.0%	-0.5%	2.1%	9.3%	18.8%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	2.9%		0.0%	4.1%	6.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	4.0%	-3.4%	0.0%	3.4%	8.4%	13.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	29	2.9%	-3.7%	0.0%	3.0%	7.5%	9.8%
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	6.1%		2.7%	4.5%	6.8%	
Between \$5 million and \$10 million							
CEO/Executive Director	19	3.5%		-0.3%	1.8%	8.0%	
Top Finance Position	5	4.7%			3.9%		
Between \$10 million and \$25 million							
CEO/Executive Director	16	3.4%		1.6%	3.8%	5.2%	
Between \$25 million and \$50 million							
CEO/Executive Director	10	4.1%		0.8%	4.0%	5.8%	
Greater than \$50 million							
CEO/Executive Director	16	6.4%		3.2%	5.4%	7.9%	
Top Development Position	5	6.0%			7.5%		
Top Finance Position	11	7.0%		3.2%	5.5%	13.3%	
Top Operations Position	7	8.9%			10.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture, and Nutrition: Food, Agriculture, & Nutrition N.E.C.							
\$250 thousand or less							
CEO/Executive Director	7	1.5%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	0.5%		-0.3%	0.0%	2.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	8.7%		1.4%	9.0%	15.8%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	4.1%			2.1%		

Food, Agriculture, and Nutrition: Meals on Wheels

\$250 thousand or less							
CEO/Executive Director	12	2.5%		-0.3%	2.9%	4.9%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	3.1%		1.7%	3.0%	5.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	2.4%	-4.0%	0.2%	3.2%	5.1%	7.3%
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	3.2%	-0.4%	0.7%	2.5%	7.1%	10.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	5.4%		2.6%	4.5%	5.7%	
Between \$10 million and \$25 million							
CEO/Executive Director	6	3.1%			2.5%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture, and Nutrition: Nutrition							
\$250 thousand or less							
CEO/Executive Director	5	-3.1%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	0.6%		-5.4%	3.1%	6.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	0.8%			0.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	6.3%		-2.3%	5.6%	16.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	2.4%			2.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	10	2.7%		-1.4%	0.0%	6.7%	

Food, Agriculture, and Nutrition: Soup Kitchens

\$250 thousand or less							
CEO/Executive Director	6	5.1%			4.1%		

Health—General and Rehabilitative: Alliances & Advocacy

\$250 thousand or less							
CEO/Executive Director	17	-0.2%		0.0%	1.7%	4.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	4.6%		1.5%	3.3%	8.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	3.6%	-5.1%	-0.2%	2.3%	7.9%	16.2%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Alliances & Advocacy							
Between \$1 million and \$2.5 million							
CEO/Executive Director	35	2.6%	-7.4%	-2.1%	2.5%	7.6%	11.9%
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	2.1%		-1.3%	2.3%	5.6%	
Between \$5 million and \$10 million							
CEO/Executive Director	7	3.7%			3.7%		
Top Finance Position	6	6.9%			6.6%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	-0.5%			2.1%		

Health—General and Rehabilitative: Ambulatory & Primary Health Care

\$250 thousand or less							
CEO/Executive Director	17	1.8%		-1.2%	1.9%	5.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	4.9%		1.4%	4.2%	7.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	3.9%	-0.8%	0.0%	2.6%	6.5%	18.5%
Between \$1 million and \$2.5 million							
CEO/Executive Director	53	3.3%	-2.5%	0.0%	2.5%	5.9%	10.2%
Between \$2.5 million and \$5 million							
CEO/Executive Director	37	4.2%	-3.8%	0.0%	3.3%	7.0%	17.1%
Top Finance Position	11	11.0%		4.8%	11.2%	16.5%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
Between \$5 million and \$10 million							
CEO/Executive Director	57	3.7%	-6.4%	-0.3%	3.2%	7.8%	15.9%
Top Finance Position	30	5.5%	-0.7%	2.0%	4.4%	11.6%	14.2%
Top Operations Position	8	6.9%			4.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	81	4.6%	-5.5%	-0.4%	4.7%	9.7%	13.1%
Top Finance Position	55	6.7%	-4.4%	0.8%	5.1%	12.0%	19.0%
Top Operations Position	23	3.8%	-7.7%	-2.9%	4.9%	9.1%	15.1%
Between \$25 million and \$50 million							
CEO/Executive Director	30	3.5%	-4.1%	-0.8%	2.9%	7.8%	9.6%
Top Finance Position	25	5.0%	-3.8%	1.9%	4.3%	11.2%	16.3%
Top Human Resources Position	5	3.6%			5.0%		
Top Operations Position	17	4.3%		1.4%	4.0%	5.8%	
Top Technology Position	5	9.5%			12.2%		
Greater than \$50 million							
CEO/Executive Director	22	2.9%	-11.0%	-1.2%	5.3%	9.5%	13.1%
Top Finance Position	17	7.1%		4.4%	8.3%	13.2%	
Top Operations Position	16	5.6%		-2.3%	6.5%	12.0%	

Health—General and Rehabilitative: Blood Banks

Between \$5 million and \$10 million

CEO/Executive Director	6	0.9%			3.5%		
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Between \$10 million and \$25 million

CEO/Executive Director	8	2.4%			1.2%		
Top Operations Position	5	3.1%			0.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Blood Banks							
Greater than \$50 million							
CEO/Executive Director	7	-2.5%			-1.7%		
Top Finance Position	8	2.8%			2.7%		
Top Operations Position	6	5.9%			6.9%		
Health—General and Rehabilitative: Community Clinics							
\$250 thousand or less							
CEO/Executive Director	18	1.7%		-3.4%	3.7%	7.8%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	28	2.0%	-6.8%	0.0%	0.7%	6.6%	10.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	1.7%	-7.3%	-0.2%	0.4%	4.3%	12.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	58	1.5%	-10.0%	-2.2%	1.7%	5.2%	12.4%
Top Finance Position	6	7.6%			7.7%		
Top Operations Position	5	4.9%			4.3%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	56	2.5%	-6.9%	0.0%	2.1%	6.3%	13.1%
Top Finance Position	18	10.2%		4.1%	7.6%	16.2%	
Top Operations Position	8	9.9%			7.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	96	4.0%	-5.3%	-0.2%	2.8%	8.2%	15.6%
Top Finance Position	50	4.7%	-4.2%	-0.1%	4.4%	9.9%	14.0%
Top Operations Position	14	0.5%		-1.8%	2.1%	7.0%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Community Clinics							
Between \$10 million and \$25 million							
CEO/Executive Director	115	4.6%	-6.3%	0.1%	4.3%	9.4%	16.6%
Top Development Position	6	8.5%			9.6%		
Top Finance Position	81	4.2%	-7.1%	-0.1%	4.2%	9.0%	15.7%
Top Operations Position	32	4.3%	-4.1%	-2.0%	3.8%	9.1%	15.2%
Top Technology Position	6	1.8%			2.8%		
Between \$25 million and \$50 million							
CEO/Executive Director	72	5.8%	-3.2%	0.3%	4.4%	9.8%	18.3%
Top Development Position	5	-3.3%			-1.7%		
Top Finance Position	53	6.7%	-2.7%	2.1%	5.2%	13.3%	16.7%
Top Operations Position	30	3.3%	-3.5%	-0.1%	3.2%	7.3%	11.5%
Top Technology Position	8	2.6%			2.9%		
Greater than \$50 million							
CEO/Executive Director	33	2.8%	-6.1%	0.0%	2.5%	6.4%	13.8%
Top Finance Position	28	3.9%	-4.5%	0.4%	4.6%	8.4%	11.3%
Top Human Resources Position	5	7.3%			4.8%		
Top Operations Position	18	8.2%		4.0%	7.5%	13.2%	
Top Technology Position	9	8.2%			4.5%		

Health—General and Rehabilitative: Community Health Systems

\$250 thousand or less

CEO/Executive Director	12	1.1%		-2.3%	0.0%	1.3%	
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	24	2.2%	-6.6%	-0.5%	2.0%	4.3%	15.0%
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Community Health Systems							
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	3.3%	-3.0%	-0.1%	1.2%	5.9%	14.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	42	2.7%	-8.4%	-0.1%	1.9%	5.8%	13.3%
Top Finance Position	5	2.8%			2.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	35	6.3%	0.4%	2.6%	4.9%	8.2%	16.6%
Top Finance Position	15	7.4%		2.6%	4.7%	14.5%	
Top Operations Position	6	4.2%			4.9%		
Top Technology Position	5	5.8%			7.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	45	4.2%	-4.3%	-0.3%	4.2%	9.2%	13.1%
Top Finance Position	30	5.7%	-5.7%	-0.4%	6.1%	11.7%	17.6%
Top Operations Position	11	3.2%		-2.4%	3.9%	8.6%	
Between \$10 million and \$25 million							
CEO/Executive Director	72	5.6%	-4.1%	0.5%	4.9%	9.9%	16.0%
Top Administrative Position	5	3.7%			1.5%		
Top Finance Position	51	4.2%	-7.3%	0.9%	4.2%	9.3%	14.3%
Top Operations Position	28	5.7%	-1.0%	0.7%	4.4%	10.3%	14.1%
Top Technology Position	5	1.4%			1.8%		
Between \$25 million and \$50 million							
CEO/Executive Director	38	1.7%	-9.8%	-2.3%	2.6%	6.5%	10.6%
Top Finance Position	26	2.4%	-5.1%	-1.1%	1.4%	4.7%	12.4%
Top Human Resources Position	6	-1.2%			0.6%		
Top Operations Position	17	6.3%		-1.0%	3.0%	16.1%	
Top Technology Position	9	-0.5%			0.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Community Health Systems							
Greater than \$50 million							
CEO/Executive Director	89	4.7%	-7.0%	-0.1%	5.3%	10.2%	16.9%
Top Administrative Position	7	5.5%			5.7%		
Top Finance Position	83	4.5%	-8.5%	-1.9%	3.6%	11.1%	19.5%
Top Human Resources Position	48	3.6%	-9.0%	-1.5%	4.5%	9.7%	16.5%
Top Legal Position	27	2.3%	-7.0%	-0.8%	3.2%	5.5%	12.8%
Top Marketing Position	5	6.2%			2.9%		
Top Operations Position	43	6.3%	-4.1%	2.4%	6.5%	12.5%	18.5%
Top Technology Position	37	2.8%	-9.2%	-0.9%	3.3%	5.8%	14.0%

Health—General and Rehabilitative: Emergency Medical Services & Transport

\$250 thousand or less

CEO/Executive Director	5	3.4%			1.0%		
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	14	5.0%		0.4%	5.5%	9.5%	
Top Finance Position	5	6.9%			5.8%		

Between \$500 thousand and \$1 million

CEO/Executive Director	12	2.1%		-2.1%	0.5%	7.5%	
Top Finance Position	10	3.6%		1.4%	4.0%	6.8%	

Between \$1 million and \$2.5 million

CEO/Executive Director	35	2.7%	-3.0%	0.0%	2.2%	6.3%	13.0%
Top Administrative Position	6	6.0%			5.8%		
Top Finance Position	10	0.9%		-2.2%	1.1%	4.5%	
Top Operations Position	6	-2.4%			-0.8%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Emergency Medical Services & Transport							
Between \$2.5 million and \$5 million							
CEO/Executive Director	29	1.4%	-6.6%	-2.5%	1.4%	3.8%	7.8%
Between \$5 million and \$10 million							
CEO/Executive Director	17	2.0%		-3.0%	2.0%	4.9%	
Between \$10 million and \$25 million							
CEO/Executive Director	9	6.2%			3.1%		
Between \$25 million and \$50 million							
CEO/Executive Director	8	3.6%			4.5%		
Top Finance Position	5	2.2%			2.9%		

Health—General and Rehabilitative: Family Planning

\$250 thousand or less							
CEO/Executive Director	6	-0.1%			1.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	1.9%			1.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	5.0%			6.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	2.1%			0.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	2.9%			0.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	13	1.7%		-1.2%	0.5%	3.8%	
Top Finance Position	8	3.7%			3.9%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Family Planning							
Between \$10 million and \$25 million							
CEO/Executive Director	16	8.9%		0.8%	7.0%	20.2%	
Top Development Position	7	8.5%			8.5%		
Top Finance Position	11	5.3%		-1.0%	6.4%	12.4%	
Top Operations Position	5	-5.6%			-6.3%		
Health—General and Rehabilitative: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	9	7.5%			1.2%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	1.9%			1.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.0%			-0.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	2.7%		-3.4%	2.8%	8.7%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	5.1%		0.6%	2.8%	6.1%	
Between \$5 million and \$10 million							
CEO/Executive Director	5	3.0%			5.5%		
Top Development Position	5	6.5%			4.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	9	1.6%			1.3%		
Top Finance Position	5	3.0%			6.8%		
Between \$25 million and \$50 million							
CEO/Executive Director	5	2.3%			4.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: General Hospitals							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	7.2%			4.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	4.4%		-0.2%	1.8%	10.5%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	3.9%		-1.1%	3.3%	9.8%	
Top Finance Position	7	5.9%			6.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	22	6.9%	0.2%	1.5%	7.3%	13.7%	15.1%
Top Administrative Position	7	2.9%			3.8%		
Top Finance Position	21	3.4%	-10.3%	0.1%	2.7%	7.6%	15.5%
Between \$10 million and \$25 million							
CEO/Executive Director	64	4.6%	-2.8%	-0.1%	4.1%	7.9%	13.0%
Top Administrative Position	8	4.7%			4.2%		
Top Finance Position	67	5.2%	-2.8%	0.4%	4.2%	8.8%	16.3%
Top Operations Position	7	5.0%			4.3%		
Top Technology Position	5	10.0%			13.7%		
Between \$25 million and \$50 million							
CEO/Executive Director	72	4.3%	-2.5%	0.3%	3.5%	7.7%	14.1%
Top Administrative Position	7	2.8%			3.0%		
Top Finance Position	65	3.2%	-6.8%	0.7%	3.3%	6.4%	11.0%
Top Operations Position	16	0.7%		-4.4%	0.7%	6.1%	
Top Technology Position	7	1.3%			1.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: General Hospitals							
Greater than \$50 million							
CEO/Executive Director	305	2.5%	-10.7%	-2.9%	2.5%	8.8%	16.4%
Top Administrative Position	18	0.5%		-0.2%	2.7%	3.3%	
Top Business Position	7	6.3%			6.3%		
Top Development Position	10	1.2%		-4.2%	2.7%	9.1%	
Top Education Position	8	2.6%			0.3%		
Top Facilities Position	9	-1.0%			1.2%		
Top Finance Position	327	4.7%	-5.9%	0.2%	3.9%	10.5%	17.4%
Top Human Resources Position	102	3.4%	-7.6%	-2.4%	3.1%	9.6%	15.2%
Top Legal Position	32	1.5%	-9.6%	-4.4%	3.3%	6.0%	11.6%
Top Marketing Position	8	1.5%			1.0%		
Top Operations Position	168	4.6%	-7.8%	-0.7%	4.4%	10.8%	17.3%
Top PR/Communications Position	7	3.9%			0.5%		
Top Technology Position	85	4.3%	-4.5%	-0.8%	3.4%	8.3%	15.5%

Health—General and Rehabilitative: Group Health Practices

\$250 thousand or less

CEO/Executive Director	5	-2.9%			0.0%		
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Between \$2.5 million and \$5 million

CEO/Executive Director	5	0.5%			4.3%		
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Between \$10 million and \$25 million

CEO/Executive Director	11	7.8%		2.1%	7.9%	12.4%	
Top Finance Position	7	12.3%			11.0%		

Between \$25 million and \$50 million

Top Finance Position	8	5.7%			5.4%		
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Group Health Practices							
Greater than \$50 million							
CEO/Executive Director	22	2.8%	-12.8%	-1.4%	4.0%	11.3%	17.0%
Top Finance Position	17	2.9%		-0.6%	3.5%	6.3%	
Top Operations Position	17	3.3%		-1.3%	3.9%	7.4%	
Top Technology Position	5	8.3%			6.9%		

Health—General and Rehabilitative: Health (General & Financing)

\$250 thousand or less

CEO/Executive Director	11	2.4%		0.0%	0.0%	9.6%
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	7	4.1%			1.6%	
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Between \$1 million and \$2.5 million

CEO/Executive Director	12	-1.7%		-1.7%	1.0%	3.1%
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Between \$2.5 million and \$5 million

CEO/Executive Director	9	5.5%			5.5%	
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Between \$5 million and \$10 million

CEO/Executive Director	6	1.5%			0.1%	
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Between \$10 million and \$25 million

CEO/Executive Director	5	6.0%			7.7%	
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Greater than \$50 million

CEO/Executive Director	5	5.5%			6.3%	
Top Finance Position	5	8.8%			5.7%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Health Care N.E.C.							
\$250 thousand or less							
CEO/Executive Director	17	1.9%		-0.1%	0.0%	4.8%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	3.5%		0.3%	2.9%	7.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	5.0%	-3.6%	0.0%	2.2%	8.8%	17.9%
Between \$1 million and \$2.5 million							
CEO/Executive Director	39	4.0%	-1.4%	0.1%	4.1%	9.0%	11.8%
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	4.8%		2.2%	5.5%	10.2%	
Between \$5 million and \$10 million							
CEO/Executive Director	22	3.3%	-8.1%	0.9%	3.9%	7.3%	10.1%
Top Finance Position	9	3.6%			1.7%		
Top Operations Position	5	1.7%			1.3%		
Between \$10 million and \$25 million							
CEO/Executive Director	11	6.2%		2.2%	3.3%	7.0%	
Top Finance Position	6	1.2%			2.5%		
Between \$25 million and \$50 million							
CEO/Executive Director	9	6.8%			7.5%		
Top Finance Position	9	3.3%			3.3%		

Health—General and Rehabilitative: Health Support

\$250 thousand or less							
CEO/Executive Director	19	0.6%		-6.5%	0.0%	5.5%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Health Support							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	34	2.7%	-4.3%	0.0%	1.6%	6.1%	12.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	4.0%	-2.7%	0.0%	4.1%	8.8%	12.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	40	4.3%	-2.2%	-0.1%	3.2%	7.8%	12.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	29	2.4%	-4.3%	-0.4%	2.4%	6.2%	11.1%
Top Finance Position	6	4.8%			5.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	21	3.8%	-3.1%	-0.2%	4.2%	8.1%	12.9%
Top Finance Position	11	4.9%		0.0%	4.6%	6.7%	
Between \$10 million and \$25 million							
CEO/Executive Director	18	2.8%		-1.4%	2.8%	7.6%	
Top Finance Position	9	4.5%			3.1%		
Between \$25 million and \$50 million							
CEO/Executive Director	6	7.8%			12.3%		
Greater than \$50 million							
CEO/Executive Director	13	3.3%		-0.8%	4.4%	8.9%	
Top Finance Position	12	7.0%		0.4%	8.4%	11.4%	
Top Operations Position	10	1.3%		-4.3%	2.9%	5.4%	

Health—General and Rehabilitative: Home Health Care

\$250 thousand or less

CEO/Executive Director	6	3.5%			3.3%		
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Home Health Care							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	1.5%		-1.0%	2.1%	5.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	29	5.8%	-2.5%	0.5%	6.1%	10.8%	18.6%
Top Administrative Position	5	5.8%			2.3%		
Top Finance Position	5	1.6%			4.9%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	23	3.6%	-2.2%	0.5%	3.0%	4.9%	11.8%
Top Finance Position	8	3.2%			3.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	23	4.7%	-2.8%	0.3%	3.4%	9.0%	16.9%
Top Finance Position	15	3.5%		1.8%	3.0%	5.2%	
Between \$10 million and \$25 million							
CEO/Executive Director	34	3.2%	-6.8%	-0.8%	2.4%	8.7%	16.8%
Top Finance Position	23	3.1%	-6.6%	0.1%	2.4%	6.2%	12.1%
Top Human Resources Position	6	-0.2%			1.2%		
Top Operations Position	12	3.0%		0.2%	3.6%	6.6%	
Top Technology Position	6	2.1%			2.5%		
Between \$25 million and \$50 million							
CEO/Executive Director	15	7.6%		2.5%	6.7%	12.5%	
Top Finance Position	10	7.0%		1.6%	5.1%	11.5%	
Top Human Resources Position	7	7.6%			8.6%		
Greater than \$50 million							
CEO/Executive Director	10	4.7%		-1.3%	3.4%	11.8%	
Top Finance Position	6	5.5%			6.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Hospitals							
\$250 thousand or less							
CEO/Executive Director	10	5.0%		0.0%	4.9%	9.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	2.2%		1.2%	4.6%	6.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	1.4%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	6.8%		2.7%	4.3%	13.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	20	7.3%	0.0%	1.7%	7.7%	11.1%	15.4%
Top Finance Position	7	5.9%			5.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	22	4.2%	-3.4%	0.4%	3.4%	8.6%	16.8%
Top Administrative Position	5	8.1%			7.4%		
Top Finance Position	9	5.5%			1.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	40	3.4%	-4.3%	-0.1%	2.8%	5.8%	14.2%
Top Finance Position	26	3.2%	-9.9%	-1.4%	2.8%	10.1%	14.3%
Between \$25 million and \$50 million							
CEO/Executive Director	18	6.0%		-0.7%	8.0%	10.7%	
Top Finance Position	16	5.8%		0.6%	5.6%	12.1%	
Top Operations Position	6	6.9%			5.1%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Hospitals							
Greater than \$50 million							
CEO/Executive Director	35	0.6%	-12.7%	-2.4%	1.4%	4.5%	11.7%
Top Administrative Position	8	9.0%			9.7%		
Top Business Position	5	-5.1%			-8.7%		
Top Finance Position	41	4.1%	-6.7%	-2.2%	3.8%	10.2%	15.1%
Top Human Resources Position	12	2.9%		-0.1%	3.6%	9.4%	
Top Legal Position	5	6.6%			7.5%		
Top Operations Position	19	2.8%		-1.0%	2.8%	4.6%	
Top Technology Position	13	5.8%		-0.1%	6.4%	10.2%	
Health—General and Rehabilitative: Management & Technical Assistance							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	-0.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.0%			4.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	4.2%			2.6%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	3.5%			1.7%		
Health—General and Rehabilitative: Nursing							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	4.5%			2.8%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Nursing							
Between \$10 million and \$25 million							
CEO/Executive Director	5	6.5%			3.0%		
Top Finance Position	8	3.0%			1.7%		
Health—General and Rehabilitative: Nursing Facilities							
\$250 thousand or less							
CEO/Executive Director	5	-6.5%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	-4.1%			-0.8%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	-1.3%			2.6%		
Top Administrative Position	8	-0.9%			0.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	3.0%		0.2%	3.5%	6.1%	
Top Administrative Position	41	3.5%	-3.4%	0.2%	2.4%	8.0%	13.1%
Top Finance Position	9	3.2%			2.3%		
Between \$5 million and \$10 million							
CEO/Executive Director	45	0.7%	-5.5%	-2.0%	1.0%	4.2%	7.7%
Top Administrative Position	57	2.2%	-5.9%	-1.3%	1.4%	6.2%	12.4%
Top Business Position	5	2.0%			1.1%		
Top Finance Position	25	2.9%	-1.0%	-0.2%	3.0%	4.8%	7.1%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Nursing Facilities							
Between \$10 million and \$25 million							
CEO/Executive Director	109	2.7%	-8.3%	-0.1%	2.3%	6.2%	13.5%
Top Administrative Position	70	3.4%	-3.7%	-0.1%	3.0%	7.6%	11.5%
Top Finance Position	79	4.1%	-1.9%	0.9%	3.9%	8.6%	11.4%
Top Human Resources Position	5	0.5%			-0.7%		
Top Operations Position	8	2.7%			5.9%		
Between \$25 million and \$50 million							
CEO/Executive Director	29	4.7%	-2.7%	0.5%	4.0%	7.4%	14.9%
Top Administrative Position	10	1.1%		-1.3%	2.0%	4.4%	
Top Finance Position	30	4.7%	-0.1%	0.9%	3.7%	6.6%	17.6%
Top Human Resources Position	10	3.5%		2.5%	3.6%	5.0%	
Top Operations Position	7	5.6%			3.4%		
Top Technology Position	5	10.0%			7.1%		
Greater than \$50 million							
CEO/Executive Director	13	1.9%		-1.4%	0.6%	6.9%	
Top Finance Position	17	6.0%		2.7%	5.7%	10.5%	
Top Operations Position	11	4.9%		-0.6%	4.3%	11.2%	

Health—General and Rehabilitative: Organ & Tissue Banks

Between \$1 million and \$2.5 million

CEO/Executive Director	10	3.7%		0.2%	3.7%	5.5%	
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Between \$5 million and \$10 million

CEO/Executive Director	8	3.1%			3.7%		
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Organ & Tissue Banks							
Between \$10 million and \$25 million							
CEO/Executive Director	9	4.9%			5.1%		
Top Finance Position	5	7.9%			7.7%		
Between \$25 million and \$50 million							
CEO/Executive Director	12	4.8%		-0.3%	2.3%	9.7%	
Top Finance Position	9	6.9%			5.9%		
Top Human Resources Position	5	8.8%			8.0%		
Top Operations Position	6	7.9%			7.0%		
Top Technology Position	5	-0.2%			-1.7%		
Greater than \$50 million							
CEO/Executive Director	8	7.6%			5.7%		
Top Finance Position	7	6.2%			9.2%		

Health—General and Rehabilitative: Patient & Family Support

\$250 thousand or less

CEO/Executive Director	15	0.6%		0.0%	0.0%	1.8%	
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	18	3.9%		0.5%	3.3%	6.8%	
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Between \$500 thousand and \$1 million

CEO/Executive Director	25	4.4%	-1.5%	0.0%	2.0%	5.5%	17.5%
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Between \$1 million and \$2.5 million

CEO/Executive Director	24	5.7%	-2.2%	2.5%	5.2%	11.4%	14.7%
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Between \$2.5 million and \$5 million

CEO/Executive Director	11	5.8%		1.2%	4.2%	7.8%	
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Patient & Family Support							
Between \$5 million and \$10 million							
CEO/Executive Director	6	8.0%			7.5%		
Health—General and Rehabilitative: Professional Societies & Associations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.5%			2.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	3.8%		0.3%	3.9%	7.6%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	4.0%		0.7%	2.7%	5.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	7	2.8%			3.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	7	4.8%			6.4%		
Between \$25 million and \$50 million							
CEO/Executive Director	5	3.3%			3.1%		
Top Finance Position	6	4.9%			4.7%		
Health—General and Rehabilitative: Public Health							
\$250 thousand or less							
CEO/Executive Director	41	1.5%	-10.5%	-0.1%	1.0%	4.5%	13.6%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	36	5.6%	-0.5%	2.3%	5.9%	9.6%	15.4%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Public Health							
Between \$500 thousand and \$1 million							
CEO/Executive Director	48	2.6%	-4.8%	-0.1%	2.4%	6.9%	13.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	61	3.1%	-4.5%	0.0%	2.5%	7.8%	13.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	37	2.5%	-7.2%	-0.6%	3.2%	6.5%	10.2%
Top Finance Position	10	2.2%		0.1%	2.5%	4.4%	
Top Operations Position	10	4.2%		2.5%	3.5%	5.3%	
Between \$5 million and \$10 million							
CEO/Executive Director	30	4.7%	-1.3%	0.6%	4.7%	8.2%	11.2%
Top Finance Position	10	8.9%		4.9%	7.5%	14.3%	
Between \$10 million and \$25 million							
CEO/Executive Director	16	6.2%		2.2%	5.4%	11.1%	
Top Finance Position	13	6.4%		1.1%	5.7%	10.2%	
Top Operations Position	10	2.9%		-1.9%	3.6%	6.8%	
Between \$25 million and \$50 million							
CEO/Executive Director	5	3.5%			8.4%		
Greater than \$50 million							
CEO/Executive Director	7	6.2%			5.9%		
Top Finance Position	6	9.4%			10.2%		

Health—General and Rehabilitative: Rehabilitative Care

\$250 thousand or less

CEO/Executive Director	19	5.1%		0.0%	2.9%	11.2%	
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Rehabilitative Care							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	1.6%		-2.8%	0.2%	3.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	5.1%		1.8%	2.9%	6.6%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	37	3.4%	-6.3%	-1.3%	3.5%	7.0%	12.2%
Between \$2.5 million and \$5 million							
CEO/Executive Director	26	2.7%	-4.7%	-2.0%	0.4%	5.2%	14.8%
Between \$5 million and \$10 million							
CEO/Executive Director	15	6.4%		0.2%	2.4%	10.0%	
Top Finance Position	11	1.8%		-2.1%	3.5%	7.6%	
Between \$10 million and \$25 million							
CEO/Executive Director	12	3.4%		-1.2%	1.9%	7.1%	
Top Finance Position	7	0.0%			1.1%		

Health—General and Rehabilitative: Reproductive Health Care

\$250 thousand or less							
CEO/Executive Director	25	1.8%	-6.2%	0.0%	3.0%	5.9%	8.8%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	2.0%		-0.5%	1.3%	4.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	3.3%	-0.1%	0.0%	2.8%	4.8%	9.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	3.6%		-1.0%	3.0%	9.0%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Reproductive Health Care							
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	9.2%		1.6%	9.6%	12.2%	
Between \$5 million and \$10 million							
CEO/Executive Director	7	-1.3%			0.0%		
Top Finance Position	5	-0.9%			-0.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	9	5.5%			4.6%		
Between \$25 million and \$50 million							
CEO/Executive Director	5	4.4%			3.9%		
Top Finance Position	6	4.8%			3.5%		
Top Operations Position	5	7.6%			7.9%		
Health—General and Rehabilitative: Research Institutes & Public Policy Analysis							
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	-0.6%		-1.8%	0.1%	1.6%	
Health—General and Rehabilitative: Single Organization Support							
\$250 thousand or less							
CEO/Executive Director	12	-0.7%		-3.5%	0.0%	4.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	3.4%		-2.1%	3.0%	7.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	0.8%		-1.5%	0.0%	4.9%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Single Organization Support							
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	5.0%	-1.8%	1.0%	3.2%	8.7%	15.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	5.3%		1.3%	3.1%	6.7%	
Between \$5 million and \$10 million							
CEO/Executive Director	8	3.1%			5.0%		
Greater than \$50 million							
Top Operations Position	5	3.6%			4.1%		

Health—General and Rehabilitative: Specialty Hospitals

Between \$25 million and \$50 million							
CEO/Executive Director	8	4.8%			5.8%		
Greater than \$50 million							
CEO/Executive Director	30	6.1%	-5.6%	-3.0%	6.1%	15.6%	21.3%
Top Finance Position	16	4.6%		-1.8%	4.5%	13.0%	
Top Human Resources Position	13	5.3%		0.5%	3.3%	9.5%	
Top Legal Position	11	9.0%		5.5%	11.9%	14.5%	
Top Marketing Position	6	6.0%			6.0%		
Top Operations Position	15	7.6%		2.4%	5.2%	13.2%	
Top Technology Position	15	3.1%		-4.1%	4.6%	10.6%	

Health—General and Rehabilitative: Support N.E.C.

Between \$1 million and \$2.5 million							
CEO/Executive Director	8	2.8%			2.6%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—General and Rehabilitative: Support N.E.C.							
Between \$10 million and \$25 million							
CEO/Executive Director	6	-0.7%			0.0%		
Greater than \$50 million							
CEO/Executive Director	6	1.3%			2.3%		
Housing, Shelter: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	7	7.1%			4.4%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	1.6%		-1.2%	3.5%	6.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	-0.4%		-3.5%	-0.4%	2.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	5.0%		2.0%	5.1%	7.2%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	0.0%			0.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	5.8%			2.1%		
Housing, Shelter: Home Improvement & Repairs							
\$250 thousand or less							
CEO/Executive Director	6	0.6%			0.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	4.2%		0.5%	2.6%	6.5%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Home Improvement & Repairs							
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	1.8%		-1.7%	-0.1%	7.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	8.4%			8.0%		
Housing, Shelter: Homeless Shelters							
\$250 thousand or less							
CEO/Executive Director	49	1.8%	-3.7%	0.0%	0.6%	4.7%	9.6%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	64	3.4%	-2.8%	0.0%	2.5%	5.3%	13.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	83	1.7%	-5.0%	-0.1%	2.0%	5.1%	9.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	80	4.0%	-5.1%	0.0%	3.0%	8.8%	14.6%
Top Finance Position	7	3.2%			5.6%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	66	3.3%	-3.7%	0.0%	2.6%	7.4%	10.2%
Top Finance Position	18	6.3%		1.8%	5.7%	11.9%	
Top Operations Position	6	1.6%			2.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	37	0.9%	-9.7%	-3.4%	1.7%	5.5%	11.1%
Top Finance Position	9	3.6%			2.0%		
Top Operations Position	5	2.2%			2.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Homeless Shelters							
Between \$10 million and \$25 million							
CEO/Executive Director	22	3.9%	-0.5%	0.8%	4.3%	7.6%	8.0%
Top Development Position	5	-2.7%			-0.7%		
Top Finance Position	8	4.6%			4.2%		
Between \$25 million and \$50 million							
Top Finance Position	7	3.9%			3.9%		
Housing, Shelter: Homeowners & Tenants Associations							
\$250 thousand or less							
CEO/Executive Director	15	1.8%		-0.5%	0.0%	2.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	4.9%			3.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.6%			4.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	-1.4%		-1.2%	-0.4%	0.9%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	2.8%			1.4%		
Housing, Shelter: Housing & Shelter N.E.C.							
\$250 thousand or less							
CEO/Executive Director	10	6.6%		0.1%	5.9%	8.6%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	1.3%		0.0%	0.9%	2.3%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Housing & Shelter N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	4.5%	-6.8%	0.0%	2.8%	10.7%	15.3%
Between \$1 million and \$2.5 million							
CEO/Executive Director	35	2.0%	-5.3%	-1.2%	2.0%	5.8%	8.6%
Top Finance Position	5	2.3%			5.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	24	5.1%	0.0%	1.7%	4.7%	7.8%	12.4%
Between \$5 million and \$10 million							
CEO/Executive Director	14	3.0%		-3.7%	5.2%	9.5%	

Housing, Shelter: Housing Development, Construction, & Management

\$250 thousand or less							
CEO/Executive Director	58	3.1%	-4.7%	0.0%	1.2%	6.4%	13.2%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	89	3.3%	-8.6%	-2.0%	2.8%	7.6%	16.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	130	4.5%	-2.7%	0.0%	3.1%	8.2%	13.9%
Top Finance Position	8	3.1%			4.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	221	2.4%	-8.1%	-0.8%	3.0%	6.7%	11.2%
Top Finance Position	26	2.2%	-8.8%	-1.3%	4.4%	6.7%	12.1%
Top Operations Position	9	4.2%			2.7%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Housing Development, Construction, & Management							
Between \$2.5 million and \$5 million							
CEO/Executive Director	126	4.3%	-3.8%	0.4%	3.2%	8.3%	14.2%
Top Administrative Position	6	3.5%			2.1%		
Top Finance Position	32	5.5%	-1.4%	1.1%	4.1%	10.0%	14.5%
Top Operations Position	12	6.8%		1.6%	6.7%	9.9%	
Between \$5 million and \$10 million							
CEO/Executive Director	81	4.2%	-4.7%	0.0%	3.8%	8.6%	12.3%
Top Finance Position	35	5.2%	0.3%	2.9%	4.3%	7.7%	11.3%
Top Operations Position	13	4.5%		2.5%	3.8%	10.7%	
Between \$10 million and \$25 million							
CEO/Executive Director	45	2.4%	-5.0%	0.2%	3.1%	6.6%	8.7%
Top Development Position	6	1.5%			1.4%		
Top Finance Position	25	3.4%	-4.3%	-1.1%	3.4%	4.5%	13.1%
Top Operations Position	10	5.3%		-0.8%	4.8%	7.5%	
Between \$25 million and \$50 million							
CEO/Executive Director	8	0.3%			1.7%		
Top Finance Position	8	3.4%			4.5%		

Housing, Shelter: Housing Expense Reduction Support

Between \$250 thousand and \$500 thousand

CEO/Executive Director	5	3.2%			0.0%		
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Between \$500 thousand and \$1 million

CEO/Executive Director	7	-0.1%			1.2%		
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Between \$1 million and \$2.5 million

CEO/Executive Director	9	3.4%			3.2%		
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Housing Rehabilitation							
\$250 thousand or less							
CEO/Executive Director	5	0.8%			3.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	5.8%			3.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	1.1%		-1.3%	1.3%	4.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	23	7.3%	0.0%	2.7%	6.4%	11.3%	19.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	9.3%			8.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	9	-0.1%			-2.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	7	4.7%			2.9%		
Housing, Shelter: Housing Search Assistance							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	10.3%			13.6%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	1.2%			2.6%		
Housing, Shelter: Housing Support							
\$250 thousand or less							
CEO/Executive Director	19	2.3%		-0.2%	0.0%	7.1%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Housing Support							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	26	3.4%	-11.7%	1.0%	3.4%	10.7%	15.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	3.9%	-3.5%	0.0%	3.0%	9.3%	14.0%
Between \$1 million and \$2.5 million							
CEO/Executive Director	45	4.8%	-1.1%	0.0%	3.0%	7.8%	15.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	29	3.2%	-3.4%	0.3%	2.4%	4.3%	11.7%
Top Finance Position	13	3.6%		-0.3%	3.2%	6.1%	
Between \$5 million and \$10 million							
CEO/Executive Director	22	5.4%	-1.8%	0.6%	4.9%	6.8%	13.6%
Top Finance Position	7	7.1%			6.3%		
Between \$10 million and \$25 million							
CEO/Executive Director	8	4.0%			5.0%		
Top Finance Position	6	3.1%			1.9%		

Housing, Shelter: Independent Housing for People with Disabilities

Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.3%			2.9%		

Housing, Shelter: Low Income & Subsidized Rental Housing

\$250 thousand or less							
CEO/Executive Director	14	-1.4%		-5.8%	0.0%	1.6%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Low Income & Subsidized Rental Housing							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	-0.8%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	4.4%		0.0%	4.7%	8.4%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	28	5.5%	-0.7%	0.6%	4.6%	7.7%	17.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	3.8%		-0.4%	1.5%	8.0%	
Between \$5 million and \$10 million							
CEO/Executive Director	11	7.1%		4.7%	9.4%	11.2%	
Top Finance Position	6	6.6%			7.3%		
Between \$10 million and \$25 million							
CEO/Executive Director	7	2.1%			0.0%		
Greater than \$50 million							
CEO/Executive Director	5	9.6%			15.2%		

Housing, Shelter: Senior Citizens Housing & Retirement Communities

\$250 thousand or less

CEO/Executive Director	8	3.6%			3.3%		
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	19	2.8%		0.4%	2.9%	6.3%	
Top Administrative Position	8	1.7%			0.9%		

Between \$500 thousand and \$1 million

CEO/Executive Director	21	3.4%	-4.9%	0.0%	1.7%	9.2%	17.0%
Top Administrative Position	11	-0.3%		-1.9%	-0.3%	2.2%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Senior Citizens Housing & Retirement Communities							
Between \$1 million and \$2.5 million							
CEO/Executive Director	51	4.4%	-2.5%	0.6%	4.0%	7.6%	11.5%
Top Administrative Position	11	3.9%		-0.5%	5.9%	7.9%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	31	5.6%	-2.2%	0.9%	4.4%	8.3%	15.2%
Top Administrative Position	13	1.7%		-4.3%	2.5%	8.7%	
Top Finance Position	9	5.1%			4.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	31	3.4%	-2.4%	-0.4%	2.6%	6.5%	12.5%
Top Administrative Position	10	4.2%		0.5%	3.1%	6.9%	
Top Finance Position	15	3.8%		0.4%	3.5%	6.5%	
Between \$10 million and \$25 million							
CEO/Executive Director	45	3.2%	-4.9%	0.0%	4.1%	7.1%	10.1%
Top Administrative Position	13	1.4%		-1.4%	1.3%	3.7%	
Top Finance Position	26	5.7%	-6.8%	2.6%	5.7%	11.3%	18.6%
Top Human Resources Position	5	4.7%			5.1%		
Top Marketing Position	8	7.5%			7.1%		
Between \$25 million and \$50 million							
CEO/Executive Director	19	7.7%		2.1%	5.4%	10.4%	
Top Finance Position	11	5.4%		2.2%	6.4%	11.1%	
Top Human Resources Position	5	3.8%			5.1%		
Top Marketing Position	5	3.5%			2.8%		
Greater than \$50 million							
CEO/Executive Director	5	10.0%			7.3%		
Top Finance Position	5	1.7%			2.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Temporary Housing							
\$250 thousand or less							
CEO/Executive Director	9	-3.0%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	7.0%			2.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.8%		0.3%	8.1%	11.6%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	3.6%		-0.9%	2.0%	7.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	9.2%		4.4%	7.8%	11.5%	
Human Services—Multipurpose and Other: Adoption							
\$250 thousand or less							
CEO/Executive Director	22	2.8%	-5.9%	-1.2%	0.9%	8.4%	14.6%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	24	3.5%	-3.3%	-0.3%	1.2%	7.3%	17.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	-0.3%	-12.8%	-3.9%	1.0%	3.4%	6.9%
Between \$1 million and \$2.5 million							
CEO/Executive Director	33	1.7%	-4.2%	-2.2%	0.1%	5.5%	12.2%
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	-0.6%			0.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	8	5.5%			5.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Adoption							
Between \$10 million and \$25 million							
CEO/Executive Director	7	4.8%			6.0%		
Top Finance Position	5	11.4%			11.5%		
Human Services—Multipurpose and Other: Adult Day Care							
\$250 thousand or less							
CEO/Executive Director	6	2.8%			1.7%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	1.8%			1.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	0.8%			4.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	1.2%		0.0%	1.2%	7.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	2.4%			0.4%		
Human Services—Multipurpose and Other: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	24	1.4%	-14.0%	0.0%	2.9%	6.0%	11.2%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	20	2.6%	-3.7%	-2.2%	2.1%	5.6%	8.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	0.9%		-1.6%	0.2%	5.1%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Alliances & Advocacy							
Between \$1 million and \$2.5 million							
CEO/Executive Director	36	2.2%	-3.5%	-0.3%	0.7%	6.2%	10.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	5.0%		0.0%	4.1%	8.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	7	1.1%			1.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	5.5%			4.2%		
Between \$25 million and \$50 million							
CEO/Executive Director	5	1.5%			1.9%		

Human Services—Multipurpose and Other: Blind & Visually Impaired Centers

\$250 thousand or less							
CEO/Executive Director	8	2.4%			2.7%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	3.0%			2.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	4.2%		-0.5%	2.3%	9.1%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	0.9%			-3.3%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	3.0%		1.5%	2.3%	8.1%	
Between \$5 million and \$10 million							
CEO/Executive Director	13	1.8%		-7.4%	0.6%	9.9%	
Top Finance Position	6	-2.8%			-1.8%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Blind & Visually Impaired Centers							
Between \$10 million and \$25 million							
CEO/Executive Director	12	4.5%		0.1%	2.6%	3.6%	
Top Finance Position	9	3.1%			3.3%		
Between \$25 million and \$50 million							
CEO/Executive Director	5	10.3%			9.7%		

Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations

\$250 thousand or less

CEO/Executive Director	91	1.3%	-8.5%	-0.6%	0.6%	5.4%	10.6%
Top Program Position	6	-2.3%			0.5%		

Between \$250 thousand and \$500 thousand

CEO/Executive Director	76	1.1%	-7.0%	-2.1%	1.1%	4.0%	9.7%
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Between \$500 thousand and \$1 million

CEO/Executive Director	90	2.3%	-7.4%	-0.6%	1.5%	5.4%	13.1%
Top Finance Position	6	2.8%			2.0%		

Between \$1 million and \$2.5 million

CEO/Executive Director	138	2.5%	-6.8%	-1.6%	2.4%	6.2%	12.2%
Top Finance Position	16	4.9%		0.5%	3.9%	10.5%	

Between \$2.5 million and \$5 million

CEO/Executive Director	83	3.1%	-1.6%	0.0%	2.6%	6.5%	11.0%
Top Finance Position	14	3.7%		1.2%	3.5%	9.1%	
Top Operations Position	6	-1.2%			-0.9%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
Between \$5 million and \$10 million							
CEO/Executive Director	60	3.8%	-3.4%	-1.0%	3.0%	7.6%	13.2%
Top Finance Position	24	0.4%	-10.7%	-4.2%	2.2%	3.5%	6.0%
Top Operations Position	5	0.7%			-0.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	57	3.3%	-5.9%	-0.4%	2.5%	7.7%	9.7%
Top Finance Position	33	4.5%	-4.2%	-0.8%	4.0%	8.3%	15.1%
Top Operations Position	5	2.4%			3.2%		
Top Program Position	5	-5.2%			-0.2%		
Between \$25 million and \$50 million							
CEO/Executive Director	10	12.4%		6.3%	10.5%	17.9%	
Top Finance Position	9	10.5%			10.6%		
Greater than \$50 million							
CEO/Executive Director	11	6.0%		0.7%	5.1%	8.6%	
Top Finance Position	8	5.7%			5.6%		

Human Services—Multipurpose and Other: Child Day Care

\$250 thousand or less

CEO/Executive Director	53	1.7%	-4.7%	-0.8%	0.8%	4.5%	8.8%
Top Finance Position	9	0.5%			2.1%		
Top Program Position	5	7.5%			5.5%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Child Day Care							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	124	2.2%	-5.1%	0.0%	1.4%	4.8%	11.5%
Top Administrative Position	10	3.7%		0.3%	2.5%	4.9%	
Top Finance Position	7	3.4%			4.7%		
Top Program Position	9	3.8%			4.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	176	3.1%	-7.3%	0.0%	3.0%	7.1%	14.0%
Top Administrative Position	5	6.7%			4.4%		
Top Finance Position	9	1.9%			4.9%		
Top Program Position	5	1.2%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	204	3.7%	-3.2%	0.1%	2.8%	6.8%	13.3%
Top Administrative Position	5	3.4%			5.7%		
Top Finance Position	19	0.7%		-2.5%	0.0%	3.2%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	81	3.2%	-3.7%	0.0%	2.2%	6.2%	10.4%
Top Finance Position	15	-0.1%		-3.8%	0.0%	4.9%	
Between \$5 million and \$10 million							
CEO/Executive Director	51	3.5%	-1.4%	0.0%	3.1%	5.1%	9.8%
Top Finance Position	17	3.3%		0.5%	3.1%	5.7%	
Top Program Position	7	4.6%			5.3%		
Between \$10 million and \$25 million							
CEO/Executive Director	30	4.8%	-4.4%	-0.1%	3.0%	8.7%	18.0%
Top Finance Position	15	8.6%		1.2%	8.8%	13.4%	
Between \$25 million and \$50 million							
CEO/Executive Director	7	3.4%			1.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Children & Youth Services							
\$250 thousand or less							
CEO/Executive Director	90	3.2%	-5.4%	0.0%	1.8%	9.2%	13.5%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	105	3.5%	-6.6%	0.0%	2.8%	6.9%	14.5%
Top Finance Position	5	0.5%			0.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	147	3.5%	-3.6%	0.0%	2.3%	7.1%	12.3%
Top Finance Position	7	5.1%			8.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	186	3.2%	-6.0%	-0.2%	2.2%	7.0%	14.7%
Top Development Position	5	5.0%			3.9%		
Top Finance Position	19	0.4%		-8.3%	2.2%	6.2%	
Top Operations Position	8	1.5%			-0.7%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	124	4.0%	-2.1%	0.0%	2.5%	7.5%	13.8%
Top Development Position	7	3.8%			3.3%		
Top Finance Position	31	4.9%	-1.8%	0.8%	4.7%	8.5%	18.3%
Top Operations Position	12	4.0%		0.9%	2.7%	7.2%	
Top Program Position	5	8.1%			4.6%		
Between \$5 million and \$10 million							
CEO/Executive Director	105	2.9%	-2.5%	0.0%	3.1%	6.2%	10.5%
Top Development Position	11	0.7%		-2.1%	0.1%	2.7%	
Top Finance Position	43	4.7%	-2.9%	1.6%	4.6%	7.3%	13.4%
Top Operations Position	18	5.3%		0.0%	3.0%	10.0%	
Top Program Position	8	2.1%			4.3%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Children & Youth Services							
Between \$10 million and \$25 million							
CEO/Executive Director	100	4.3%	-3.6%	0.0%	4.3%	8.7%	15.2%
Top Administrative Position	5	9.0%			8.5%		
Top Development Position	12	2.3%		-0.7%	2.4%	7.6%	
Top Finance Position	65	6.7%	-0.5%	2.7%	5.5%	10.5%	16.1%
Top Human Resources Position	6	6.7%			7.0%		
Top Operations Position	31	3.8%	-3.1%	0.9%	4.7%	7.8%	10.5%
Top Program Position	20	3.9%	-1.4%	0.1%	3.7%	5.9%	10.5%
Top Technology Position	5	-2.1%			0.7%		
Between \$25 million and \$50 million							
CEO/Executive Director	38	4.7%	-6.0%	1.9%	4.3%	8.0%	15.4%
Top Development Position	5	7.3%			7.8%		
Top Finance Position	20	2.7%	-3.7%	0.0%	2.2%	4.6%	7.6%
Top Human Resources Position	7	4.6%			3.4%		
Top Operations Position	9	4.6%			2.6%		
Top Technology Position	6	1.9%			3.2%		
Greater than \$50 million							
CEO/Executive Director	27	2.0%	-9.1%	0.0%	3.1%	6.4%	10.0%
Top Development Position	5	8.4%			12.4%		
Top Finance Position	25	4.3%	-7.6%	2.0%	4.1%	9.3%	13.8%
Top Human Resources Position	10	2.8%		-1.3%	4.2%	5.1%	
Top Operations Position	14	6.0%		2.4%	5.1%	9.5%	
Top Technology Position	11	4.5%		2.2%	3.5%	7.6%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Deaf & Hearing Impaired Centers							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.2%			3.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	1.0%			0.6%		

Human Services—Multipurpose and Other: Developmentally Disabled Centers

\$250 thousand or less

CEO/Executive Director	33	4.1%	-2.1%	0.0%	1.6%	8.5%	14.8%
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	46	3.1%	-7.1%	-0.1%	0.3%	7.4%	15.2%
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Between \$500 thousand and \$1 million

CEO/Executive Director	90	3.2%	-4.6%	-0.7%	2.2%	6.1%	12.8%
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Top Finance Position	5	3.1%			3.6%		
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Between \$1 million and \$2.5 million

CEO/Executive Director	151	2.9%	-3.3%	-0.3%	1.4%	5.7%	12.2%
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Top Finance Position	15	3.5%		0.4%	2.9%	4.9%	
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Top Operations Position	9	1.2%			0.0%		
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Between \$2.5 million and \$5 million

CEO/Executive Director	125	3.5%	-4.9%	-0.1%	2.9%	8.6%	14.4%
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Top Finance Position	32	3.0%	-5.2%	-1.1%	2.3%	5.2%	15.0%
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Top Operations Position	11	0.2%		-0.7%	1.7%	2.7%	
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Developmentally Disabled Centers							
Between \$5 million and \$10 million							
CEO/Executive Director	197	3.9%	-4.2%	0.0%	3.6%	7.4%	13.2%
Top Finance Position	73	4.8%	-3.8%	0.0%	3.1%	9.0%	16.4%
Top Human Resources Position	6	2.6%			4.6%		
Top Operations Position	14	4.1%		-2.4%	3.2%	11.6%	
Between \$10 million and \$25 million							
CEO/Executive Director	192	3.4%	-5.2%	-1.2%	2.3%	7.9%	14.7%
Top Development Position	7	5.7%			8.3%		
Top Finance Position	110	4.3%	-3.2%	0.2%	4.2%	7.9%	14.9%
Top Human Resources Position	11	4.0%		0.7%	5.0%	5.9%	
Top Operations Position	28	3.0%	-5.2%	-1.3%	2.3%	5.5%	18.2%
Top Program Position	6	8.7%			8.3%		
Between \$25 million and \$50 million							
CEO/Executive Director	59	4.2%	-3.8%	0.2%	3.3%	8.3%	13.9%
Top Development Position	8	0.2%			2.8%		
Top Finance Position	44	4.7%	-1.0%	0.8%	3.3%	8.2%	14.8%
Top Human Resources Position	11	3.0%		-1.0%	1.7%	5.3%	
Top Operations Position	20	3.6%	-2.0%	-0.4%	2.8%	3.5%	8.9%
Top Program Position	6	-3.4%			-2.4%		
Top Technology Position	6	7.2%			5.0%		
Greater than \$50 million							
CEO/Executive Director	48	6.4%	-1.2%	1.0%	5.6%	10.8%	18.0%
Top Development Position	8	-0.2%			2.0%		
Top Finance Position	37	3.9%	-3.5%	0.2%	2.7%	6.3%	12.3%
Top Human Resources Position	19	5.9%		0.4%	7.6%	10.9%	
Top Operations Position	19	5.2%		1.5%	4.0%	7.9%	
Top Technology Position	5	8.4%			10.8%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Emergency Assistance							
\$250 thousand or less							
CEO/Executive Director	39	-0.1%	-11.0%	-1.6%	0.0%	4.1%	7.9%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	32	0.9%	-3.6%	0.0%	0.5%	3.6%	5.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	60	3.7%	-0.1%	0.0%	3.1%	6.9%	12.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	65	3.7%	-2.8%	0.0%	2.9%	7.2%	15.2%
Between \$2.5 million and \$5 million							
CEO/Executive Director	45	4.6%	-1.2%	0.6%	4.6%	8.4%	11.7%
Top Finance Position	11	5.9%		1.4%	3.4%	10.0%	
Top Operations Position	5	2.0%			2.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	23	6.0%	-3.2%	0.3%	5.3%	11.2%	17.6%
Top Finance Position	9	0.7%			0.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	20	2.9%	-4.9%	0.9%	2.6%	4.7%	9.1%
Top Finance Position	11	2.6%		0.9%	2.8%	3.9%	
Between \$25 million and \$50 million							
CEO/Executive Director	5	5.9%			3.6%		
Greater than \$50 million							
Top Finance Position	5	9.5%			7.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Ethnic & Immigrant Centers							
\$250 thousand or less							
CEO/Executive Director	23	3.3%	-4.9%	0.0%	0.1%	8.3%	12.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	36	3.3%	-3.7%	0.0%	1.3%	3.8%	17.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	3.7%	-5.3%	0.0%	4.2%	7.7%	13.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	55	1.4%	-8.2%	-1.0%	1.8%	5.7%	9.8%
Top Finance Position	5	6.0%			2.7%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	30	5.8%	-5.8%	1.9%	5.7%	10.5%	16.0%
Top Finance Position	5	0.4%			4.3%		
Between \$5 million and \$10 million							
CEO/Executive Director	15	2.8%		-0.8%	0.0%	5.6%	
Top Finance Position	5	2.4%			-0.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	5.6%			5.0%		

Human Services—Multipurpose and Other: Family Counseling

\$250 thousand or less							
CEO/Executive Director	45	1.8%	-12.2%	-4.0%	0.0%	8.3%	16.2%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	30	1.7%	-7.4%	-0.7%	1.4%	5.7%	10.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	0.6%	-9.5%	-2.4%	0.1%	2.3%	13.5%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Family Counseling							
Between \$1 million and \$2.5 million							
CEO/Executive Director	27	5.3%	-4.6%	-1.6%	5.1%	10.5%	14.9%
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	0.7%		-4.0%	0.4%	4.5%	

Human Services—Multipurpose and Other: Family Services

\$250 thousand or less

CEO/Executive Director	78	3.2%	-3.5%	0.0%	1.8%	7.2%	13.0%
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	59	2.0%	-7.3%	-2.3%	0.1%	5.6%	14.4%
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Between \$500 thousand and \$1 million

CEO/Executive Director	89	2.1%	-6.9%	-1.4%	1.5%	5.9%	12.6%
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Between \$1 million and \$2.5 million

CEO/Executive Director	127	1.6%	-7.7%	-1.7%	1.6%	5.9%	9.5%
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Top Finance Position	13	4.5%		0.6%	5.7%	11.6%	
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Top Operations Position	5	6.2%			8.6%		
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Between \$2.5 million and \$5 million

CEO/Executive Director	76	3.7%	-4.7%	0.0%	3.0%	5.8%	13.4%
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Top Finance Position	16	2.3%		-1.7%	3.3%	6.8%	
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Between \$5 million and \$10 million

CEO/Executive Director	52	2.3%	-5.4%	-2.2%	1.9%	5.6%	10.4%
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Top Finance Position	18	1.3%		0.3%	5.1%	6.6%	
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Family Services							
Between \$10 million and \$25 million							
CEO/Executive Director	43	5.0%	-0.9%	0.3%	3.7%	8.0%	13.8%
Top Finance Position	30	2.7%	-6.9%	-0.5%	3.7%	6.0%	10.5%
Top Operations Position	13	0.3%		-5.3%	-0.9%	4.3%	
Top Program Position	6	6.1%			3.8%		
Between \$25 million and \$50 million							
CEO/Executive Director	16	4.9%		-0.5%	4.0%	12.0%	
Top Finance Position	11	-3.4%		-10.2%	-2.0%	2.1%	
Top Human Resources Position	5	6.8%			4.4%		
Top Operations Position	7	6.0%			5.7%		
Greater than \$50 million							
CEO/Executive Director	11	3.1%		-0.8%	2.1%	8.5%	
Top Finance Position	10	1.6%		0.7%	2.6%	3.7%	

Human Services—Multipurpose and Other: Family Services for Adolescent Parents

\$250 thousand or less							
CEO/Executive Director	15	0.9%		0.0%	0.7%	3.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	4.4%		0.5%	3.3%	6.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.8%			2.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	4.4%		0.0%	4.2%	6.0%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Family Violence Shelters							
\$250 thousand or less							
CEO/Executive Director	17	0.6%		-1.5%	0.6%	4.4%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	35	4.9%	-2.8%	0.0%	4.0%	9.5%	16.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	95	3.3%	-2.7%	0.0%	3.2%	5.5%	8.6%
Between \$1 million and \$2.5 million							
CEO/Executive Director	150	3.8%	-3.4%	0.0%	3.6%	7.6%	10.9%
Top Finance Position	17	3.8%		-0.5%	2.2%	8.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	57	4.4%	-2.3%	0.6%	3.7%	7.1%	14.1%
Top Finance Position	18	2.0%		-1.5%	1.4%	5.5%	
Top Operations Position	5	3.7%			2.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	22	3.0%	-0.4%	0.3%	2.2%	6.3%	9.4%
Top Finance Position	8	5.1%			4.1%		
Top Operations Position	5	0.5%			3.6%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	3.3%			3.8%		

Human Services—Multipurpose and Other: Financial Counseling

\$250 thousand or less							
CEO/Executive Director	17	1.8%		0.0%	1.2%	8.9%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	4.0%		-0.7%	4.2%	9.7%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Financial Counseling							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	1.3%		-1.0%	1.7%	3.2%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	1.6%		-0.9%	1.1%	5.5%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	0.6%		-1.5%	0.0%	4.1%	
Between \$5 million and \$10 million							
CEO/Executive Director	7	4.5%			5.5%		

Human Services—Multipurpose and Other: Foster Care

\$250 thousand or less							
CEO/Executive Director	8	3.4%			1.9%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	3.3%		0.0%	1.2%	5.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	1.4%	-11.8%	-2.4%	0.7%	7.9%	10.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	55	3.7%	-2.4%	-0.1%	1.9%	7.2%	13.4%
Top Administrative Position	5	-1.6%			-1.4%		
Top Finance Position	5	1.9%			1.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	35	2.3%	-6.8%	-2.1%	2.2%	5.5%	12.8%
Top Finance Position	9	-0.9%			-1.3%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Foster Care							
Between \$5 million and \$10 million							
CEO/Executive Director	19	2.1%		-1.9%	0.9%	5.5%	
Top Finance Position	7	0.8%			0.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	24	3.5%	-3.6%	1.0%	4.2%	7.0%	12.4%
Top Finance Position	18	6.1%		1.6%	5.8%	11.7%	
Top Operations Position	7	2.2%			2.2%		
Between \$25 million and \$50 million							
CEO/Executive Director	6	4.3%			5.6%		
Top Finance Position	7	-2.4%			-2.1%		
Greater than \$50 million							
CEO/Executive Director	5	5.7%			6.1%		

Human Services—Multipurpose and Other: Fund Raising & Fund Distribution

\$250 thousand or less

CEO/Executive Director	9	5.7%			3.5%		
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	11	2.2%		0.0%	0.0%	4.2%	
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Between \$500 thousand and \$1 million

CEO/Executive Director	19	3.8%		-2.3%	2.3%	10.6%	
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Between \$1 million and \$2.5 million

CEO/Executive Director	17	5.9%		0.8%	5.4%	11.7%	
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Between \$2.5 million and \$5 million

CEO/Executive Director	15	2.8%		-0.9%	3.0%	5.5%	
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Top Finance Position	6	4.5%			3.3%		
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Fund Raising & Fund Distribution							
Between \$5 million and \$10 million							
CEO/Executive Director	5	3.9%			4.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	-0.8%			2.9%		
Human Services—Multipurpose and Other: Gift Distribution							
\$250 thousand or less							
CEO/Executive Director	6	3.6%			3.7%		
Human Services—Multipurpose and Other: Group Homes							
\$250 thousand or less							
CEO/Executive Director	8	-4.0%			-1.9%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	2.7%		-0.6%	3.8%	7.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	2.3%	-2.0%	0.0%	1.0%	6.2%	9.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	78	4.2%	-2.6%	0.0%	2.0%	6.5%	16.2%
Top Administrative Position	7	1.3%			2.0%		
Top Finance Position	7	0.2%			3.6%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	56	1.4%	-6.2%	-1.5%	0.0%	4.5%	10.1%
Top Finance Position	12	3.1%		0.5%	1.8%	4.3%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Group Homes							
Between \$5 million and \$10 million							
CEO/Executive Director	51	4.4%	-1.9%	0.0%	2.7%	8.0%	13.6%
Top Finance Position	14	6.0%		2.3%	3.7%	8.2%	
Between \$10 million and \$25 million							
CEO/Executive Director	41	1.8%	-4.7%	-0.8%	1.4%	4.8%	8.3%
Top Finance Position	22	1.5%	-1.8%	-0.5%	0.9%	3.9%	6.6%
Top Operations Position	9	2.8%			0.0%		
Between \$25 million and \$50 million							
CEO/Executive Director	7	5.8%			6.8%		
Greater than \$50 million							
CEO/Executive Director	5	4.1%			7.0%		
Top Finance Position	5	3.6%			6.0%		

Human Services—Multipurpose and Other: Half-Way House (Short-Term Residential Care)

Between \$1 million and \$2.5 million							
CEO/Executive Director	5	-3.6%			0.0%		

Human Services—Multipurpose and Other: Homeless Centers

\$250 thousand or less							
CEO/Executive Director	18	3.8%		-1.2%	1.3%	7.7%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	27	0.5%	-15.1%	-4.2%	0.0%	4.0%	16.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	5.2%	-1.9%	0.1%	5.3%	9.4%	15.3%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Homeless Centers							
Between \$1 million and \$2.5 million							
CEO/Executive Director	62	4.4%	-3.1%	0.0%	5.1%	9.3%	12.3%
Between \$2.5 million and \$5 million							
CEO/Executive Director	45	3.6%	-2.1%	0.0%	3.0%	5.5%	10.7%
Top Finance Position	11	2.6%		-1.1%	1.8%	2.7%	
Between \$5 million and \$10 million							
CEO/Executive Director	40	4.0%	-5.7%	0.5%	2.5%	7.6%	15.6%
Top Development Position	6	-1.7%			-3.0%		
Top Finance Position	8	5.5%			4.9%		
Top Operations Position	5	7.0%			1.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	36	2.7%	-7.5%	-0.4%	2.7%	7.3%	11.7%
Top Development Position	5	6.0%			4.8%		
Top Finance Position	22	6.0%	-1.0%	1.1%	6.9%	9.5%	14.8%
Top Operations Position	9	6.0%			5.6%		
Between \$25 million and \$50 million							
CEO/Executive Director	6	2.2%			2.8%		

Human Services—Multipurpose and Other: Hospices

\$250 thousand or less

CEO/Executive Director	10	2.8%		-1.2%	3.0%	5.1%	
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	12	2.1%		0.0%	2.5%	3.6%	
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Between \$500 thousand and \$1 million

CEO/Executive Director	8	1.4%			3.1%		
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Hospices							
Between \$1 million and \$2.5 million							
CEO/Executive Director	35	3.5%	-2.7%	0.1%	3.0%	7.2%	12.0%
Between \$2.5 million and \$5 million							
CEO/Executive Director	26	3.4%	-5.3%	0.0%	2.9%	4.1%	12.1%
Top Finance Position	7	3.3%			1.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	31	3.1%	-4.4%	-0.5%	2.3%	5.5%	14.1%
Top Finance Position	11	3.6%		1.3%	2.2%	6.1%	
Between \$10 million and \$25 million							
CEO/Executive Director	39	2.8%	-4.5%	-2.0%	3.1%	5.5%	12.0%
Top Finance Position	25	2.5%	-4.5%	-3.5%	1.9%	6.2%	8.7%
Top Human Resources Position	5	4.0%			3.9%		
Top Operations Position	9	3.2%			2.2%		
Between \$25 million and \$50 million							
CEO/Executive Director	13	8.7%		5.5%	8.2%	13.9%	
Top Finance Position	9	8.9%			8.8%		
Greater than \$50 million							
CEO/Executive Director	9	8.3%			7.6%		
Top Finance Position	5	6.1%			1.8%		
Top Operations Position	5	6.0%			5.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Human Service Organizations							
\$250 thousand or less							
CEO/Executive Director	224	1.5%	-12.9%	-1.2%	0.2%	6.5%	13.9%
Top Administrative Position	5	-1.1%			0.0%		
Top Program Position	8	0.5%			1.3%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	171	3.5%	-4.8%	-0.2%	2.0%	8.4%	16.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	215	2.8%	-5.6%	-0.4%	2.1%	6.7%	11.4%
Top Finance Position	9	1.0%			1.0%		
Top Operations Position	5	4.3%			4.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	284	3.6%	-4.2%	0.0%	2.5%	6.9%	15.1%
Top Finance Position	32	1.9%	-6.3%	0.0%	3.1%	5.7%	9.5%
Top Operations Position	10	5.6%		-1.8%	9.3%	10.2%	
Top Program Position	5	-5.8%			-2.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	223	4.6%	-4.1%	0.0%	3.3%	8.5%	16.5%
Top Development Position	7	1.8%			1.8%		
Top Finance Position	64	3.7%	-3.0%	-0.6%	2.6%	6.7%	12.2%
Top Operations Position	16	4.3%		0.0%	3.7%	8.2%	
Top Program Position	6	-1.3%			4.1%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Human Service Organizations							
Between \$5 million and \$10 million							
CEO/Executive Director	220	4.1%	-4.0%	0.0%	3.4%	7.7%	14.4%
Top Administrative Position	5	8.7%			6.3%		
Top Development Position	7	4.8%			3.3%		
Top Finance Position	104	4.6%	-2.2%	0.5%	3.4%	7.8%	15.0%
Top Operations Position	18	8.2%		3.0%	6.6%	11.9%	
Top Program Position	12	3.3%		1.6%	6.3%	10.5%	
Between \$10 million and \$25 million							
CEO/Executive Director	214	4.2%	-3.2%	0.5%	3.4%	7.4%	14.4%
Top Administrative Position	5	1.3%			0.0%		
Top Development Position	14	4.8%		2.7%	5.1%	6.2%	
Top Finance Position	128	4.2%	-3.6%	0.7%	3.4%	7.5%	13.8%
Top Human Resources Position	9	0.8%			4.5%		
Top Operations Position	42	3.6%	-6.2%	-1.6%	3.4%	8.3%	16.0%
Top Program Position	8	1.7%			1.7%		
Between \$25 million and \$50 million							
CEO/Executive Director	87	3.6%	-4.1%	0.0%	4.0%	7.2%	10.1%
Top Administrative Position	6	1.4%			2.4%		
Top Development Position	10	3.8%		2.4%	3.7%	5.4%	
Top Finance Position	72	4.0%	-5.8%	0.3%	3.7%	8.0%	13.1%
Top Human Resources Position	15	4.2%		0.6%	3.1%	7.1%	
Top Marketing Position	7	0.6%			1.6%		
Top Operations Position	27	2.5%	-13.2%	-0.1%	4.3%	8.6%	11.7%
Top Program Position	5	4.8%			4.0%		
Top Technology Position	6	-0.2%			1.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Human Service Organizations							
Greater than \$50 million							
CEO/Executive Director	32	5.1%	-1.5%	-0.8%	4.1%	10.3%	15.5%
Top Development Position	6	1.9%			3.0%		
Top Finance Position	18	7.3%		2.4%	5.6%	13.7%	
Top Human Resources Position	10	5.7%		1.9%	5.9%	13.4%	
Top Marketing Position	5	6.8%			5.9%		
Top Operations Position	11	5.6%		1.1%	3.5%	8.6%	
Top Program Position	6	5.5%			3.1%		
Top Technology Position	12	3.6%		-3.5%	1.4%	11.6%	

Human Services—Multipurpose and Other: Human Services N.E.C.

\$250 thousand or less

CEO/Executive Director	64	2.3%	-10.5%	-1.2%	1.2%	7.4%	12.8%
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	61	1.8%	-8.1%	-2.0%	1.0%	7.1%	12.3%
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Between \$500 thousand and \$1 million

CEO/Executive Director	61	3.0%	-3.9%	0.0%	2.9%	6.4%	10.6%
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Between \$1 million and \$2.5 million

CEO/Executive Director	89	3.6%	-6.7%	-0.1%	3.4%	9.4%	14.3%
Top Finance Position	8	-1.5%			0.7%		

Between \$2.5 million and \$5 million

CEO/Executive Director	64	5.2%	-1.9%	0.0%	3.8%	8.1%	15.5%
Top Finance Position	20	5.1%	-0.7%	0.0%	4.2%	8.2%	15.9%
Top Operations Position	6	10.5%			9.6%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Human Services N.E.C.							
Between \$5 million and \$10 million							
CEO/Executive Director	45	4.7%	-0.8%	0.1%	4.0%	7.4%	13.8%
Top Finance Position	21	2.4%	-1.2%	-0.1%	2.5%	7.4%	10.2%
Between \$10 million and \$25 million							
CEO/Executive Director	53	4.7%	-2.9%	-0.5%	3.7%	9.6%	16.3%
Top Development Position	7	-3.1%			1.0%		
Top Finance Position	38	5.7%	-4.2%	1.0%	4.9%	11.8%	15.3%
Top Operations Position	13	9.2%		0.5%	12.0%	15.7%	
Between \$25 million and \$50 million							
CEO/Executive Director	23	4.3%	-2.2%	1.0%	4.0%	9.8%	12.5%
Top Finance Position	16	4.3%		1.8%	4.7%	9.4%	
Top Human Resources Position	6	-3.4%			-1.1%		
Top Operations Position	11	3.5%		1.2%	3.9%	5.7%	
Greater than \$50 million							
CEO/Executive Director	23	1.8%	-5.9%	-1.8%	1.7%	5.4%	11.7%
Top Development Position	5	4.5%			1.7%		
Top Finance Position	17	2.2%		-2.3%	3.9%	8.5%	
Top Operations Position	10	6.2%		4.2%	4.4%	8.3%	

Human Services—Multipurpose and Other: In-Home Assistance

\$250 thousand or less

CEO/Executive Director	5	0.6%			4.0%		
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Between \$1 million and \$2.5 million

CEO/Executive Director	10	2.0%		0.0%	2.0%	4.8%	
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: In-Home Assistance							
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	8.9%			6.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	7.0%			7.0%		
Between \$25 million and \$50 million							
CEO/Executive Director	5	-2.8%			-1.0%		
Human Services—Multipurpose and Other: Management & Technical Assistance							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-4.3%			-1.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	8.4%			6.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	2.5%			2.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	4.1%			-0.5%		
Human Services—Multipurpose and Other: Neighborhood Centers							
\$250 thousand or less							
CEO/Executive Director	31	0.7%	-9.2%	-1.6%	1.4%	5.1%	8.2%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	-0.1%	-6.9%	-1.5%	0.0%	3.0%	7.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	4.7%	-2.1%	0.0%	2.5%	8.0%	12.4%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Neighborhood Centers							
Between \$1 million and \$2.5 million							
CEO/Executive Director	47	1.6%	-7.7%	-0.2%	2.0%	7.0%	10.9%
Top Finance Position	7	2.6%			2.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	20	5.3%	-1.7%	-0.5%	1.4%	9.3%	15.2%
Top Finance Position	6	1.5%			3.6%		
Between \$5 million and \$10 million							
CEO/Executive Director	21	1.2%	-3.5%	0.1%	2.2%	3.7%	5.0%
Top Finance Position	10	2.6%		-0.8%	2.0%	3.6%	
Between \$10 million and \$25 million							
CEO/Executive Director	12	4.4%		-1.2%	2.6%	6.5%	
Top Finance Position	8	6.2%			7.7%		

Human Services—Multipurpose and Other: Personal Social Services

\$250 thousand or less

CEO/Executive Director	28	2.1%	-11.2%	-1.3%	1.8%	6.8%	14.9%
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	23	5.3%	-1.5%	0.0%	2.6%	11.2%	16.1%
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Between \$500 thousand and \$1 million

CEO/Executive Director	26	3.4%	-1.9%	0.0%	1.7%	8.8%	13.0%
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Between \$1 million and \$2.5 million

CEO/Executive Director	27	2.8%	-6.4%	-0.3%	1.7%	6.1%	9.8%
Top Finance Position	5	8.6%			5.5%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Personal Social Services							
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	3.5%		0.5%	3.0%	6.0%	
Top Finance Position	6	2.3%			2.5%		
Between \$5 million and \$10 million							
CEO/Executive Director	7	-0.6%			-0.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	0.7%			0.1%		
Human Services—Multipurpose and Other: Pregnancy Centers							
\$250 thousand or less							
CEO/Executive Director	71	3.5%	-2.6%	0.4%	3.3%	7.5%	10.3%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	48	3.5%	-4.1%	0.9%	2.9%	7.0%	14.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	5.6%	-4.0%	0.5%	5.6%	8.2%	15.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	2.2%			2.1%		
Human Services—Multipurpose and Other: Professional Societies & Associations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.2%			2.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	3.6%			2.1%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Professional Societies & Associations							
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	2.4%			0.8%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
\$250 thousand or less							
CEO/Executive Director	14	0.5%		0.0%	0.0%	0.7%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	6.0%		0.0%	3.1%	10.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	-0.5%	-13.2%	-4.6%	0.0%	3.0%	10.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	62	1.9%	-6.8%	-2.3%	0.6%	6.4%	11.7%
Between \$2.5 million and \$5 million							
CEO/Executive Director	33	5.3%	-1.1%	0.0%	3.9%	9.8%	13.4%
Top Finance Position	5	4.3%			4.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	38	0.7%	-8.6%	-5.6%	1.3%	5.7%	9.6%
Top Finance Position	15	2.1%		-0.2%	0.6%	4.9%	
Between \$10 million and \$25 million							
CEO/Executive Director	38	1.4%	-7.5%	-3.9%	1.8%	7.2%	11.9%
Top Finance Position	22	2.3%	-1.7%	-0.3%	2.0%	4.6%	9.1%
Between \$25 million and \$50 million							
CEO/Executive Director	12	6.6%		2.5%	7.4%	11.7%	
Top Finance Position	9	5.9%			4.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Senior Centers							
\$250 thousand or less							
CEO/Executive Director	82	1.9%	-3.8%	0.0%	0.5%	5.1%	10.8%
Top Administrative Position	6	3.8%			2.7%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	104	3.1%	-3.8%	0.0%	2.9%	5.5%	12.1%
Top Administrative Position	5	2.7%			3.0%		
Top Finance Position	5	6.5%			6.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	130	3.0%	-2.2%	0.0%	2.8%	6.2%	10.8%
Top Finance Position	5	-2.0%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	145	2.8%	-4.8%	0.0%	2.3%	6.5%	10.4%
Top Finance Position	18	3.1%		0.4%	2.7%	3.9%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	79	2.6%	-5.7%	-0.6%	1.9%	5.8%	10.1%
Top Finance Position	27	4.0%	-2.3%	0.3%	3.0%	6.5%	10.4%
Between \$5 million and \$10 million							
CEO/Executive Director	54	3.2%	-5.5%	-1.3%	3.3%	7.5%	13.0%
Top Finance Position	29	3.2%	-4.5%	-1.6%	3.2%	8.2%	15.4%
Top Operations Position	6	7.1%			4.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	54	3.0%	-4.9%	0.0%	2.8%	5.5%	10.3%
Top Finance Position	24	4.5%	-2.9%	0.3%	3.3%	9.2%	16.5%
Top Operations Position	10	3.3%		1.1%	4.1%	6.9%	
Between \$25 million and \$50 million							
CEO/Executive Director	18	4.5%		0.6%	4.9%	7.0%	
Top Finance Position	16	4.2%		0.2%	5.3%	9.6%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Senior Centers							
Greater than \$50 million							
CEO/Executive Director	10	8.2%		1.7%	10.7%	13.4%	
Top Finance Position	9	2.6%			1.8%		
Human Services—Multipurpose and Other: Single Organization Support							
\$250 thousand or less							
CEO/Executive Director	8	-3.2%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.3%			3.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	4.1%			0.5%		
Human Services—Multipurpose and Other: Single Parent Agencies							
\$250 thousand or less							
CEO/Executive Director	6	4.3%			2.8%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	3.2%			6.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	6.2%			8.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	0.6%			-3.7%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Support N.E.C.							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	-0.1%			-0.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.4%			0.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	6.1%		-0.1%	5.0%	10.4%	
Between \$10 million and \$25 million							
CEO/Executive Director	5	0.7%			0.7%		

Human Services—Multipurpose and Other: Supportive Housing for Older Adults

\$250 thousand or less							
CEO/Executive Director	11	-2.2%		-6.0%	-2.7%	3.9%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	2.9%			0.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.5%			2.4%		
Top Administrative Position	6	4.7%			4.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	28	4.0%	-0.4%	0.8%	2.6%	5.3%	10.3%
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	4.5%		0.0%	5.7%	9.6%	
Top Administrative Position	12	4.0%		3.0%	5.8%	6.6%	
Top Finance Position	7	6.4%			6.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Supportive Housing for Older Adults							
Between \$5 million and \$10 million							
CEO/Executive Director	41	1.7%	-5.9%	-0.7%	1.1%	4.8%	13.9%
Top Administrative Position	18	5.1%		3.0%	4.7%	8.2%	
Top Finance Position	17	4.0%		-0.4%	3.7%	8.9%	
Top Operations Position	5	6.3%			2.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	140	3.6%	-6.6%	0.9%	3.3%	8.1%	12.9%
Top Administrative Position	35	3.3%	-2.5%	1.1%	3.2%	5.7%	10.3%
Top Business Position	6	1.6%			3.1%		
Top Finance Position	93	4.2%	-3.1%	1.4%	3.3%	8.0%	12.9%
Top Human Resources Position	5	2.5%			1.6%		
Top Marketing Position	17	0.9%		-7.2%	-0.5%	9.1%	
Top Operations Position	21	4.6%	-4.8%	2.0%	5.1%	9.0%	10.7%
Between \$25 million and \$50 million							
CEO/Executive Director	81	4.4%	-6.3%	0.2%	4.5%	10.5%	14.1%
Top Administrative Position	13	4.7%		2.0%	4.9%	6.3%	
Top Business Position	11	5.1%		-4.9%	2.4%	14.6%	
Top Facilities Position	11	7.3%		3.6%	8.0%	11.9%	
Top Finance Position	65	5.4%	-2.1%	1.3%	5.2%	10.1%	14.9%
Top Human Resources Position	32	4.8%	-0.6%	1.4%	4.4%	7.2%	11.5%
Top Marketing Position	23	2.1%	-7.6%	-2.4%	3.6%	7.0%	9.9%
Top Operations Position	23	6.0%	0.8%	2.6%	5.4%	8.1%	16.0%
Top Technology Position	10	3.0%		-0.6%	4.1%	7.3%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Supportive Housing for Older Adults							
Greater than \$50 million							
CEO/Executive Director	28	4.9%	-3.4%	1.0%	4.1%	8.6%	18.9%
Top Business Position	5	11.9%			12.4%		
Top Finance Position	25	3.0%	-11.5%	-2.7%	3.5%	6.3%	12.7%
Top Human Resources Position	10	5.4%		1.5%	7.9%	11.8%	
Top Marketing Position	5	4.4%			0.9%		
Top Operations Position	9	2.0%			3.4%		
Top Technology Position	5	9.4%			9.5%		

Human Services—Multipurpose and Other: Thrift Shops

\$250 thousand or less							
CEO/Executive Director	12	3.7%		-1.3%	0.9%	6.4%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	0.9%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.3%			3.8%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	4.6%		-0.4%	3.1%	9.6%	

Human Services—Multipurpose and Other: Transportation Assistance

\$250 thousand or less							
CEO/Executive Director	9	0.2%			0.5%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	1.5%			1.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Transportation Assistance							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.4%			5.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	3.1%	-1.7%	0.3%	2.9%	5.9%	9.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	6.7%			4.4%		
Between \$5 million and \$10 million							
CEO/Executive Director	10	1.0%		-3.9%	1.2%	4.4%	
Between \$10 million and \$25 million							
CEO/Executive Director	6	5.0%			2.3%		
Human Services—Multipurpose and Other: Urban League							
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	2.7%		0.0%	3.5%	7.5%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	5.0%		0.6%	4.6%	10.7%	
Between \$5 million and \$10 million							
CEO/Executive Director	9	4.8%			4.2%		
Human Services—Multipurpose and Other: Victims Services							
\$250 thousand or less							
CEO/Executive Director	15	2.3%		-6.8%	4.3%	8.8%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	30	2.8%	-2.5%	-0.1%	1.2%	5.4%	13.0%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Victims Services							
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	3.8%	-2.0%	0.1%	3.0%	7.9%	11.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	40	5.2%	-1.5%	1.2%	5.1%	8.4%	12.3%
Between \$2.5 million and \$5 million							
CEO/Executive Director	17	1.8%		-2.5%	1.4%	5.8%	
Top Finance Position	6	7.7%			6.9%		

Human Services—Multipurpose and Other: Women's Centers

\$250 thousand or less							
CEO/Executive Director	5	9.3%			8.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.7%			7.8%		

Human Services—Multipurpose and Other: Young Men's or Women's Associations

\$250 thousand or less							
CEO/Executive Director	5	-4.3%			-0.4%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	2.8%		0.0%	0.7%	1.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	2.3%	-3.8%	-1.4%	0.7%	5.0%	14.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	136	2.2%	-5.4%	-0.7%	1.6%	6.0%	12.0%
Top Finance Position	13	4.4%		1.3%	4.4%	10.4%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services—Multipurpose and Other: Young Men's or Women's Associations							
Between \$2.5 million and \$5 million							
CEO/Executive Director	132	4.0%	-2.5%	0.9%	3.2%	6.8%	12.5%
Top Finance Position	36	4.7%	-0.8%	0.9%	3.8%	6.8%	12.5%
Top Operations Position	9	2.8%			3.4%		
Between \$5 million and \$10 million							
CEO/Executive Director	96	3.4%	-1.9%	0.2%	3.2%	5.8%	10.6%
Top Finance Position	45	4.6%	1.1%	2.3%	4.2%	6.0%	8.7%
Top Operations Position	18	2.1%		0.2%	2.8%	4.9%	
Between \$10 million and \$25 million							
CEO/Executive Director	59	5.1%	-0.6%	2.1%	4.3%	7.4%	13.1%
Top Finance Position	54	6.9%	1.0%	3.3%	5.6%	9.9%	12.9%
Top Human Resources Position	7	8.7%			7.9%		
Top Operations Position	30	4.6%	-7.0%	2.4%	5.3%	8.3%	10.9%
Between \$25 million and \$50 million							
CEO/Executive Director	30	3.5%	-5.4%	0.0%	3.9%	6.8%	10.3%
Top Development Position	8	5.3%			4.9%		
Top Finance Position	30	4.7%	-3.2%	0.6%	5.5%	7.4%	12.9%
Top Human Resources Position	7	3.8%			6.7%		
Top Operations Position	20	4.1%	-2.5%	0.6%	4.5%	8.2%	11.3%
Top Technology Position	5	4.9%			6.2%		
Greater than \$50 million							
CEO/Executive Director	20	4.0%	-4.1%	1.8%	4.5%	8.0%	9.1%
Top Development Position	8	4.9%			3.7%		
Top Finance Position	8	8.5%			7.0%		
Top Human Resources Position	10	4.8%		1.6%	3.7%	9.8%	
Top Operations Position	12	7.2%		2.9%	3.9%	9.3%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security: Fund Raising & Fund Distribution							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	9.3%			9.9%		
International, Foreign Affairs, and National Security: International Academic Exchange							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	-0.2%			-0.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	3.0%			4.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	-1.4%			-1.8%		
International, Foreign Affairs, and National Security: International Agricultural Development							
\$250 thousand or less							
CEO/Executive Director	6	-0.4%			1.6%		
International, Foreign Affairs, and National Security: International Cultural Exchange							
\$250 thousand or less							
CEO/Executive Director	6	0.8%			-1.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	2.6%			1.3%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security: International Development							
\$250 thousand or less							
CEO/Executive Director	48	0.5%	-13.1%	-0.1%	0.0%	4.4%	12.9%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	30	3.0%	-5.0%	0.0%	0.0%	7.0%	12.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	0.1%	-6.9%	-0.2%	0.0%	3.2%	5.6%
Between \$1 million and \$2.5 million							
CEO/Executive Director	30	2.3%	-8.4%	-1.8%	0.6%	6.4%	13.9%
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	4.2%		0.7%	4.7%	9.2%	
Top Finance Position	7	5.7%			2.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	11	0.8%		-0.6%	4.2%	5.4%	
Top Finance Position	6	1.0%			1.6%		
Between \$10 million and \$25 million							
CEO/Executive Director	12	3.3%		0.2%	4.3%	10.0%	
Top Finance Position	7	-2.1%			-2.9%		
Greater than \$50 million							
CEO/Executive Director	16	4.6%		0.4%	3.3%	7.5%	
Top Finance Position	9	3.9%			2.6%		
Top Operations Position	5	6.9%			6.7%		

International, Foreign Affairs, and National Security: International Economic Development

\$250 thousand or less							
CEO/Executive Director	7	1.4%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security: International Economic Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.8%		1.4%	3.8%	5.8%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	7.2%			6.9%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	4.6%			4.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	8	2.8%			1.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	8.5%			8.3%		
International, Foreign Affairs, and National Security: International Exchange N.E.C.							
\$250 thousand or less							
CEO/Executive Director	5	-2.9%			-3.3%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	1.7%			0.0%		
International, Foreign Affairs, and National Security: International Human Rights							
\$250 thousand or less							
CEO/Executive Director	6	-10.4%			-9.8%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	2.4%			4.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	2.8%		0.7%	2.5%	4.6%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security: International Human Rights							
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	1.1%			1.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	4.8%			3.4%		
International, Foreign Affairs, and National Security: International Peace & Security							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	3.5%			3.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	0.2%			3.5%		
International, Foreign Affairs, and National Security: International Relief							
\$250 thousand or less							
CEO/Executive Director	41	-1.7%	-14.3%	-0.9%	0.0%	0.5%	6.6%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	32	1.7%	-3.0%	0.0%	0.0%	4.0%	9.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	4.2%	-10.8%	-1.5%	2.6%	9.5%	22.3%
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	1.0%	-9.6%	-4.3%	0.2%	5.0%	15.5%
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	-1.0%		-2.6%	1.7%	4.2%	
Between \$5 million and \$10 million							
CEO/Executive Director	8	0.4%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security: International Relief							
Between \$10 million and \$25 million							
CEO/Executive Director	6	2.4%			0.1%		
Greater than \$50 million							
CEO/Executive Director	12	3.1%		-0.3%	2.1%	5.6%	
Top Finance Position	7	3.6%			5.4%		
International, Foreign Affairs, and National Security: International, Foreign Affairs, & National Security N.E.C.							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	-7.5%			-9.3%		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
\$250 thousand or less							
CEO/Executive Director	12	-1.3%		-5.5%	0.0%	3.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	1.0%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	2.5%		0.0%	0.9%	2.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	6.1%		0.2%	3.1%	10.6%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	3.5%			3.4%		
Between \$5 million and \$10 million							
CEO/Executive Director	9	7.6%			7.1%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs, and National Security: Research Institutes & Public Policy Analysis							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	1.3%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	5.1%			7.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	2.2%			0.5%		
Medical Research: Biomedicine & Bioengineering Research							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.8%			2.0%		
Medical Research: Cancer Research							
\$250 thousand or less							
CEO/Executive Director	5	8.0%			15.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.7%			1.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	1.5%		0.6%	3.6%	6.3%	
Between \$5 million and \$10 million							
CEO/Executive Director	5	7.0%			5.2%		
Greater than \$50 million							
CEO/Executive Director	7	-0.6%			2.9%		
Top Finance Position	7	9.1%			6.3%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical Research: Fund Raising & Fund Distribution							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	5.1%			1.9%		
Medical Research: Medical Research N.E.C.							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	3.0%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	5.4%		2.0%	3.4%	6.2%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	4.8%			7.7%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	3.9%			1.4%		
Medical Research: Professional Societies & Associations							
Between \$5 million and \$10 million							
CEO/Executive Director	5	1.4%			1.5%		
Medical Research: Research Institutes & Public Policy Analysis							
Between \$10 million and \$25 million							
Top Finance Position	5	5.0%			7.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical Research: Specifically Named Diseases Research							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	-0.1%			0.0%		
Mental Health, Crisis Intervention: Addictive Disorders N.E.C.							
\$250 thousand or less							
CEO/Executive Director	6	0.0%			1.0%		
Mental Health, Crisis Intervention: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	17	0.9%		-15.8%	0.4%	13.6%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	1.1%		-1.1%	1.3%	6.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	3.9%	-1.2%	0.5%	3.0%	6.3%	12.6%
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	3.1%		0.0%	3.3%	9.6%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	2.0%			2.5%		
Mental Health, Crisis Intervention: Community Mental Health Centers							
\$250 thousand or less							
CEO/Executive Director	17	-1.7%		-6.0%	0.0%	4.3%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Community Mental Health Centers							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	2.4%		-0.2%	2.9%	7.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	3.2%	-4.7%	0.0%	1.1%	6.4%	15.6%
Between \$1 million and \$2.5 million							
CEO/Executive Director	52	3.3%	-4.1%	0.0%	2.2%	7.8%	13.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	50	1.9%	-5.9%	-2.6%	2.2%	8.1%	11.0%
Top Finance Position	17	2.9%		-0.5%	2.1%	4.9%	
Between \$5 million and \$10 million							
CEO/Executive Director	70	2.5%	-7.9%	-0.5%	3.0%	6.7%	11.2%
Top Finance Position	31	0.8%	-6.9%	-1.9%	0.8%	4.9%	9.3%
Top Operations Position	9	3.0%			3.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	78	4.6%	-5.7%	-0.3%	3.8%	9.4%	15.0%
Top Development Position	5	1.6%			3.0%		
Top Finance Position	51	2.4%	-6.5%	0.0%	2.8%	6.2%	7.7%
Top Operations Position	22	5.6%	-0.7%	0.7%	3.7%	7.5%	17.2%
Top Technology Position	6	2.4%			1.8%		
Between \$25 million and \$50 million							
CEO/Executive Director	38	4.7%	-2.6%	0.1%	4.1%	8.2%	12.2%
Top Finance Position	25	5.0%	-2.6%	0.4%	5.1%	9.3%	14.7%
Top Human Resources Position	6	11.6%			11.1%		
Top Operations Position	17	2.9%		-2.6%	2.4%	10.3%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Community Mental Health Centers							
Greater than \$50 million							
CEO/Executive Director	16	4.6%		1.9%	4.4%	12.3%	
Top Finance Position	7	8.2%			7.4%		
Top Technology Position	6	2.7%			2.0%		

Mental Health, Crisis Intervention: Counseling

\$250 thousand or less							
CEO/Executive Director	49	1.1%	-8.1%	-3.6%	0.2%	5.8%	12.4%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	29	1.9%	-4.2%	-1.3%	0.0%	5.3%	8.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	2.8%	-6.6%	0.0%	1.4%	6.8%	15.3%
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	2.2%	-2.9%	0.0%	1.2%	5.3%	12.2%
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	4.7%			4.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	6	5.6%			4.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	1.7%			4.3%		

Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention

\$250 thousand or less							
CEO/Executive Director	17	-1.3%		0.0%	0.0%	0.0%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	8.2%		1.3%	5.0%	14.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	4.0%		0.0%	2.1%	6.1%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	6.2%		0.4%	3.1%	12.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	0.9%			0.5%		
Top Finance Position	5	-1.2%			-2.5%		

Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.

\$250 thousand or less							
CEO/Executive Director	17	3.1%		0.0%	0.1%	11.3%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	20	-0.5%	-9.0%	-6.1%	0.0%	4.7%	8.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	2.7%		-1.4%	2.7%	7.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	25	2.9%	-5.3%	0.1%	3.8%	6.3%	12.0%
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	6.1%		1.4%	5.2%	10.7%	
Top Finance Position	5	5.3%			4.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	11	4.1%		-0.4%	1.5%	6.2%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
Between \$10 million and \$25 million							
CEO/Executive Director	10	2.1%		-1.5%	1.0%	4.9%	
Top Finance Position	5	7.1%			6.6%		
Top Operations Position	5	8.7%			9.2%		
Between \$25 million and \$50 million							
Top Finance Position	5	3.2%			2.1%		

Mental Health, Crisis Intervention: Mental Health Associations

\$250 thousand or less

CEO/Executive Director	20	5.4%	0.0%	0.5%	4.6%	11.4%	13.3%
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	22	3.1%	-12.3%	-0.4%	4.3%	10.3%	16.9%
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Between \$500 thousand and \$1 million

CEO/Executive Director	26	2.7%	-3.7%	0.0%	2.8%	5.7%	11.3%
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Between \$1 million and \$2.5 million

CEO/Executive Director	21	2.1%	-2.9%	-0.5%	1.0%	6.7%	11.4%
Top Finance Position	6	1.7%			2.0%		

Between \$2.5 million and \$5 million

CEO/Executive Director	14	3.8%		-1.0%	1.8%	8.0%	
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Between \$5 million and \$10 million

CEO/Executive Director	15	3.4%		0.6%	1.7%	5.0%	
Top Finance Position	6	8.0%			5.9%		

Between \$10 million and \$25 million

CEO/Executive Director	14	6.7%		0.3%	7.2%	13.1%	
Top Finance Position	12	4.3%		1.8%	4.9%	8.0%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Mental Health Disorders							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	1.5%			1.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	2.9%			3.3%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	-0.3%			-1.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	5.0%			2.8%		

Mental Health, Crisis Intervention: Mental Health Treatment

\$250 thousand or less

CEO/Executive Director	12	0.3%		-4.2%	-0.9%	0.6%	
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	20	3.8%	-2.9%	-1.5%	3.3%	7.2%	12.8%
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Between \$500 thousand and \$1 million

CEO/Executive Director	38	2.8%	-6.2%	-1.1%	1.6%	6.3%	14.0%
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Between \$1 million and \$2.5 million

CEO/Executive Director	59	3.3%	-7.2%	0.0%	3.0%	7.8%	11.1%
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Top Finance Position	12	9.5%		5.3%	7.7%	14.7%	
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Between \$2.5 million and \$5 million

CEO/Executive Director	49	1.8%	-5.3%	-1.6%	0.8%	3.2%	9.7%
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Top Finance Position	13	2.7%		1.1%	2.2%	4.3%	
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Top Operations Position	5	-1.0%			1.3%		
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Mental Health Treatment							
Between \$5 million and \$10 million							
CEO/Executive Director	51	3.0%	-6.4%	-1.9%	3.1%	5.0%	19.3%
Top Finance Position	27	5.5%	0.6%	1.7%	4.7%	5.9%	13.7%
Between \$10 million and \$25 million							
CEO/Executive Director	68	3.9%	-2.3%	0.0%	1.9%	7.3%	15.2%
Top Finance Position	39	5.4%	-1.5%	2.3%	4.1%	7.8%	14.2%
Top Human Resources Position	5	6.4%			5.9%		
Top Operations Position	24	4.4%	-1.1%	0.1%	2.9%	6.0%	13.9%
Top Program Position	6	1.4%			-0.6%		
Between \$25 million and \$50 million							
CEO/Executive Director	35	1.0%	-5.1%	-1.4%	0.8%	3.8%	8.2%
Top Finance Position	30	3.7%	-10.3%	-2.1%	3.4%	9.4%	13.5%
Top Operations Position	7	6.4%			5.5%		
Top Technology Position	11	2.9%		2.8%	4.4%	6.6%	
Greater than \$50 million							
CEO/Executive Director	25	4.2%	-5.7%	-2.3%	4.8%	10.8%	16.3%
Top Finance Position	25	7.1%	-0.4%	3.4%	6.1%	10.1%	16.3%
Top Operations Position	13	5.6%		2.4%	6.0%	15.2%	

Mental Health, Crisis Intervention: Professional Societies & Associations

Between \$1 million and \$2.5 million

CEO/Executive Director	8	2.9%			3.2%		
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Psychiatric Hospitals							
Between \$10 million and \$25 million							
CEO/Executive Director	11	3.4%		0.8%	3.4%	5.5%	
Top Finance Position	8	4.6%			1.0%		
Mental Health, Crisis Intervention: Residential Mental Health Treatment							
\$250 thousand or less							
CEO/Executive Director	6	-6.7%			-3.2%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	0.9%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	-2.8%		-2.9%	-0.5%	0.6%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	3.0%	0.0%	0.2%	1.5%	5.8%	12.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	32	3.1%	-2.7%	-0.6%	2.7%	6.8%	11.1%
Top Finance Position	10	1.0%		-0.7%	0.9%	5.9%	
Between \$5 million and \$10 million							
CEO/Executive Director	45	3.4%	-4.3%	-0.7%	1.9%	6.5%	17.1%
Top Finance Position	12	2.4%		0.3%	1.9%	5.6%	
Between \$10 million and \$25 million							
CEO/Executive Director	28	2.4%	-7.5%	-0.2%	2.5%	8.8%	11.2%
Top Finance Position	14	1.7%		0.7%	2.8%	4.3%	
Top Operations Position	12	4.7%		1.1%	4.8%	7.3%	
Top Program Position	5	4.4%			4.3%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Residential Mental Health Treatment							
Between \$25 million and \$50 million							
CEO/Executive Director	12	3.2%		-4.8%	4.0%	9.6%	
Top Finance Position	9	1.4%			1.7%		
Greater than \$50 million							
CEO/Executive Director	9	6.3%			2.8%		
Top Finance Position	6	4.5%			3.0%		
Top Operations Position	5	2.4%			1.7%		

Mental Health, Crisis Intervention: Sexual Assault Services

\$250 thousand or less							
CEO/Executive Director	5	5.5%			3.6%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	0.0%			-0.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	5.4%	0.0%	1.8%	3.2%	9.3%	16.5%
Between \$1 million and \$2.5 million							
CEO/Executive Director	29	5.4%	-1.7%	0.1%	3.7%	10.1%	14.5%
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	2.9%			3.1%		

Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment

\$250 thousand or less							
CEO/Executive Director	28	-0.2%	-11.2%	-6.4%	0.8%	6.7%	9.4%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	29	2.6%	-10.3%	-0.3%	2.6%	8.2%	11.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	1.9%	-2.9%	0.0%	0.2%	4.4%	11.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	74	2.6%	-7.8%	-0.7%	3.2%	7.3%	13.1%
Top Finance Position	12	2.1%		0.0%	3.1%	4.6%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	79	3.7%	-6.6%	-0.1%	2.4%	7.6%	15.0%
Top Finance Position	19	2.0%		-1.8%	2.6%	6.8%	
Top Operations Position	7	4.0%			2.4%		
Between \$5 million and \$10 million							
CEO/Executive Director	44	3.4%	-3.9%	-1.1%	3.1%	7.2%	12.5%
Top Finance Position	22	3.3%	-1.1%	0.0%	3.0%	5.3%	8.4%
Top Operations Position	6	6.6%			6.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	30	3.9%	-3.5%	-1.0%	2.3%	6.4%	13.5%
Top Finance Position	14	6.6%		3.8%	7.0%	11.5%	
Top Operations Position	8	2.0%			2.2%		
Between \$25 million and \$50 million							
CEO/Executive Director	8	3.0%			1.4%		
Greater than \$50 million							
CEO/Executive Director	6	2.1%			2.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Substance Abuse Prevention							
\$250 thousand or less							
CEO/Executive Director	22	3.7%	0.0%	0.0%	0.9%	5.1%	12.1%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	2.3%		-0.8%	0.0%	5.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	4.2%		0.0%	2.8%	7.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	2.6%	-3.3%	0.1%	2.4%	6.6%	11.8%
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	-0.9%			-0.4%		
Between \$5 million and \$10 million							
CEO/Executive Director	6	0.3%			1.6%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	2.0%			3.0%		

Mental Health, Crisis Intervention: Substance Abuse Treatment

\$250 thousand or less							
CEO/Executive Director	23	-0.2%	-13.5%	-2.5%	0.0%	3.7%	9.3%
Top Administrative Position	6	5.9%			3.9%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	2.5%	-2.8%	0.0%	1.9%	3.9%	9.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	4.9%	-2.7%	0.0%	3.4%	8.8%	15.4%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Substance Abuse Treatment							
Between \$1 million and \$2.5 million							
CEO/Executive Director	54	3.6%	-4.8%	-0.3%	4.0%	10.1%	12.8%
Top Finance Position	11	3.2%		-1.0%	4.5%	5.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	57	4.3%	-4.9%	0.6%	3.7%	7.0%	13.3%
Top Finance Position	16	6.7%		1.4%	4.6%	15.3%	
Between \$5 million and \$10 million							
CEO/Executive Director	40	5.0%	-7.7%	-2.2%	5.7%	12.7%	17.3%
Top Finance Position	17	4.6%		0.6%	5.3%	6.2%	
Top Operations Position	5	11.7%			13.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	30	3.6%	-7.2%	-1.1%	3.7%	7.9%	14.5%
Top Finance Position	22	6.1%	-2.8%	2.4%	6.7%	10.3%	15.3%
Top Operations Position	13	3.9%		-1.1%	3.0%	9.8%	
Between \$25 million and \$50 million							
CEO/Executive Director	7	7.7%			7.1%		
Top Finance Position	5	8.6%			4.6%		

Mutual/Membership Benefit Organizations, Other: Alliances & Advocacy

Between \$1 million and \$2.5 million

CEO/Executive Director	5	-1.6%			-4.9%		
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mutual/Membership Benefit Organizations, Other: Mutual & Membership Benefit N.E.C.							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	6.6%			5.1%		
Mutual/Membership Benefit Organizations, Other: Professional Societies & Associations							
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	1.8%		-4.8%	0.8%	8.7%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	-0.3%			4.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	5.8%			6.0%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Community Foundations							
\$250 thousand or less							
CEO/Executive Director	12	1.3%		-0.6%	0.0%	7.5%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	22	2.3%	-3.9%	0.0%	3.1%	5.2%	8.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	51	6.0%	-0.5%	1.1%	4.4%	8.3%	18.5%
Between \$1 million and \$2.5 million							
CEO/Executive Director	129	4.5%	-1.5%	1.7%	4.1%	8.0%	11.6%
Top Finance Position	7	5.8%			6.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	70	4.3%	-2.6%	1.2%	4.4%	7.9%	11.7%
Top Finance Position	10	2.3%		0.0%	1.8%	2.8%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations: Community Foundations							
Between \$5 million and \$10 million							
CEO/Executive Director	80	6.2%	0.2%	2.0%	4.1%	8.5%	16.1%
Top Finance Position	31	5.4%	1.1%	2.7%	4.0%	6.5%	15.3%
Top Operations Position	6	2.5%			2.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	59	4.3%	-2.5%	0.1%	3.8%	8.0%	11.7%
Top Administrative Position	5	5.3%			5.3%		
Top Development Position	14	4.5%		1.6%	3.9%	6.8%	
Top Finance Position	31	5.0%	-1.9%	2.8%	5.0%	9.1%	12.6%
Between \$25 million and \$50 million							
CEO/Executive Director	20	7.4%	1.3%	3.2%	7.0%	10.7%	15.0%
Top Development Position	5	6.5%			3.5%		
Top Finance Position	17	6.7%		3.5%	5.7%	9.7%	
Greater than \$50 million							
CEO/Executive Director	27	5.4%	-0.3%	2.4%	5.7%	8.3%	12.3%
Top Finance Position	21	9.1%	2.2%	3.3%	10.0%	12.4%	18.9%
Top Operations Position	6	9.2%			9.2%		

Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs

\$250 thousand or less

CEO/Executive Director	49	1.1%	-6.0%	0.0%	0.0%	5.6%	7.9%
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	67	1.7%	-3.5%	0.0%	1.5%	4.2%	8.6%
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Between \$500 thousand and \$1 million

CEO/Executive Director	73	2.6%	-4.7%	0.0%	2.5%	5.5%	8.7%
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
Between \$1 million and \$2.5 million							
CEO/Executive Director	95	1.7%	-8.0%	-0.7%	2.0%	4.9%	8.8%
Top Finance Position	21	3.3%	-2.4%	1.9%	3.1%	5.1%	7.5%
Between \$2.5 million and \$5 million							
CEO/Executive Director	56	2.6%	-5.1%	0.3%	3.3%	5.4%	9.1%
Top Finance Position	17	2.2%		1.3%	2.0%	4.8%	
Between \$5 million and \$10 million							
CEO/Executive Director	33	0.9%	-4.1%	-0.6%	1.4%	4.3%	7.7%
Top Finance Position	17	1.7%		-0.1%	2.3%	6.6%	
Between \$10 million and \$25 million							
CEO/Executive Director	28	3.1%	-2.9%	0.9%	3.3%	5.9%	9.5%
Top Development Position	5	5.1%			5.2%		
Top Finance Position	15	5.6%		1.5%	4.0%	7.9%	
Top Operations Position	5	8.1%			9.1%		
Between \$25 million and \$50 million							
CEO/Executive Director	7	5.0%			4.4%		
Top Development Position	5	6.1%			4.0%		
Top Finance Position	8	6.0%			5.4%		
Greater than \$50 million							
CEO/Executive Director	11	5.7%		2.8%	5.4%	11.6%	
Top Finance Position	5	1.4%			5.6%		
Top Technology Position	6	2.5%			3.5%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	23	3.5%	-2.4%	0.0%	0.4%	7.3%	13.3%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	5.4%		0.0%	4.1%	10.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	4.2%	-0.3%	0.3%	2.8%	7.8%	12.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	27	7.5%	-0.7%	2.4%	5.7%	13.8%	20.0%
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	0.9%			1.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	6	-0.4%			0.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	9	4.9%			2.4%		
Top Finance Position	5	8.6%			5.1%		

Philanthropy, Voluntarism, and Grantmaking Foundations: Named Trusts N.E.C.

Between \$250 thousand and \$500 thousand				
CEO/Executive Director	5	5.5%		7.3%
Between \$1 million and \$2.5 million				
CEO/Executive Director	5	-1.5%		-2.4%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
\$250 thousand or less							
CEO/Executive Director	16	3.1%		0.0%	0.2%	6.5%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	0.0%		-3.3%	0.0%	6.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	1.2%		0.0%	0.4%	6.4%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	3.8%	-2.9%	0.4%	2.7%	5.2%	16.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	3.0%		-0.1%	1.8%	4.5%	
Between \$5 million and \$10 million							
CEO/Executive Director	7	2.7%			3.6%		
Top Finance Position	6	2.1%			2.0%		

Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.

\$250 thousand or less							
CEO/Executive Director	10	-1.5%		-5.3%	0.0%	4.6%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	1.5%			3.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.4%			4.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	25	3.0%	-5.3%	-0.4%	3.0%	7.8%	12.2%
Top Finance Position	5	2.4%			5.8%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.							
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	6.0%			3.5%		
Between \$5 million and \$10 million							
CEO/Executive Director	6	5.5%			6.4%		
Greater than \$50 million							
CEO/Executive Director	6	6.5%			7.8%		
Top Finance Position	5	8.6%			8.2%		

Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations

\$250 thousand or less							
CEO/Executive Director	15	2.7%		0.0%	0.0%	5.8%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	2.0%			4.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	2.2%		-5.3%	2.7%	9.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	5.7%		0.0%	4.4%	12.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-6.6%			-5.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	4.0%			3.6%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Independent Foundations							
\$250 thousand or less							
CEO/Executive Director	6	-0.5%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	10.5%			11.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.3%			-1.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	2.1%		-1.2%	0.8%	5.5%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	3.9%			4.3%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Professional Societies & Associations							
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	5.8%			5.1%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
\$250 thousand or less							
CEO/Executive Director	32	5.5%	-1.4%	0.0%	3.7%	9.9%	15.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	30	3.5%	-3.9%	-1.0%	0.5%	8.2%	12.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	2.9%	0.0%	2.4%	3.8%	4.5%	9.5%
Between \$1 million and \$2.5 million							
CEO/Executive Director	34	2.7%	-10.1%	0.0%	3.1%	8.0%	13.5%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	5.5%		2.3%	4.9%	10.3%	
Between \$5 million and \$10 million							
CEO/Executive Director	18	2.7%		0.1%	2.5%	4.8%	
Top Operations Position	6	4.0%			4.3%		
Between \$10 million and \$25 million							
CEO/Executive Director	10	4.2%		0.9%	3.7%	8.1%	
Between \$25 million and \$50 million							
CEO/Executive Director	5	0.8%			3.3%		
Greater than \$50 million							
CEO/Executive Director	5	12.6%			15.4%		
Top Finance Position	5	7.0%			4.1%		

Philanthropy, Voluntarism, and Grantmaking Foundations: Voluntarism Promotion

\$250 thousand or less							
CEO/Executive Director	22	2.6%	-0.8%	0.0%	1.2%	3.9%	10.2%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	3.3%		1.9%	4.3%	5.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	-0.6%		-0.5%	2.0%	3.1%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	3.8%			1.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	1.4%		-5.3%	3.5%	7.9%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	1.1%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.9%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	3.9%			1.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	-0.2%			4.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	6.4%			6.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	3.9%			4.6%		

Public Safety, Disaster Preparedness, and Relief: Fire Prevention

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	4.3%		-1.1%	3.8%	12.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.8%			0.0%		
Between \$1 million and \$2.5 million							
Top Finance Position	5	3.6%			1.6%		

Public Safety, Disaster Preparedness, and Relief: Public Safety, Disaster Preparedness, & Relief N.E.C.

Between \$1 million and \$2.5 million							
CEO/Executive Director	5	8.5%			3.7%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public Safety, Disaster Preparedness, and Relief: Safety Education							
\$250 thousand or less							
CEO/Executive Director	10	0.8%		0.0%	0.2%	2.7%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	0.8%		-4.4%	-1.3%	8.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.4%		0.0%	3.4%	6.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	2.1%			4.1%		
Public, Society Benefit—Multipurpose and Other: Alliances & Advocacy							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	-0.1%		-2.2%	0.1%	2.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.4%		-8.6%	3.2%	16.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	0.3%		-4.4%	1.0%	5.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	4.7%		0.3%	4.9%	7.7%	
Public, Society Benefit—Multipurpose and Other: Citizen Participation							
\$250 thousand or less							
CEO/Executive Director	10	6.5%		2.2%	4.7%	13.7%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	4.4%			3.6%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other: Citizen Participation							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	-0.6%			1.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	11.4%			8.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	0.5%			0.8%		
Public, Society Benefit—Multipurpose and Other: Consumer Protection							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	3.6%			0.9%		
Public, Society Benefit—Multipurpose and Other: Financial Institutions							
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	0.5%		1.3%	3.1%	5.6%	
Greater than \$50 million							
Top Finance Position	5	5.2%			6.7%		
Public, Society Benefit—Multipurpose and Other: Fund Raising & Fund Distribution							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	-0.7%			2.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	4.3%			2.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
\$250 thousand or less							
CEO/Executive Director	5	-1.3%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	3.1%			3.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-0.3%			2.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	5.7%		0.6%	9.6%	11.1%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	2.2%			3.3%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	4.7%			2.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	8	-0.5%			0.3%		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
\$250 thousand or less							
CEO/Executive Director	34	1.7%	-5.5%	0.0%	0.2%	5.6%	9.2%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	24	2.0%	-5.5%	-1.3%	1.0%	6.0%	8.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	4.5%	-2.3%	0.8%	3.0%	7.4%	14.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	37	4.0%	-6.4%	0.3%	3.2%	9.0%	13.0%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other: Leadership Development							
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	6.8%		0.4%	3.7%	11.6%	
Between \$5 million and \$10 million							
CEO/Executive Director	7	2.5%			1.3%		
Public, Society Benefit—Multipurpose and Other: Management & Technical Assistance							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	1.1%			0.7%		
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
\$250 thousand or less							
CEO/Executive Director	16	-1.6%		-2.9%	0.0%	5.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	3.6%		0.0%	0.6%	7.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	3.6%		0.0%	3.0%	13.4%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	6.1%	-4.8%	-0.6%	6.2%	13.4%	17.9%
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	7.6%			10.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	8	4.3%			2.7%		
Top Finance Position	5	3.0%			3.6%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
Between \$10 million and \$25 million							
CEO/Executive Director	5	2.1%			0.5%		
Between \$25 million and \$50 million							
CEO/Executive Director	5	8.0%			7.1%		
Public, Society Benefit—Multipurpose and Other: Professional Societies & Associations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	4.9%		3.2%	4.4%	5.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	8.0%			5.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	7.7%			5.6%		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
\$250 thousand or less							
CEO/Executive Director	30	4.8%	-0.8%	0.0%	4.2%	8.6%	19.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	0.8%		-2.7%	1.1%	3.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	1.4%	-5.6%	-0.1%	1.3%	4.8%	7.9%
Between \$1 million and \$2.5 million							
CEO/Executive Director	29	2.3%	-11.3%	-0.2%	3.3%	6.8%	11.9%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
Between \$2.5 million and \$5 million							
CEO/Executive Director	37	2.2%	-3.3%	-0.1%	2.1%	4.6%	7.7%
Top Finance Position	6	1.1%			2.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	15	4.2%		1.6%	3.2%	8.4%	
Top Finance Position	6	3.8%			3.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	16	6.3%		2.5%	4.2%	10.6%	
Top Finance Position	9	8.2%			9.3%		
Top Operations Position	7	7.4%			8.7%		
Greater than \$50 million							
Top Finance Position	5	11.8%			12.1%		

Public, Society Benefit—Multipurpose and Other: Public Transportation Systems

Between \$1 million and \$2.5 million							
CEO/Executive Director	7	-0.4%			-0.2%		

Public, Society Benefit—Multipurpose and Other: Public Utilities

Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.4%			2.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	5.6%			4.1%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit—Multipurpose and Other: Research Institutes & Public Policy Analysis							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.8%			0.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	4.2%		0.7%	4.3%	6.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	4.0%		0.8%	3.6%	9.3%	
Between \$5 million and \$10 million							
CEO/Executive Director	8	7.8%			5.6%		
Top Finance Position	5	10.4%			8.9%		

Recreation, Sports, Leisure, Athletics: Alliances & Advocacy

\$250 thousand or less							
CEO/Executive Director	6	10.4%			8.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.1%			5.5%		

Recreation, Sports, Leisure, Athletics: Amateur Sports

\$250 thousand or less							
CEO/Executive Director	45	2.3%	-13.6%	-6.3%	1.9%	11.4%	18.2%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	31	0.4%	-11.1%	-3.5%	0.0%	5.2%	8.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	4.0%	-3.7%	0.0%	2.2%	7.3%	19.1%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Amateur Sports							
Between \$1 million and \$2.5 million							
CEO/Executive Director	42	3.3%	-8.8%	-0.7%	3.8%	8.1%	17.7%
Top Finance Position	5	-0.9%			2.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	3.5%		-0.4%	1.9%	7.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	7	8.1%			7.7%		
Between \$10 million and \$25 million							
Top Finance Position	6	5.8%			3.4%		

Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions

\$250 thousand or less							
CEO/Executive Director	6	4.4%			0.9%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	3.8%			2.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	2.4%		0.0%	3.2%	6.6%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	1.2%		-4.9%	3.7%	6.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	4.1%			4.4%		
Between \$5 million and \$10 million							
CEO/Executive Director	7	0.7%			1.3%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Baseball & Softball							
\$250 thousand or less							
CEO/Executive Director	9	5.1%			4.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	0.3%			3.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.7%			0.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-1.3%			-0.8%		

Recreation, Sports, Leisure, Athletics: Basketball

\$250 thousand or less							
CEO/Executive Director	6	2.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.6%			7.7%		

Recreation, Sports, Leisure, Athletics: Camps

\$250 thousand or less							
CEO/Executive Director	23	2.7%	-9.2%	-0.1%	0.6%	6.3%	16.4%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	0.9%		-5.4%	0.1%	8.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	2.8%	-3.8%	-0.2%	2.5%	7.9%	10.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	42	2.6%	-6.1%	-1.3%	1.9%	5.6%	13.0%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Camps							
Between \$2.5 million and \$5 million							
CEO/Executive Director	22	6.0%	0.0%	1.2%	5.0%	12.4%	16.4%
Between \$5 million and \$10 million							
CEO/Executive Director	13	3.7%		0.4%	3.2%	4.9%	

Recreation, Sports, Leisure, Athletics: Community Recreational Centers

\$250 thousand or less							
CEO/Executive Director	5	3.4%			2.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	2.9%		0.2%	4.0%	6.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.7%		0.0%	2.7%	4.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	-5.3%			-1.5%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	5.9%			6.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	7	1.3%			2.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	1.6%			0.6%		

Recreation, Sports, Leisure, Athletics: Equestrian

\$250 thousand or less							
CEO/Executive Director	8	8.6%			4.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Equestrian							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	2.3%			4.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.4%			4.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	6.6%			6.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	0.7%			0.2%		

Recreation, Sports, Leisure, Athletics: Fairs

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	-1.6%			-0.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	2.8%		0.6%	3.0%	3.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	2.1%		0.0%	0.8%	6.4%	
Top Administrative Position	5	3.3%			2.9%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	4.7%			0.3%		
Between \$5 million and \$10 million							
CEO/Executive Director	9	1.7%			0.9%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	2.7%			4.1%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Football							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	-7.9%			-1.2%		
Recreation, Sports, Leisure, Athletics: Fund Raising & Fund Distribution							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	3.1%			3.0%		
Recreation, Sports, Leisure, Athletics: Golf							
\$250 thousand or less							
CEO/Executive Director	9	0.0%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	3.3%		2.1%	3.5%	6.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-3.0%			-0.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	2.6%			3.2%		
Recreation, Sports, Leisure, Athletics: Parks & Playgrounds							
\$250 thousand or less							
CEO/Executive Director	8	3.4%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	2.0%		-5.1%	-0.1%	3.9%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Parks & Playgrounds							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.6%			1.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	5.7%		0.3%	5.2%	14.1%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	3.5%			4.8%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
\$250 thousand or less							
CEO/Executive Director	6	2.5%			2.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	-0.3%		-5.8%	0.0%	3.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	0.6%		-3.0%	0.0%	3.1%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	4.5%	-1.0%	2.6%	4.0%	7.5%	9.8%
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	3.1%			-1.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	7	2.4%			3.0%		
Recreation, Sports, Leisure, Athletics: Racquet Sports							
\$250 thousand or less							
CEO/Executive Director	10	4.9%		0.0%	3.7%	11.8%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Racquet Sports							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	11.7%			11.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	0.7%			0.0%		
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
\$250 thousand or less							
CEO/Executive Director	14	3.1%		0.0%	0.7%	6.1%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	2.1%		-1.5%	7.4%	9.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	2.3%	-5.2%	-1.8%	3.4%	6.1%	11.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	3.0%		-0.4%	2.8%	6.6%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	5.2%			3.6%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	5.0%			4.7%		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
\$250 thousand or less							
CEO/Executive Director	10	7.1%		-0.3%	5.2%	12.9%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	-1.3%			3.3%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	5.1%			0.8%		
Recreation, Sports, Leisure, Athletics: Soccer							
\$250 thousand or less							
CEO/Executive Director	15	-2.1%		-5.3%	-0.9%	0.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	27	-1.8%	-18.7%	-10.2%	0.0%	3.9%	10.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	0.9%	-17.4%	-1.8%	1.4%	7.6%	11.8%
Top Administrative Position	5	5.0%			3.1%		
Top Finance Position	5	-6.3%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	50	4.4%	-2.7%	0.0%	4.7%	8.8%	14.3%
Between \$2.5 million and \$5 million							
CEO/Executive Director	36	2.6%	-6.0%	-0.6%	1.2%	7.6%	15.1%
Between \$5 million and \$10 million							
CEO/Executive Director	5	4.8%			4.1%		
Recreation, Sports, Leisure, Athletics: Special Olympics							
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	6.3%		0.5%	2.6%	9.5%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	6.4%		1.6%	5.7%	9.5%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
\$250 thousand or less							
CEO/Executive Director	11	4.9%		0.0%	0.6%	7.1%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	1.7%		-2.3%	0.8%	4.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	5.8%		1.5%	6.1%	7.4%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	3.6%		0.2%	4.0%	7.2%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	2.8%			4.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	9	6.7%			6.3%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	7.8%			5.3%		

Recreation, Sports, Leisure, Athletics: Swimming & Other Water Recreation

\$250 thousand or less							
CEO/Executive Director	21	-0.9%	-6.7%	-1.0%	0.0%	0.2%	4.6%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	24	2.8%	-12.5%	-0.6%	1.4%	11.8%	17.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	2.5%	-3.5%	-1.1%	1.5%	5.5%	7.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	1.0%		-0.5%	3.6%	4.0%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Swimming & Other Water Recreation							
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	8.1%			7.3%		
Recreation, Sports, Leisure, Athletics: Winter Sports							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.1%			3.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	1.6%		-1.6%	2.3%	7.7%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	4.3%			5.4%		
Religion-Related, Spiritual Development: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	6	-3.6%			-5.6%		
Religion-Related, Spiritual Development: Buddhism							
\$250 thousand or less							
CEO/Executive Director	5	0.0%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.6%			1.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Christianity							
\$250 thousand or less							
CEO/Executive Director	769	0.5%	-13.1%	-3.9%	0.0%	5.9%	13.4%
Top Administrative Position	6	-0.7%			-0.6%		
Top Finance Position	37	2.5%	-4.7%	0.0%	0.0%	6.3%	11.7%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	289	1.0%	-7.9%	-1.4%	0.0%	5.3%	10.9%
Top Administrative Position	12	0.4%		-3.5%	1.2%	8.3%	
Top Finance Position	12	3.3%		0.0%	1.3%	8.0%	
Top Operations Position	5	5.6%			7.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	233	2.5%	-8.3%	-0.6%	1.0%	6.9%	15.0%
Top Administrative Position	9	3.2%			1.5%		
Top Finance Position	15	5.1%		-0.6%	0.0%	8.8%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	202	1.9%	-5.7%	-0.8%	1.1%	6.0%	10.8%
Top Finance Position	31	2.3%	-7.7%	0.0%	2.5%	6.2%	14.9%
Top Operations Position	14	6.4%		-0.5%	5.0%	14.5%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	57	4.1%	-4.9%	0.0%	3.6%	7.4%	13.6%
Top Finance Position	17	3.7%		0.9%	2.8%	7.1%	
Between \$5 million and \$10 million							
CEO/Executive Director	31	1.3%	-4.9%	-2.0%	0.9%	6.0%	11.4%
Top Finance Position	11	3.7%		0.3%	4.2%	5.6%	
Between \$10 million and \$25 million							
CEO/Executive Director	21	3.6%	-1.4%	0.6%	4.6%	8.8%	9.7%
Top Finance Position	22	5.3%	-3.0%	1.6%	4.0%	7.8%	17.7%
Top Operations Position	6	11.8%			12.3%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	8	2.9%			2.9%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	-2.8%			-0.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	2.2%			0.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	3.8%			2.9%		

Religion-Related, Spiritual Development: Interfaith Coalitions

\$250 thousand or less							
CEO/Executive Director	33	-3.1%	-20.1%	-7.1%	-0.7%	3.4%	5.6%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	7.5%			8.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.9%			0.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	2.8%			0.0%		

Religion-Related, Spiritual Development: Judaism

\$250 thousand or less							
CEO/Executive Director	26	2.1%	-9.9%	0.0%	1.4%	8.0%	16.5%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	21	2.5%	-5.2%	-1.4%	0.0%	5.0%	14.7%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Judaism							
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	3.3%	-3.6%	0.0%	1.5%	5.8%	12.3%
Between \$1 million and \$2.5 million							
CEO/Executive Director	32	4.6%	-2.7%	0.0%	4.4%	10.3%	15.3%
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	0.3%		-6.5%	2.1%	7.4%	
Top Finance Position	5	3.3%			1.6%		
Between \$5 million and \$10 million							
CEO/Executive Director	13	5.3%		0.8%	3.1%	9.6%	
Between \$10 million and \$25 million							
CEO/Executive Director	11	4.2%		-0.3%	2.4%	5.9%	
Top Finance Position	5	-1.6%			0.2%		

Religion-Related, Spiritual Development: Management & Technical Assistance

\$250 thousand or less							
CEO/Executive Director	8	-2.7%			-3.0%		

Religion-Related, Spiritual Development: Professional Societies & Associations

\$250 thousand or less							
CEO/Executive Director	5	2.4%			2.8%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	9.4%			8.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	6.5%			6.8%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Protestant							
\$250 thousand or less							
CEO/Executive Director	298	1.1%	-10.8%	-3.5%	0.0%	5.8%	15.0%
Top Finance Position	13	0.7%		-1.3%	0.0%	5.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	127	1.5%	-6.5%	-1.0%	0.0%	5.9%	13.3%
Top Finance Position	20	1.3%	-4.4%	-0.6%	0.0%	4.4%	8.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	65	1.4%	-8.1%	-0.3%	0.1%	4.8%	12.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	45	0.7%	-15.1%	-6.8%	0.0%	6.6%	18.1%
Top Finance Position	8	-1.8%			1.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	21	2.3%	-1.9%	-0.2%	0.6%	5.2%	10.5%
Between \$5 million and \$10 million							
CEO/Executive Director	9	-2.6%			0.5%		
Top Finance Position	5	-5.4%			-3.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	2.0%			4.8%		

Religion-Related, Spiritual Development: Religion-Related N.E.C.

\$250 thousand or less							
CEO/Executive Director	148	-0.5%	-12.7%	-5.1%	0.0%	4.6%	12.2%
Top Finance Position	5	4.3%			10.3%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	59	1.1%	-11.8%	-1.1%	0.5%	6.0%	9.6%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	3.0%	-4.7%	-0.9%	1.9%	8.1%	16.1%
Top Finance Position	6	6.8%			6.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	28	3.4%	-1.3%	0.0%	3.0%	8.9%	11.9%
Top Finance Position	5	-0.2%			0.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	5.4%		2.8%	5.2%	8.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	10	2.6%		-1.1%	2.5%	3.8%	
Top Finance Position	7	7.4%			6.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	9	2.8%			4.1%		

Religion-Related, Spiritual Development: Religious Media & Communications

\$250 thousand or less							
CEO/Executive Director	17	-1.9%		-10.9%	0.0%	1.9%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	-1.3%			-0.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	-2.6%		-10.7%	1.6%	5.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	4.2%		0.6%	3.0%	5.5%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-4.0%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Religious Media & Communications							
Between \$5 million and \$10 million							
CEO/Executive Director	7	2.6%			2.2%		
Religion-Related, Spiritual Development: Religious Printing & Publishing							
\$250 thousand or less							
CEO/Executive Director	18	-2.0%		-7.9%	0.0%	0.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	-3.0%			-0.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	-1.4%		-5.7%	-0.7%	1.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	5.9%		0.0%	3.2%	9.9%	
Religion-Related, Spiritual Development: Religious Radio							
\$250 thousand or less							
CEO/Executive Director	7	0.8%			0.1%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	-1.1%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	-0.6%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	-2.8%			0.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	1.4%			1.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Roman Catholic							
\$250 thousand or less							
CEO/Executive Director	11	5.0%		-0.4%	1.4%	8.7%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	2.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	3.2%		-5.8%	4.5%	12.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	4.4%		1.5%	2.4%	7.6%	
Religion-Related, Spiritual Development: Single Organization Support							
\$250 thousand or less							
CEO/Executive Director	12	-2.4%		-6.6%	-2.2%	0.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	5.6%			3.5%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	4.0%			2.7%		
Religion-Related, Spiritual Development: Support N.E.C.							
\$250 thousand or less							
CEO/Executive Director	22	1.0%	-16.6%	-7.6%	0.4%	9.1%	17.6%

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services: Astronomy							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	3.1%			0.9%		
Science and Technology Research Institutes, Services: Biological & Life Sciences							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	5.2%			6.7%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-4.0%			-5.6%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	11.3%			12.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	6.7%			4.0%		
Science and Technology Research Institutes, Services: Computer Science							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	-0.3%			2.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	10.8%			10.7%		
Science and Technology Research Institutes, Services: Engineering & Technology							
Between \$5 million and \$10 million							
CEO/Executive Director	5	9.0%			6.1%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services: Engineering & Technology							
Between \$10 million and \$25 million							
CEO/Executive Director	5	2.6%			3.4%		
Greater than \$50 million							
CEO/Executive Director	8	3.5%			4.7%		
Science and Technology Research Institutes, Services: General Science							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	-2.9%			0.9%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	7.7%			10.5%		
Science and Technology Research Institutes, Services: Marine Science & Oceanography							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	9.3%			8.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	-0.3%			1.8%		
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	-0.8%			1.8%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services: Professional Societies & Associations							
Between \$5 million and \$10 million							
CEO/Executive Director	11	3.8%		-0.4%	4.6%	10.3%	
Top Finance Position	6	4.0%			4.3%		
Top Technology Position	5	3.0%			-1.7%		
Between \$10 million and \$25 million							
Top Finance Position	5	5.1%			4.2%		
Science and Technology Research Institutes, Services: Research Institutes & Public Policy Analysis							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	4.1%			2.6%		
Science and Technology Research Institutes, Services: Science & Technology N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.7%			3.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	6.5%			2.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	2.6%			2.6%		
Social Science Research Institutes, Services: Interdisciplinary Research							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	1.6%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Social Science Research Institutes, Services: Interdisciplinary Research							
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	2.1%		0.1%	2.7%	3.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	4.5%			1.9%		
Social Science Research Institutes, Services: Research Institutes & Public Policy Analysis							
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	6.4%		2.2%	5.1%	9.5%	
Social Science Research Institutes, Services: Social Science							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	-0.6%			-1.8%		
Unknown							
\$250 thousand or less							
CEO/Executive Director	46	0.8%	-16.6%	-4.6%	0.4%	7.0%	14.8%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	44	3.2%	-9.0%	0.0%	3.7%	9.6%	12.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	3.1%	-1.9%	0.0%	1.1%	4.6%	13.0%
Between \$1 million and \$2.5 million							
CEO/Executive Director	51	3.5%	-6.8%	0.0%	4.3%	8.3%	12.9%
Top Finance Position	6	5.0%			5.5%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown							
Between \$2.5 million and \$5 million							
CEO/Executive Director	25	0.8%	-3.7%	-2.4%	0.5%	2.7%	7.2%
Between \$5 million and \$10 million							
CEO/Executive Director	20	0.7%	-12.1%	-1.7%	1.3%	5.7%	8.7%
Top Finance Position	8	-0.4%			-2.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	12	6.1%		0.9%	4.7%	11.0%	
Top Finance Position	6	2.2%			2.7%		

Youth Development: Adult & Child Matching Programs

\$250 thousand or less							
CEO/Executive Director	14	3.4%		-2.3%	3.2%	7.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	1.6%		-1.4%	2.3%	6.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	2.0%		-2.5%	0.7%	5.8%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	7.6%			5.8%		

Youth Development: Alliances & Advocacy

\$250 thousand or less							
CEO/Executive Director	12	4.4%		0.2%	3.0%	8.4%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	3.2%		0.0%	1.2%	11.3%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Alliances & Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	8.0%			4.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	2.4%		-3.0%	0.4%	6.6%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	5.9%			5.1%		
Youth Development: Big Brothers & Big Sisters							
\$250 thousand or less							
CEO/Executive Director	16	6.9%		2.2%	4.1%	10.5%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	30	4.5%	-0.7%	0.8%	2.7%	8.1%	12.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	2.6%	-4.4%	-0.4%	2.2%	6.0%	9.5%
Between \$1 million and \$2.5 million							
CEO/Executive Director	25	3.3%	-2.2%	0.7%	4.1%	6.6%	10.5%
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	2.5%			5.4%		
Between \$5 million and \$10 million							
CEO/Executive Director	6	0.7%			3.1%		
Youth Development: Boy Scouts of America							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	1.2%		0.0%	1.6%	6.6%	

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Boy Scouts of America							
Between \$1 million and \$2.5 million							
CEO/Executive Director	54	5.4%	-2.9%	0.7%	4.3%	9.3%	16.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	22	4.5%	-1.8%	1.3%	3.3%	7.4%	11.8%
Between \$5 million and \$10 million							
CEO/Executive Director	13	8.6%		3.2%	8.6%	11.6%	
Top Finance Position	5	3.4%			0.9%		
Youth Development: Boys & Girls Clubs							
\$250 thousand or less							
CEO/Executive Director	13	1.0%		-2.6%	0.0%	3.7%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	5.2%	-2.2%	0.0%	4.1%	10.0%	17.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	50	3.0%	-3.8%	-0.2%	2.6%	6.4%	11.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	101	4.1%	-3.6%	0.0%	3.3%	7.7%	14.3%
Top Finance Position	6	2.2%			2.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	59	4.0%	-3.6%	0.5%	3.8%	6.5%	11.2%
Top Development Position	5	6.9%			4.6%		
Top Finance Position	14	6.9%		1.3%	7.0%	10.4%	
Top Operations Position	6	5.0%			4.3%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Boys & Girls Clubs							
Between \$5 million and \$10 million							
CEO/Executive Director	21	6.1%	0.3%	1.1%	2.9%	11.1%	19.4%
Top Finance Position	11	2.0%		0.2%	1.3%	4.4%	
Between \$10 million and \$25 million							
CEO/Executive Director	8	3.6%			6.4%		
Top Finance Position	7	3.6%			3.4%		
Youth Development: Boys Clubs							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	2.1%			2.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.1%		-0.2%	0.4%	3.9%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	5.2%			2.3%		
Youth Development: Camp Fire							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	6.9%		0.6%	6.0%	12.8%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	4.1%			1.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Fund Raising & Fund Distribution							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.6%			2.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	-1.6%			3.3%		
Youth Development: Girl Scouts of the U.S.A.							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	5.6%			3.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	25	4.9%	-1.6%	1.3%	5.3%	7.9%	9.6%
Top Finance Position	10	4.5%		3.1%	4.6%	6.5%	
Between \$5 million and \$10 million							
CEO/Executive Director	30	4.4%	-0.7%	1.7%	2.6%	3.8%	15.1%
Top Finance Position	19	6.4%		2.4%	4.1%	8.8%	
Top Operations Position	10	3.6%		1.1%	3.2%	4.9%	
Between \$10 million and \$25 million							
CEO/Executive Director	19	6.1%		2.7%	5.4%	8.9%	
Top Development Position	7	4.4%			3.6%		
Top Finance Position	10	5.8%		1.3%	6.0%	9.1%	
Top Operations Position	9	7.7%			4.6%		
Youth Development: Girls Clubs							
\$250 thousand or less							
CEO/Executive Director	5	-8.2%			-12.4%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Girls Clubs							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	2.3%		0.4%	2.9%	5.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	2.3%		-1.2%	1.0%	4.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	1.7%		0.5%	2.5%	2.9%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-2.6%			-3.0%		
Youth Development: Scouting							
\$250 thousand or less							
CEO/Executive Director	5	0.3%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.2%			1.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	3.8%			1.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	4.9%			4.0%		
Youth Development: Single Organization Support							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	0.4%			3.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Centers & Clubs							
\$250 thousand or less							
CEO/Executive Director	28	-2.6%	-19.1%	-7.5%	0.0%	3.0%	8.3%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	30	2.6%	-1.1%	0.0%	2.0%	5.8%	10.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	4.8%	-4.7%	0.0%	4.5%	8.9%	14.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	30	2.3%	-8.5%	0.0%	2.7%	5.2%	10.7%
Top Finance Position	5	3.6%			2.9%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	4.2%		0.3%	3.0%	5.8%	

Youth Development: Youth Community Service Clubs

\$250 thousand or less							
CEO/Executive Director	8	-1.7%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	-2.7%			-0.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	5.3%		-0.2%	4.2%	9.5%	

Youth Development: Youth Development Agricultural

\$250 thousand or less							
CEO/Executive Director	6	-0.4%			0.5%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development Agricultural							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	3.9%		1.0%	6.4%	8.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.8%		1.0%	3.5%	7.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	3.5%			3.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	3.0%			7.9%		

Youth Development: Youth Development Business

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	-1.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-0.6%			-0.8%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	2.7%		0.0%	1.8%	6.2%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	6.9%			4.3%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	4.0%			3.7%		

Youth Development: Youth Development Citizenship

Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	4.2%			4.9%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development Citizenship							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	5.4%			3.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	3.0%			2.7%		

Youth Development: Youth Development N.E.C.

\$250 thousand or less

CEO/Executive Director	19	0.0%		-1.4%	0.0%	4.4%	
Top Program Position	5	-1.0%			0.0%		

Between \$250 thousand and \$500 thousand

CEO/Executive Director	19	2.4%		-1.4%	0.9%	8.3%	
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Between \$500 thousand and \$1 million

CEO/Executive Director	15	2.3%		-1.0%	1.5%	6.3%	
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Between \$1 million and \$2.5 million

CEO/Executive Director	28	4.6%	-2.0%	1.0%	2.9%	8.4%	12.5%
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Between \$2.5 million and \$5 million

CEO/Executive Director	11	6.4%		1.5%	5.2%	8.5%	
Top Finance Position	5	3.2%			0.7%		

Between \$5 million and \$10 million

CEO/Executive Director	12	5.4%		0.4%	8.7%	10.7%	
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Between \$10 million and \$25 million

Top Finance Position	6	8.2%			7.6%		
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501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development Programs							
\$250 thousand or less							
CEO/Executive Director	153	2.5%	-10.4%	-0.7%	1.5%	8.3%	16.5%
Top Finance Position	6	-2.8%			-4.5%		
Top Program Position	9	2.2%			2.2%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	175	3.5%	-6.0%	0.0%	3.1%	8.2%	14.8%
Top Operations Position	8	3.3%			3.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	201	3.7%	-6.7%	0.0%	3.2%	8.7%	14.0%
Top Finance Position	6	7.0%			6.7%		
Top Operations Position	5	6.1%			2.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	175	4.8%	-7.8%	-0.3%	4.8%	10.7%	17.8%
Top Finance Position	12	0.5%		-1.0%	-0.1%	3.0%	
Top Operations Position	13	8.8%		3.5%	4.0%	17.2%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	90	3.3%	-6.1%	-0.9%	3.1%	7.8%	15.5%
Top Finance Position	14	5.2%		-1.0%	4.9%	10.2%	
Between \$5 million and \$10 million							
CEO/Executive Director	46	5.3%	-1.1%	0.4%	5.2%	10.3%	14.9%
Top Finance Position	13	3.4%		0.1%	4.2%	8.0%	
Between \$10 million and \$25 million							
CEO/Executive Director	24	1.9%	-5.3%	-0.3%	2.3%	5.3%	7.8%
Top Finance Position	16	1.9%		-3.9%	3.1%	9.2%	
Top Operations Position	7	2.6%			1.2%		

501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development Programs							
Between \$25 million and \$50 million							
CEO/Executive Director	8	3.6%			4.7%		
Top Finance Position	5	1.7%			2.7%		

Youth Development: Youth Development Religious Leadership

\$250 thousand or less

CEO/Executive Director	27	2.4%	-7.6%	0.0%	1.9%	6.2%	11.4%
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	31	2.3%	-4.4%	-1.4%	1.4%	4.9%	13.9%
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Between \$500 thousand and \$1 million

CEO/Executive Director	28	2.4%	-5.8%	-2.5%	3.3%	7.0%	9.3%
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Between \$1 million and \$2.5 million

CEO/Executive Director	19	4.1%		1.0%	3.6%	5.3%	
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Between \$2.5 million and \$5 million

CEO/Executive Director	7	0.1%			0.1%		
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Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(01)—Government Instrumentality							
Between \$1 million and \$5 million							
CEO/Executive Director	5	9.8%			7.5%		
501(c)(02)—Title Holding Corporation							
\$500 thousand or less							
CEO/Executive Director	5	-1.5%			0.0%		
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	284	2.3%	-5.4%	0.0%	2.0%	5.7%	11.0%
Top Administrative Position	14	3.3%		-0.6%	3.6%	6.7%	
Top Finance Position	17	0.8%		0.0%	0.0%	5.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	170	3.1%	-3.6%	0.0%	2.6%	6.7%	11.5%
Top Administrative Position	11	0.7%		-2.8%	1.0%	5.8%	
Top Finance Position	12	3.4%		-2.0%	3.8%	10.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	246	3.2%	-3.6%	0.0%	2.8%	6.9%	13.0%
Top Administrative Position	26	4.5%	-0.8%	0.4%	3.3%	8.7%	11.1%
Top Business Position	5	3.0%			1.3%		
Top Finance Position	31	4.5%	-1.2%	1.4%	4.4%	7.5%	10.1%
Top Legal Position	5	2.2%			2.5%		
Top Marketing Position	5	4.1%			3.9%		
Top Operations Position	14	5.2%		3.2%	4.6%	6.8%	

Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Greater than \$5 million							
CEO/Executive Director	162	5.7%	-2.0%	1.4%	4.3%	9.9%	16.2%
Top Administrative Position	23	2.4%	-6.8%	-3.9%	1.0%	8.1%	14.4%
Top Business Position	17	7.5%		2.9%	7.4%	11.0%	
Top Development Position	5	4.1%			2.7%		
Top Facilities Position	5	6.0%			3.8%		
Top Finance Position	87	4.7%	-4.1%	0.6%	3.9%	9.0%	14.8%
Top Human Resources Position	19	6.6%		1.3%	3.2%	12.7%	
Top Legal Position	27	5.9%	0.1%	1.4%	3.4%	9.1%	16.0%
Top Marketing Position	13	8.0%		0.6%	6.6%	16.6%	
Top Operations Position	43	8.0%	-0.7%	3.2%	5.7%	12.2%	22.9%
Top PR/Communications Position	20	6.1%	-0.1%	0.6%	3.0%	9.5%	15.0%
Top Technology Position	37	4.0%	-2.5%	1.7%	3.8%	8.2%	10.3%

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less

CEO/Executive Director	472	2.4%	-6.8%	-0.1%	1.7%	6.7%	13.5%
Top Administrative Position	24	2.3%	-4.1%	1.1%	2.6%	5.3%	9.5%
Top Business Position	94	2.2%	-2.6%	0.0%	2.0%	4.5%	9.4%
Top Education Position	18	2.7%		1.4%	2.8%	3.8%	
Top Finance Position	159	3.4%	-5.2%	0.0%	2.8%	6.7%	12.2%

Between \$500 thousand and \$1 million

CEO/Executive Director	387	2.7%	-4.2%	0.0%	2.3%	5.3%	11.2%
Top Administrative Position	24	4.4%	-3.5%	-0.5%	2.6%	8.8%	13.3%
Top Business Position	171	3.0%	-1.8%	0.7%	2.5%	5.0%	8.8%
Top Education Position	13	4.5%		2.6%	3.9%	4.6%	

Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
Top Finance Position	197	2.4%	-4.1%	-0.3%	2.1%	4.9%	10.1%
Between \$1 million and \$5 million							
CEO/Executive Director	767	3.3%	-2.5%	0.3%	2.6%	5.8%	11.0%
Top Administrative Position	44	4.3%	-2.5%	0.6%	3.8%	7.5%	9.8%
Top Business Position	372	3.4%	-0.6%	1.2%	2.8%	5.3%	9.9%
Top Education Position	19	1.4%		1.8%	2.2%	3.3%	
Top Finance Position	505	3.0%	-1.6%	0.7%	2.7%	5.4%	9.7%
Top Legal Position	16	4.7%		2.0%	3.3%	5.4%	
Top Operations Position	11	5.8%		0.6%	4.3%	11.8%	
Greater than \$5 million							
CEO/Executive Director	314	3.2%	-3.3%	0.7%	2.9%	5.7%	11.4%
Top Administrative Position	20	1.3%	-9.3%	0.1%	3.6%	5.6%	9.8%
Top Business Position	101	4.1%	0.5%	2.2%	3.4%	5.6%	10.0%
Top Education Position	7	1.7%			0.9%		
Top Finance Position	262	4.4%	-1.8%	1.1%	3.5%	7.4%	13.2%
Top Human Resources Position	10	1.9%		-2.8%	1.8%	5.7%	
Top Legal Position	69	5.0%	-1.1%	1.9%	3.8%	9.4%	12.8%
Top Operations Position	19	4.2%		1.1%	3.3%	6.2%	
Top PR/Communications Position	19	4.2%		2.5%	3.6%	5.5%	
Top Technology Position	18	4.4%		2.0%	3.6%	5.1%	

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	2,637	2.5%	-4.8%	0.0%	2.0%	5.6%	11.6%
Top Administrative Position	46	1.0%	-8.9%	0.0%	1.2%	4.2%	7.1%

Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
Top Finance Position	28	0.7%	-4.6%	-0.2%	0.0%	3.5%	4.8%
Top Operations Position	11	2.9%		-0.3%	1.0%	7.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	1,347	3.2%	-4.4%	0.0%	3.0%	6.2%	11.9%
Top Administrative Position	14	4.1%		0.2%	3.6%	6.0%	
Top Finance Position	21	1.7%	-4.6%	0.1%	1.6%	5.7%	7.7%
Top Operations Position	21	3.7%	-6.3%	0.0%	4.0%	5.5%	15.2%
Between \$1 million and \$5 million							
CEO/Executive Director	1,985	3.9%	-4.1%	0.2%	3.5%	7.5%	12.9%
Top Administrative Position	56	5.0%	-1.9%	1.8%	3.9%	8.6%	14.4%
Top Business Position	25	4.9%	-1.9%	1.1%	2.7%	7.9%	17.3%
Top Education Position	11	3.0%		0.1%	3.5%	5.1%	
Top Finance Position	234	3.3%	-4.6%	-0.1%	3.6%	7.4%	12.6%
Top Legal Position	58	1.9%	-8.4%	-0.2%	2.5%	6.0%	11.5%
Top Marketing Position	32	2.8%	-2.4%	-0.3%	3.1%	6.4%	8.8%
Top Operations Position	154	4.5%	-2.6%	0.8%	3.9%	7.8%	13.3%
Top PR/Communications Position	44	4.1%	-1.7%	0.5%	3.1%	6.5%	11.1%
Top Program Position	11	5.9%		1.2%	4.5%	7.5%	
Top Technology Position	33	5.5%	0.5%	2.0%	3.7%	7.0%	12.8%
Greater than \$5 million							
CEO/Executive Director	682	4.4%	-4.7%	0.7%	4.2%	8.5%	13.8%
Top Administrative Position	59	4.4%	-4.8%	-0.3%	4.5%	7.3%	14.5%
Top Business Position	53	2.9%	-11.1%	-1.5%	4.1%	7.6%	14.1%
Top Development Position	7	-0.6%			-1.2%		
Top Education Position	34	4.3%	-4.3%	0.4%	3.9%	8.5%	12.3%
Top Finance Position	385	4.8%	-3.5%	1.0%	4.7%	8.2%	14.6%

Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
Top Human Resources Position	41	5.8%	0.1%	2.9%	5.2%	7.7%	13.1%
Top Legal Position	127	4.7%	-4.4%	1.7%	5.0%	8.0%	14.6%
Top Marketing Position	85	6.3%	-0.2%	2.9%	5.3%	10.6%	15.9%
Top Operations Position	191	4.6%	-2.9%	1.0%	4.5%	8.1%	13.3%
Top PR/Communications Position	99	5.9%	-0.6%	2.5%	5.0%	9.5%	14.8%
Top Program Position	12	4.8%		1.3%	2.5%	8.4%	
Top Technology Position	105	5.9%	-0.8%	1.3%	4.4%	10.1%	14.9%
501(c)(07)—Social and Recreational Clubs							
\$500 thousand or less							
CEO/Executive Director	40	1.3%	-4.3%	0.0%	0.7%	4.5%	7.9%
Top Administrative Position	15	-2.5%		-0.2%	0.0%	2.1%	
Top Finance Position	17	4.0%		0.0%	1.9%	10.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	3.2%	-5.8%	-0.5%	1.8%	6.6%	11.0%
Top Administrative Position	21	3.9%	-1.3%	0.3%	3.1%	7.3%	11.0%
Top Finance Position	8	-1.8%			-0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	319	3.3%	-5.7%	-0.1%	2.6%	7.1%	15.2%
Top Administrative Position	277	3.3%	-5.1%	-0.2%	2.5%	7.2%	15.9%
Top Facilities Position	85	1.6%	-5.4%	-0.7%	2.5%	4.9%	8.0%
Top Finance Position	79	3.6%	-3.9%	0.0%	3.9%	8.2%	10.8%
Top Operations Position	13	-0.2%		-5.0%	2.5%	5.9%	
Greater than \$5 million							
CEO/Executive Director	413	3.4%	-4.7%	-0.3%	2.8%	7.3%	12.3%

Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
Top Administrative Position	403	3.5%	-4.2%	-0.2%	2.8%	7.3%	12.3%
Top Business Position	8	-1.1%			2.1%		
Top Facilities Position	305	4.1%	-2.1%	0.8%	3.1%	6.6%	11.9%
Top Finance Position	316	4.4%	-3.8%	1.0%	3.9%	7.5%	13.8%
Top Human Resources Position	12	1.8%		-1.2%	2.4%	5.3%	
Top Operations Position	45	3.0%	-2.3%	0.3%	2.8%	6.4%	9.7%
501(c)(08)—Fraternal Beneficiary Societies and Associations							
\$500 thousand or less							
CEO/Executive Director	10	1.2%		-3.7%	0.0%	3.6%	
Top Administrative Position	53	1.2%	-3.5%	0.0%	0.0%	2.0%	7.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.5%			4.1%		
Top Administrative Position	19	5.0%		0.0%	1.5%	7.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	14	5.5%		0.0%	2.8%	10.5%	
Top Administrative Position	7	8.7%			4.5%		
Top Finance Position	8	3.3%			3.1%		
Greater than \$5 million							
CEO/Executive Director	27	3.3%	-2.9%	-0.5%	3.0%	6.9%	12.5%
Top Finance Position	27	1.7%	-4.0%	-0.3%	1.8%	3.9%	7.8%
Top Technology Position	6	3.2%			4.6%		

Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(09)—Voluntary Employees Beneficiary Associations							
Between \$1 million and \$5 million							
Top Administrative Position	7	7.4%			5.4%		
Greater than \$5 million							
CEO/Executive Director	40	2.4%	-4.9%	-0.3%	3.1%	6.7%	11.6%
Top Administrative Position	37	3.7%	-1.6%	1.5%	2.5%	5.2%	8.9%
Top Finance Position	32	3.0%	-5.4%	1.3%	3.4%	6.2%	9.2%
Top Human Resources Position	6	6.7%			4.8%		
Top Legal Position	8	4.4%			4.1%		
Top Operations Position	9	4.9%			4.5%		
Top Technology Position	13	0.4%		1.5%	2.8%	3.6%	
501(c)(10)—Domestic Fraternal Societies and Associations							
\$500 thousand or less							
CEO/Executive Director	6	1.5%			1.9%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
\$500 thousand or less							
CEO/Executive Director	15	4.2%		0.0%	4.4%	6.1%	
Top Administrative Position	11	1.8%		-0.5%	0.7%	4.5%	
Top Finance Position	11	4.4%		1.5%	2.7%	8.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	5.2%		1.7%	4.1%	8.9%	
Top Administrative Position	12	4.9%		2.3%	4.6%	6.5%	
Top Finance Position	8	3.7%			3.5%		

Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	77	3.7%	-2.2%	1.2%	3.6%	6.4%	9.8%
Top Administrative Position	65	3.5%	-3.3%	0.9%	3.3%	6.4%	10.8%
Top Finance Position	20	4.1%	-6.9%	-0.4%	4.3%	8.1%	14.0%
Top Operations Position	8	6.5%			9.2%		
Greater than \$5 million							
CEO/Executive Director	526	5.9%	-1.5%	2.4%	5.7%	9.3%	14.5%
Top Administrative Position	280	5.7%	-1.2%	2.2%	5.6%	9.3%	13.7%
Top Business Position	10	8.4%		4.3%	7.2%	11.8%	
Top Facilities Position	14	1.2%		-0.9%	1.7%	5.3%	
Top Finance Position	278	6.1%	-1.0%	2.9%	5.9%	10.4%	14.5%
Top Human Resources Position	32	7.1%	1.4%	5.0%	6.6%	10.5%	15.2%
Top Legal Position	12	9.5%		3.0%	7.3%	14.9%	
Top Marketing Position	8	7.0%			6.4%		
Top Operations Position	200	5.9%	0.4%	3.0%	5.7%	9.2%	12.1%
Top PR/Communications Position	6	6.6%			5.7%		
Top Technology Position	56	7.0%	-1.5%	3.0%	7.0%	11.7%	17.3%

501(c)(13)—Cemetery Companies

\$500 thousand or less

CEO/Executive Director	31	2.6%	-3.0%	-0.3%	1.6%	4.0%	8.7%
Top Administrative Position	21	1.7%	-3.0%	-0.7%	0.6%	4.0%	6.3%
Top Finance Position	19	2.1%		-2.5%	0.4%	3.8%	

Between \$500 thousand and \$1 million

CEO/Executive Director	23	2.5%	-3.0%	0.0%	1.5%	3.9%	9.0%
Top Administrative Position	11	2.7%		0.6%	2.0%	3.2%	

Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(13)—Cemetery Companies							
Between \$500 thousand and \$1 million							
Top Finance Position	6	-0.4%			0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	62	3.0%	-4.4%	0.0%	3.4%	5.9%	12.0%
Top Administrative Position	29	3.8%	-2.5%	1.3%	3.4%	6.2%	13.1%
Top Finance Position	9	1.0%			3.4%		
Top Operations Position	5	4.8%			6.0%		
Greater than \$5 million							
CEO/Executive Director	20	4.9%	-2.5%	1.9%	5.5%	9.1%	11.8%
Top Administrative Position	6	-2.8%			-1.6%		
Top Finance Position	14	4.3%		0.9%	4.3%	9.4%	
Top Operations Position	6	8.7%			3.8%		

501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds

\$500 thousand or less

CEO/Executive Director	85	1.6%	-6.9%	0.0%	1.8%	4.2%	9.6%
Top Administrative Position	10	0.8%		0.0%	1.1%	5.3%	
Top Finance Position	22	4.5%	-2.2%	0.3%	3.3%	8.5%	12.6%

Between \$500 thousand and \$1 million

CEO/Executive Director	105	2.9%	-4.1%	-0.3%	2.9%	6.5%	11.0%
Top Finance Position	14	6.8%		3.6%	5.3%	8.4%	

Between \$1 million and \$5 million

CEO/Executive Director	372	4.7%	-2.4%	1.2%	4.3%	8.5%	13.9%
Top Administrative Position	19	3.1%		0.0%	4.2%	6.6%	
Top Finance Position	93	5.4%	-3.2%	1.4%	4.6%	9.9%	16.2%

Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
Top Operations Position	46	5.0%	-1.9%	1.4%	4.6%	8.9%	10.5%
Greater than \$5 million							
CEO/Executive Director	395	5.5%	-4.6%	0.6%	5.5%	11.1%	16.8%
Top Administrative Position	22	4.3%	-2.5%	2.5%	6.0%	8.1%	8.6%
Top Business Position	26	7.8%	-1.7%	2.3%	8.6%	12.8%	18.0%
Top Education Position	5	2.7%			1.5%		
Top Finance Position	302	6.3%	-3.6%	2.2%	6.0%	11.4%	17.1%
Top Human Resources Position	84	6.8%	0.3%	3.3%	6.0%	11.3%	14.9%
Top Legal Position	12	5.2%		3.4%	4.7%	7.0%	
Top Marketing Position	84	6.3%	-3.3%	1.5%	4.7%	11.5%	18.0%
Top Operations Position	174	6.7%	-1.8%	2.0%	6.5%	10.8%	18.0%
Top Technology Position	158	5.9%	-2.1%	2.0%	5.5%	11.0%	15.3%

501(c)(15)—Mutual Insurance Company other than Life or Marine

\$500 thousand or less							
Top Finance Position	18	2.8%		-0.6%	2.4%	7.0%	

501(c)(19)—Post or Organization of Past or Present Members of the Armed Forces

\$500 thousand or less							
CEO/Executive Director	13	-0.4%		-1.9%	0.0%	1.1%	
Top Administrative Position	5	-3.4%			0.0%		
Top Finance Position	23	2.9%	-1.5%	0.0%	1.2%	3.3%	10.1%

Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(19)—Post or Organization of Past or Present Members of the Armed Forces							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-5.4%			1.0%		

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees								
\$500 thousand or less								
CEO/Executive Director								
	F	127	3.1%	-2.9%	0.0%	2.8%	6.5%	13.3%
	M	142	1.7%	-5.5%	0.0%	1.5%	5.1%	9.9%
	U	15	0.5%		-3.8%	-0.7%	1.2%	
Top Administrative Position								
	F	9	4.5%			5.3%		
	M	5	1.2%			-1.6%		
Top Finance Position								
	F	9	1.2%			3.2%		
	M	8	0.2%			0.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	67	3.4%	-4.6%	-0.3%	2.0%	8.9%	11.7%
	M	96	3.0%	-2.9%	0.0%	2.6%	6.2%	11.8%
	U	7	2.7%			0.0%		
Top Administrative Position								
	M	7	-1.6%			0.0%		
Top Finance Position								
	F	8	2.0%			1.8%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	80	2.7%	-2.7%	0.0%	2.3%	5.2%	11.4%
	M	157	3.5%	-4.3%	-0.3%	3.0%	8.6%	13.5%
	U	9	3.2%			1.9%		

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees								
Between \$1 million and \$5 million								
Top Administrative Position								
	F	8	6.6%			7.4%		
	M	16	3.9%		0.2%	3.1%	8.3%	
Top Finance Position								
	F	15	3.0%		0.2%	3.4%	5.2%	
	M	15	5.9%		3.2%	4.6%	8.9%	
Top Operations Position								
	F	9	5.9%			5.0%		
	M	5	4.0%			3.2%		
Greater than \$5 million								
CEO/Executive Director								
	F	30	6.2%	-1.7%	1.1%	3.4%	12.4%	16.7%
	M	126	5.3%	-2.2%	1.4%	4.3%	9.0%	15.1%
	U	6	10.0%			9.1%		
Top Administrative Position								
	F	5	7.8%			9.8%		
	M	17	0.7%		-4.9%	0.4%	7.2%	
Top Business Position								
	F	6	4.6%			3.2%		
	M	8	8.2%			8.0%		
Top Finance Position								
	F	35	3.7%	-6.8%	-0.4%	2.6%	9.9%	13.9%
	M	50	5.1%	-2.5%	1.5%	4.4%	8.1%	14.6%

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees								
Greater than \$5 million								
Top Human Resources Position								
	F	13	7.2%		1.6%	3.0%	12.6%	
	M	5	5.7%			7.5%		
Top Legal Position								
	F	9	8.3%			4.5%		
	M	17	4.9%		1.1%	3.2%	8.0%	
Top Marketing Position								
	F	8	4.6%			5.5%		
Top Operations Position								
	F	18	7.7%		2.3%	5.3%	12.3%	
	M	24	8.3%	-0.1%	4.2%	6.0%	12.1%	22.8%
Top PR/Communications Position								
	F	11	7.3%		1.0%	3.5%	12.4%	
	M	8	5.1%			3.9%		
Top Technology Position								
	F	5	1.1%			1.7%		
	M	28	4.3%	-2.5%	1.8%	3.9%	8.2%	11.9%

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less

CEO/Executive Director

F	122	3.9%	-4.2%	0.0%	2.4%	9.5%	16.5%
M	334	2.0%	-7.1%	0.0%	1.7%	5.8%	10.9%
U	16	-1.8%		-5.7%	-0.4%	3.9%	

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—Labor, Agricultural, and Horticultural Organizations								
\$500 thousand or less								
Top Administrative Position	F	17	2.1%		1.5%	2.7%	5.3%	
Top Business Position	M	90	2.0%	-2.7%	0.0%	1.9%	4.3%	8.6%
Top Education Position	M	17	2.8%		1.6%	3.1%	3.8%	
Top Finance Position	F	63	2.8%	-6.0%	0.0%	2.9%	5.9%	12.1%
	M	95	3.8%	-3.0%	0.0%	2.6%	6.9%	12.1%
Between \$500 thousand and \$1 million								
CEO/Executive Director	F	59	3.4%	-3.6%	0.0%	2.5%	7.0%	11.5%
	M	316	2.6%	-4.4%	0.0%	2.2%	5.1%	11.2%
	U	12	3.2%		0.0%	1.8%	6.8%	
Top Administrative Position	F	14	4.4%		-1.1%	4.1%	10.3%	
	M	9	4.9%			2.3%		
Top Business Position	F	6	5.5%			5.2%		
	M	161	3.0%	-1.8%	0.7%	2.5%	5.0%	8.8%
Top Education Position	M	11	3.2%		2.5%	2.9%	4.6%	
Top Finance Position	F	49	0.1%	-7.5%	-3.2%	0.2%	3.2%	5.9%
	M	144	3.1%	-2.6%	0.0%	2.6%	5.7%	11.7%

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—Labor, Agricultural, and Horticultural Organizations								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	111	4.6%	-0.4%	0.3%	2.9%	7.3%	13.4%
	M	633	3.0%	-3.0%	0.3%	2.6%	5.6%	10.6%
	U	23	4.9%	-2.2%	2.0%	4.3%	7.5%	17.2%
Top Administrative Position								
	F	27	4.8%	-0.7%	2.0%	4.5%	7.1%	9.7%
	M	17	3.4%		-1.0%	3.2%	7.7%	
Top Business Position								
	F	11	1.9%		1.1%	3.2%	5.1%	
	M	350	3.4%	-0.6%	1.2%	2.8%	5.4%	9.7%
	U	11	5.3%		-0.1%	4.1%	8.9%	
Top Education Position								
	M	16	1.1%		1.2%	2.4%	3.3%	
Top Finance Position								
	F	80	4.0%	-0.1%	1.4%	3.5%	5.4%	12.0%
	M	411	2.8%	-1.8%	0.7%	2.6%	5.3%	9.5%
	U	14	3.6%		-0.3%	1.2%	5.1%	
Top Legal Position								
	F	5	8.0%			2.6%		
	M	10	3.3%		2.4%	4.3%	4.8%	
Top Operations Position								
	M	7	7.8%			9.6%		

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—Labor, Agricultural, and Horticultural Organizations								
Greater than \$5 million								
CEO/Executive Director								
	F	42	3.4%	-3.6%	1.2%	2.8%	5.5%	9.4%
	M	251	3.3%	-2.3%	0.6%	2.8%	5.5%	11.1%
	U	21	1.6%	-17.7%	0.0%	4.8%	8.8%	12.4%
Top Administrative Position								
	F	8	-0.4%			3.7%		
	M	10	1.8%		0.7%	3.0%	4.9%	
Top Business Position								
	M	95	3.9%	0.5%	2.2%	3.4%	5.4%	8.8%
Top Finance Position								
	F	56	4.0%	-2.6%	0.8%	3.2%	6.8%	13.3%
	M	192	4.5%	-1.0%	1.3%	3.6%	7.5%	12.7%
	U	14	4.1%		0.0%	0.9%	6.0%	
Top Human Resources Position								
	F	6	0.7%			-1.5%		
Top Legal Position								
	F	23	5.7%	-1.9%	2.5%	4.1%	9.7%	12.5%
	M	40	4.8%	-0.9%	1.9%	3.6%	9.4%	13.0%
	U	6	3.8%			2.7%		
Top Operations Position								
	F	7	3.0%			2.9%		
	M	11	4.8%		0.7%	3.3%	6.6%	
Top PR/Communications Position								
	F	7	3.4%			3.1%		
	M	11	4.8%		3.1%	4.1%	6.0%	

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—Labor, Agricultural, and Horticultural Organizations								
Greater than \$5 million								
Top Technology Position								
	M	14	4.2%		1.7%	3.6%	5.1%	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.								
\$500 thousand or less								
CEO/Executive Director								
	F	1,611	2.8%	-4.4%	0.0%	2.3%	5.9%	12.0%
	M	935	2.1%	-5.6%	0.0%	1.5%	5.2%	10.9%
	U	91	2.8%	-3.8%	0.0%	2.5%	6.4%	12.6%
Top Administrative Position								
	F	34	0.4%	-9.2%	0.0%	0.3%	3.6%	5.7%
	M	10	2.7%		0.7%	3.7%	4.9%	
Top Finance Position								
	F	15	0.0%		0.0%	0.0%	2.5%	
	M	13	1.4%		-0.7%	0.0%	3.5%	
Top Operations Position								
	F	8	3.4%			1.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	586	3.3%	-3.4%	0.0%	3.2%	6.2%	11.0%
	M	725	3.2%	-4.9%	0.0%	2.9%	6.2%	12.5%
	U	36	3.5%	-3.5%	-0.1%	2.7%	6.0%	12.6%
Top Administrative Position								
	F	11	5.2%		3.5%	4.2%	7.7%	

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.								
Between \$500 thousand and \$1 million								
Top Finance Position								
	F	11	0.8%		-0.7%	0.8%	1.8%	
	M	9	2.9%			2.8%		
Top Operations Position								
	F	15	5.2%		1.2%	4.5%	10.2%	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	660	4.3%	-3.6%	0.2%	3.8%	8.1%	13.3%
	M	1,273	3.6%	-4.4%	0.2%	3.3%	7.2%	12.4%
	U	52	4.8%	-3.1%	-0.5%	3.8%	8.8%	16.1%
Top Administrative Position								
	F	32	6.0%	0.1%	2.0%	4.6%	8.7%	16.1%
	M	20	3.3%	-3.0%	1.0%	3.3%	6.8%	9.6%
Top Business Position								
	F	6	8.2%			5.8%		
	M	18	4.0%		0.1%	2.4%	4.8%	
Top Education Position								
	M	10	3.2%		-0.2%	3.5%	5.7%	
Top Finance Position								
	F	138	2.7%	-4.6%	-0.5%	3.6%	7.4%	11.4%
	M	86	4.2%	-4.7%	0.4%	4.1%	6.9%	13.9%
	U	10	4.2%		2.5%	2.8%	7.5%	

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.								
Between \$1 million and \$5 million								
Top Legal Position								
	F	18	1.4%		-1.1%	1.7%	4.5%	
	M	35	2.1%	-7.1%	0.0%	2.5%	6.3%	11.6%
	U	5	2.5%			7.5%		
Top Marketing Position								
	F	20	3.4%	-0.8%	1.2%	3.9%	6.4%	8.3%
	M	11	1.5%		-1.9%	1.4%	6.6%	
Top Operations Position								
	F	96	4.6%	-2.2%	0.6%	4.6%	8.4%	13.3%
	M	50	4.4%	-2.3%	0.9%	3.3%	7.5%	13.1%
	U	8	3.9%			3.9%		
Top PR/Communications Position								
	F	29	4.6%	-1.5%	0.6%	3.2%	7.6%	13.0%
	M	13	2.5%		0.4%	2.4%	4.1%	
Top Program Position								
	F	8	5.0%			4.3%		
Top Technology Position								
	M	30	5.7%	0.4%	2.0%	4.0%	7.8%	13.3%
Greater than \$5 million								
CEO/Executive Director								
	F	158	6.0%	-4.0%	1.7%	5.1%	10.7%	17.7%
	M	503	4.0%	-4.9%	0.3%	3.9%	7.8%	12.8%
	U	21	4.1%	-2.6%	0.7%	5.0%	7.5%	10.5%

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.								
Greater than \$5 million								
Top Administrative Position								
	F	32	3.7%	-4.0%	-0.5%	4.5%	6.8%	9.8%
	M	26	4.8%	-5.2%	0.9%	3.5%	7.9%	16.3%
Top Business Position								
	F	24	1.2%	-12.5%	-1.7%	3.8%	6.1%	9.0%
	M	27	4.5%	-5.5%	0.6%	6.2%	10.1%	15.1%
Top Development Position								
	F	5	-1.1%			-1.2%		
Top Education Position								
	F	22	2.8%	-4.6%	0.4%	3.1%	6.5%	9.0%
	M	10	7.2%		-1.1%	7.5%	12.4%	
Top Finance Position								
	F	173	5.3%	-3.0%	1.5%	4.6%	8.1%	15.7%
	M	198	4.7%	-3.4%	1.0%	5.1%	8.3%	13.7%
	U	14	-0.4%		-2.3%	0.7%	3.9%	
Top Human Resources Position								
	F	31	5.8%	0.1%	3.0%	4.8%	7.4%	14.2%
	M	8	5.8%			7.1%		
Top Legal Position								
	F	44	3.4%	-9.0%	1.2%	4.2%	7.6%	14.4%
	M	75	4.7%	-2.7%	1.9%	4.9%	7.7%	12.7%
	U	8	11.1%			9.6%		
Top Marketing Position								
	F	50	6.8%	-0.2%	3.0%	5.5%	12.6%	16.4%
	M	32	5.8%	-1.3%	2.1%	5.8%	10.6%	12.8%

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.								
Greater than \$5 million								
Top Operations Position								
	F	88	4.8%	-1.5%	1.0%	4.7%	7.7%	12.0%
	M	95	4.3%	-4.6%	0.5%	4.4%	9.3%	13.6%
	U	8	6.3%			6.4%		
Top PR/Communications Position								
	F	51	6.6%	-0.2%	2.8%	5.7%	9.6%	14.7%
	M	47	5.0%	-1.4%	1.9%	4.4%	9.0%	14.5%
Top Program Position								
	F	5	5.6%			2.3%		
	M	6	4.5%			2.0%		
Top Technology Position								
	F	16	2.6%		0.9%	2.8%	4.6%	
	M	85	6.6%	-0.5%	1.3%	5.5%	10.8%	16.5%

501(c)(07)—Social and Recreational Clubs

\$500 thousand or less

CEO/Executive Director

F	18	2.2%			0.0%	2.7%	5.9%	
M	21	0.6%		-5.8%	-0.7%	0.2%	3.0%	7.1%

Top Administrative Position

F	7	-4.8%				-0.1%		
M	8	-0.4%				0.1%		

Top Finance Position

F	5	10.9%				10.3%		
M	10	0.7%			0.0%	0.0%	3.7%	

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(07)—Social and Recreational Clubs								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	8	2.9%			1.3%		
	M	21	3.5%	-5.8%	-1.2%	3.0%	7.1%	11.0%
Top Administrative Position								
	F	6	0.9%			1.8%		
	M	13	5.7%		1.3%	4.3%	9.4%	
Top Finance Position								
	M	6	-0.8%			0.0%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	45	2.3%	-7.2%	-3.8%	2.1%	6.8%	12.0%
	M	266	3.5%	-5.4%	0.0%	2.6%	7.2%	15.9%
	U	8	3.9%			3.3%		
Top Administrative Position								
	F	31	4.4%	-4.8%	-0.1%	3.6%	8.2%	13.5%
	M	237	3.2%	-5.3%	-0.1%	2.4%	6.5%	16.0%
	U	9	3.4%			3.0%		
Top Facilities Position								
	M	83	1.6%	-5.4%	-0.8%	2.5%	4.9%	8.1%
Top Finance Position								
	F	49	4.3%	-3.1%	0.2%	4.1%	8.2%	10.3%
	M	25	1.4%	-7.2%	-2.7%	2.9%	5.5%	10.2%
	U	5	7.1%			10.3%		

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(07)—Social and Recreational Clubs								
Between \$1 million and \$5 million								
Top Operations Position								
	F	5	2.3%			5.5%		
	M	8	-1.8%			-1.2%		
Greater than \$5 million								
CEO/Executive Director								
	F	35	5.3%	-0.5%	1.7%	5.3%	9.0%	11.1%
	M	370	3.2%	-5.0%	-0.6%	2.7%	7.1%	12.3%
	U	8	6.7%			3.8%		
Top Administrative Position								
	F	25	5.6%	-1.0%	1.4%	5.3%	9.3%	11.2%
	M	372	3.4%	-4.5%	-0.4%	2.7%	7.3%	12.3%
	U	6	2.4%			1.1%		
Top Business Position								
	F	6	-3.1%			2.1%		
Top Facilities Position								
	M	301	4.0%	-2.2%	0.7%	3.0%	6.6%	12.0%
Top Finance Position								
	F	156	4.2%	-5.2%	1.6%	4.2%	7.2%	13.0%
	M	146	4.9%	-1.9%	1.5%	3.9%	8.2%	14.6%
	U	14	2.2%		-3.2%	2.0%	5.5%	
Top Human Resources Position								
	F	10	3.2%		-0.2%	3.3%	6.2%	
Top Operations Position								
	M	41	2.8%	-3.0%	0.3%	2.8%	6.3%	8.9%

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(08)—Fraternal Beneficiary Societies and Associations								
\$500 thousand or less								
CEO/Executive Director	M	10	1.2%		-3.7%	0.0%	3.6%	
Top Administrative Position	M	51	1.3%	-3.8%	0.0%	0.0%	2.6%	7.2%
Between \$500 thousand and \$1 million								
CEO/Executive Director	M	5	4.0%			0.3%		
Top Administrative Position	M	18	4.9%		0.0%	0.7%	7.6%	
Between \$1 million and \$5 million								
CEO/Executive Director	M	12	6.5%		0.0%	5.7%	11.5%	
Top Administrative Position	M	7	8.7%			4.5%		
Greater than \$5 million								
CEO/Executive Director	M	20	4.5%	-2.1%	0.0%	4.0%	7.6%	12.6%
Top Finance Position	F	7	3.2%			3.4%		
	M	19	1.2%		-0.7%	1.2%	3.1%	
Top Technology Position	M	5	5.7%			6.5%		

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(09)—Voluntary Employees Beneficiary Associations								
Greater than \$5 million								
CEO/Executive Director								
	F	15	3.5%		-0.7%	3.3%	7.7%	
	M	25	1.7%	-6.8%	-0.3%	2.8%	6.3%	8.2%
Top Administrative Position								
	F	14	2.6%		1.7%	2.5%	5.1%	
	M	22	4.3%	-0.3%	1.2%	2.3%	4.8%	8.5%
Top Finance Position								
	F	14	3.5%		1.2%	3.2%	7.5%	
	M	16	2.7%		1.9%	4.2%	5.4%	
Top Human Resources Position								
	M	5	6.9%			4.4%		
Top Legal Position								
	M	6	3.8%			4.1%		
Top Operations Position								
	F	5	0.7%			-2.0%		
Top Technology Position								
	M	9	-0.3%			3.1%		

501(c)(10)—Domestic Fraternal Societies and Associations

\$500 thousand or less

CEO/Executive Director

M	6	1.5%			1.9%
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Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies								
\$500 thousand or less								
CEO/Executive Director	M	14	4.5%		0.0%	4.5%	6.7%	
Top Administrative Position	M	6	4.1%			4.5%		
Top Finance Position	F	6	5.7%			2.6%		
Between \$500 thousand and \$1 million								
CEO/Executive Director	M	10	3.6%		1.6%	3.3%	5.4%	
Top Administrative Position	F	5	7.9%			5.7%		
Top Finance Position	M	7	2.7%			4.1%		
	F	5	3.9%			3.9%		
Between \$1 million and \$5 million								
CEO/Executive Director	F	13	2.7%		0.5%	3.9%	5.6%	
Top Administrative Position	M	63	3.9%	-2.2%	1.2%	3.6%	6.4%	9.6%
	F	14	1.6%		0.5%	2.9%	5.3%	
Top Finance Position	M	50	4.0%	-2.5%	1.3%	3.6%	6.6%	10.1%
	F	12	4.8%		2.5%	3.5%	8.1%	
	M	7	1.3%			4.7%		

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies								
Between \$1 million and \$5 million								
Top Operations Position								
	M	7	4.3%			8.6%		
Greater than \$5 million								
CEO/Executive Director								
	F	49	6.0%	-0.6%	2.4%	6.2%	10.6%	13.6%
	M	462	6.0%	-1.5%	2.6%	5.7%	9.3%	14.6%
	U	15	1.6%		-0.9%	4.0%	5.4%	
Top Administrative Position								
	F	38	5.8%	-0.2%	1.6%	5.9%	9.4%	13.1%
	M	232	5.8%	-1.1%	2.4%	5.7%	9.3%	13.8%
	U	10	1.1%		-0.9%	4.4%	5.4%	
Top Business Position								
	F	5	9.4%			9.7%		
	M	5	7.4%			6.1%		
Top Facilities Position								
	M	14	1.2%		-0.9%	1.7%	5.3%	
Top Finance Position								
	F	129	6.6%	0.5%	3.2%	6.3%	10.8%	15.2%
	M	139	5.6%	-2.1%	2.6%	5.9%	9.9%	13.7%
	U	10	6.1%		5.2%	6.4%	10.0%	
Top Human Resources Position								
	F	25	6.8%	1.4%	5.0%	6.3%	10.2%	12.7%
	M	6	8.1%			9.4%		
Top Legal Position								
	M	7	11.6%			11.7%		

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies								
Greater than \$5 million								
Top Marketing Position								
	F	5	5.0%			5.8%		
Top Operations Position								
	F	6	4.3%			5.8%		
	M	190	5.9%	0.6%	3.0%	5.6%	9.2%	12.1%
Top Technology Position								
	M	52	6.9%	-3.4%	2.9%	6.3%	11.8%	17.7%

501(c)(13)—Cemetery Companies

\$500 thousand or less

CEO/Executive Director

F	5	0.5%				0.0%		
M	26	3.0%	-3.9%	0.0%	2.0%	4.8%	13.0%	

Top Administrative Position

F	6	0.4%			-0.3%		
M	15	2.3%		0.0%	2.4%	4.0%	

Top Finance Position

F	5	7.9%			3.9%		
M	12	0.9%		-2.6%	0.4%	3.1%	

Between \$500 thousand and \$1 million

CEO/Executive Director

M	19	2.2%		-0.5%	1.4%	3.1%	
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Top Administrative Position

M	9	3.1%			2.0%		
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Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(13)—Cemetery Companies								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	13	8.6%		4.3%	5.7%	14.0%	
	M	48	1.7%	-6.8%	-0.1%	2.7%	4.9%	9.4%
Top Administrative Position								
	M	23	3.6%	-2.4%	1.6%	3.4%	6.6%	12.0%
Top Finance Position								
	M	5	-1.4%			3.7%		
Greater than \$5 million								
CEO/Executive Director								
	M	16	3.6%		-0.5%	3.7%	8.4%	
Top Administrative Position								
	M	5	-3.3%			-2.4%		
Top Finance Position								
	F	7	3.5%			4.6%		
	M	7	5.1%			4.0%		
Top Operations Position								
	M	5	10.0%			4.7%		

501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds

\$500 thousand or less

CEO/Executive Director

F	69	2.1%	-6.4%	0.0%	2.8%	4.7%	10.0%
M	12	0.1%		-2.0%	0.0%	1.1%	

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds								
\$500 thousand or less								
Top Administrative Position								
	F	9	0.9%			1.6%		
Top Finance Position								
	F	14	3.6%		0.0%	2.2%	7.9%	
	M	7	5.5%			3.5%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	57	1.9%	-6.2%	-0.8%	2.6%	5.3%	9.1%
	M	44	4.0%	-2.6%	-0.1%	3.0%	8.6%	13.6%
Top Finance Position								
	F	9	6.7%			5.0%		
	M	5	7.0%			7.0%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	167	4.6%	-2.5%	1.1%	4.2%	8.4%	14.0%
	M	195	4.7%	-1.7%	1.2%	4.5%	8.6%	13.4%
	U	10	5.0%		2.1%	5.0%	10.7%	
Top Administrative Position								
	F	10	3.2%		0.1%	3.9%	6.3%	
	M	9	3.1%			4.3%		
Top Finance Position								
	F	45	5.7%	-3.7%	1.1%	5.4%	10.7%	17.0%
	M	48	5.0%	-0.2%	1.5%	4.4%	9.5%	13.1%

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds								
Between \$1 million and \$5 million								
Top Operations Position								
	F	33	5.0%	-0.2%	1.8%	3.8%	8.7%	10.2%
	M	12	5.3%		1.2%	7.4%	9.0%	
Greater than \$5 million								
CEO/Executive Director								
	F	90	5.9%	-4.6%	0.3%	6.4%	12.4%	17.5%
	M	290	5.3%	-4.5%	0.8%	5.4%	10.7%	16.2%
	U	15	6.4%		-0.2%	4.1%	17.1%	
Top Administrative Position								
	F	13	5.2%		3.7%	6.9%	8.3%	
	M	8	2.6%			3.9%		
Top Business Position								
	F	9	7.7%			7.7%		
	M	17	7.9%		2.0%	9.2%	13.0%	
Top Finance Position								
	F	106	6.4%	-1.3%	3.1%	6.1%	10.5%	17.7%
	M	182	6.3%	-4.5%	1.9%	5.9%	11.9%	17.6%
	U	14	4.8%		-0.8%	7.2%	10.5%	
Top Human Resources Position								
	F	68	7.0%	1.5%	3.6%	5.8%	10.0%	13.9%
	M	13	8.6%		4.3%	8.9%	15.7%	
Top Legal Position								
	F	5	3.5%			3.5%		
	M	7	6.4%			6.9%		

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds								
Greater than \$5 million								
Top Marketing Position								
	F	47	7.0%	-2.6%	2.3%	5.4%	12.5%	18.2%
	M	34	5.2%	-4.0%	0.9%	4.1%	8.5%	14.1%
Top Operations Position								
	F	95	6.7%	-2.8%	1.8%	7.8%	12.2%	17.0%
	M	70	6.5%	-1.4%	2.6%	5.7%	10.1%	19.3%
	U	9	7.4%			7.4%		
Top Technology Position								
	F	20	4.9%	-2.7%	-1.7%	4.1%	11.4%	17.1%
	M	131	5.8%	-2.0%	2.0%	5.4%	10.7%	14.5%
	U	7	11.4%			9.3%		

501(c)(15)—Mutual Insurance Company other than Life or Marine

\$500 thousand or less								
Top Finance Position								
	F	10	3.2%		-0.5%	4.0%	7.3%	
	M	7	2.6%			2.4%		

501(c)(19)—Post or Organization of Past or Present Members of the Armed Forces

\$500 thousand or less								
CEO/Executive Director								
	M	5	-0.8%			-0.4%		

Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(19)—Post or Organization of Past or Present Members of the Armed Forces								
\$500 thousand or less								
Top Finance Position								
	F	9	4.8%			3.7%		
	M	14	1.7%		0.0%	0.3%	1.7%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
\$250 thousand or less							
CEO/Executive Director	164	2.0%	-8.9%	-0.5%	0.9%	5.6%	15.2%
Top Administrative Position	6	-2.0%			-0.1%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	131	2.2%	-6.3%	0.0%	1.1%	4.6%	10.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	104	2.1%	-3.2%	-0.3%	0.9%	4.8%	8.9%
Top Business Position	9	4.7%			4.9%		
Top Finance Position	6	-0.1%			-0.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	135	2.0%	-3.8%	-0.3%	1.2%	4.8%	9.6%
Top Administrative Position	7	-1.7%			-0.6%		
Top Business Position	5	3.5%			2.6%		
Top Finance Position	9	4.5%			2.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	69	3.7%	-4.3%	0.1%	3.9%	8.4%	10.7%
Top Finance Position	15	3.8%		-0.1%	3.3%	6.7%	
Top Operations Position	8	4.6%			5.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	49	2.6%	-8.2%	0.0%	3.4%	6.3%	10.1%
Top Administrative Position	5	4.2%			9.3%		
Top Finance Position	17	4.4%		0.8%	3.5%	7.8%	
Between \$10 million and \$25 million							
CEO/Executive Director	40	3.5%	-5.0%	0.0%	3.9%	6.9%	11.9%
Top Administrative Position	5	2.5%			3.7%		
Top Finance Position	20	3.7%	-1.3%	0.4%	3.5%	7.4%	11.9%
Top Operations Position	11	6.0%		1.4%	4.6%	9.2%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Between \$25 million and \$50 million							
CEO/Executive Director	17	6.1%		0.0%	3.9%	10.8%	
Top Administrative Position	6	3.3%			3.8%		
Top Finance Position	9	4.9%			2.9%		
Top Technology Position	5	2.8%			-0.3%		
Greater than \$50 million							
CEO/Executive Director	21	5.1%	-1.1%	0.7%	4.6%	6.2%	14.6%
Top Finance Position	15	6.5%		3.2%	4.9%	8.6%	
Top Operations Position	10	5.6%		0.4%	4.4%	7.3%	
Alaska							
\$250 thousand or less							
CEO/Executive Director	41	2.6%	-4.9%	0.0%	0.8%	5.8%	12.7%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	42	1.4%	-5.9%	-1.2%	0.6%	5.8%	9.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	63	2.2%	-6.4%	-1.1%	0.9%	5.5%	9.7%
Top Finance Position	6	1.4%			4.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	69	3.2%	-3.4%	-0.3%	2.5%	6.4%	11.5%
Top Administrative Position	7	1.8%			0.0%		
Top Business Position	5	-1.4%			-5.6%		
Top Finance Position	10	3.1%		-3.1%	3.5%	10.7%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	36	4.2%	-3.7%	0.0%	4.6%	10.3%	14.0%
Top Finance Position	7	5.4%			-0.6%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Between \$5 million and \$10 million							
CEO/Executive Director	25	5.8%	-2.5%	1.4%	5.5%	13.7%	16.5%
Top Finance Position	13	6.0%		0.3%	3.3%	8.1%	
Top Operations Position	6	2.8%			2.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	24	2.2%	-11.9%	-2.9%	4.7%	7.9%	10.0%
Top Administrative Position	6	-7.1%			-4.0%		
Top Finance Position	17	7.5%		4.1%	6.6%	14.2%	
Top Operations Position	6	4.3%			5.7%		
Greater than \$50 million							
CEO/Executive Director	9	5.4%			5.4%		
Top Finance Position	7	6.5%			7.3%		
Arizona							
\$250 thousand or less							
CEO/Executive Director	145	1.5%	-11.0%	-1.0%	0.0%	6.3%	13.5%
Top Program Position	7	3.5%			5.6%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	136	2.2%	-5.2%	-0.1%	0.6%	6.2%	12.2%
Top Operations Position	5	0.1%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	156	2.4%	-10.3%	-0.1%	2.6%	7.4%	12.4%
Top Administrative Position	5	6.0%			6.9%		
Top Finance Position	15	2.2%		0.0%	2.3%	6.6%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	203	2.7%	-4.4%	-0.8%	2.3%	7.0%	12.8%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Between \$1 million and \$2.5 million							
Top Administrative Position	9	5.8%			3.6%		
Top Business Position	8	2.4%			1.4%		
Top Finance Position	27	4.4%	-5.4%	1.2%	4.1%	10.7%	14.0%
Top Operations Position	14	4.7%		0.3%	4.3%	8.5%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	110	4.0%	-6.2%	0.0%	2.5%	8.3%	16.0%
Top Administrative Position	8	5.1%			3.2%		
Top Finance Position	22	4.3%	-3.0%	0.4%	4.1%	8.3%	17.0%
Top Operations Position	10	1.7%		-0.8%	3.8%	5.1%	
Between \$5 million and \$10 million							
CEO/Executive Director	96	4.7%	-1.5%	0.2%	3.7%	8.3%	13.7%
Top Administrative Position	10	4.1%		-0.4%	3.6%	6.4%	
Top Finance Position	35	4.9%	-0.6%	0.9%	4.0%	8.1%	13.0%
Top Operations Position	18	0.4%		-2.3%	1.8%	4.5%	
Between \$10 million and \$25 million							
CEO/Executive Director	65	4.2%	-3.8%	0.1%	3.7%	7.3%	14.7%
Top Administrative Position	8	4.2%			0.9%		
Top Business Position	8	6.8%			7.1%		
Top Finance Position	39	4.8%	-3.2%	0.6%	3.8%	8.3%	14.0%
Top Operations Position	17	2.4%		-1.2%	3.5%	7.7%	
Top Technology Position	7	4.3%			1.7%		
Between \$25 million and \$50 million							
CEO/Executive Director	36	3.1%	-6.3%	-0.6%	2.7%	9.1%	10.7%
Top Development Position	5	1.1%			-0.7%		
Top Finance Position	27	5.8%	-2.9%	1.1%	3.4%	11.5%	19.4%
Top Human Resources Position	6	4.0%			3.5%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Between \$25 million and \$50 million							
Top Operations Position	11	6.5%		0.0%	5.2%	13.9%	
Greater than \$50 million							
CEO/Executive Director	31	7.6%	-0.8%	3.5%	7.1%	12.6%	17.5%
Top Finance Position	24	1.6%	-10.4%	-4.7%	3.2%	7.8%	9.0%
Top Human Resources Position	6	8.0%			5.9%		
Top Legal Position	6	4.6%			4.3%		
Top Operations Position	11	9.0%		2.6%	12.8%	14.5%	
Top Technology Position	11	8.8%		2.9%	10.3%	14.1%	
Arkansas							
\$250 thousand or less							
CEO/Executive Director	79	0.7%	-11.2%	-1.9%	0.0%	4.1%	13.2%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	66	3.1%	-3.0%	0.0%	1.6%	6.6%	13.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	3.3%	-2.2%	0.0%	1.9%	5.8%	9.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	75	3.3%	-2.6%	0.0%	2.2%	7.0%	11.6%
Top Finance Position	11	4.9%		1.1%	3.3%	5.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	43	3.7%	-3.3%	-1.2%	3.5%	6.5%	13.0%
Top Administrative Position	5	4.5%			4.6%		
Top Finance Position	10	6.6%		0.3%	4.3%	13.7%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Between \$5 million and \$10 million							
CEO/Executive Director	34	2.9%	-8.4%	-1.0%	3.4%	6.5%	13.6%
Top Finance Position	10	4.7%		1.2%	3.7%	6.3%	
Between \$10 million and \$25 million							
CEO/Executive Director	39	3.9%	-3.5%	0.1%	3.6%	8.0%	12.8%
Top Finance Position	22	6.2%	0.1%	1.7%	4.0%	7.6%	18.5%
Top Operations Position	8	-1.3%			-2.4%		
Between \$25 million and \$50 million							
CEO/Executive Director	15	3.6%		-1.4%	4.1%	8.9%	
Top Administrative Position	5	7.0%			6.2%		
Top Finance Position	12	8.0%		4.5%	7.0%	11.5%	
Top Operations Position	7	6.2%			3.7%		
Greater than \$50 million							
CEO/Executive Director	22	6.7%	-4.8%	3.8%	8.5%	12.6%	14.8%
Top Finance Position	17	8.7%		4.6%	9.5%	11.7%	
Top Operations Position	9	6.2%			5.1%		
California							
\$250 thousand or less							
CEO/Executive Director	813	1.1%	-12.7%	-3.3%	0.0%	6.6%	15.2%
Top Administrative Position	19	0.8%		-0.3%	0.0%	2.7%	
Top Finance Position	45	3.1%	-6.1%	-2.0%	0.0%	7.5%	16.1%
Top Operations Position	9	0.6%			0.0%		
Top Program Position	13	-0.4%		0.0%	0.0%	5.5%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	853	2.5%	-8.3%	-0.8%	1.7%	7.5%	14.1%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Between \$250 thousand and \$500 thousand							
Top Administrative Position	25	0.4%	-14.8%	0.0%	2.0%	5.0%	9.6%
Top Business Position	5	0.8%			0.0%		
Top Finance Position	46	0.4%	-11.5%	0.0%	0.8%	4.1%	8.6%
Top Operations Position	8	1.0%			2.8%		
Top Program Position	7	6.2%			6.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	1,067	3.0%	-6.5%	-0.1%	2.2%	7.6%	14.2%
Top Administrative Position	27	2.3%	-8.3%	0.0%	1.1%	5.4%	13.1%
Top Business Position	6	3.7%			3.7%		
Top Finance Position	77	2.6%	-9.3%	-0.1%	2.7%	7.7%	12.4%
Top Operations Position	22	1.3%	-11.3%	-5.1%	2.1%	8.1%	10.4%
Top Program Position	9	1.6%			2.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	1,467	3.3%	-5.2%	0.0%	2.6%	7.6%	13.8%
Top Administrative Position	46	2.2%	-8.9%	-1.6%	1.9%	6.7%	10.9%
Top Business Position	27	2.7%	-11.1%	-0.3%	2.9%	9.2%	12.6%
Top Development Position	9	4.4%			5.8%		
Top Education Position	7	2.9%			3.2%		
Top Finance Position	168	2.7%	-7.5%	-0.6%	2.9%	7.2%	13.7%
Top Legal Position	11	5.0%		1.3%	3.4%	9.5%	
Top Operations Position	48	3.9%	-4.4%	-0.2%	3.3%	8.8%	14.0%
Top Program Position	17	4.4%		0.0%	4.7%	7.8%	
Top Technology Position	6	5.6%			7.7%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	924	4.2%	-4.5%	0.0%	3.2%	8.7%	15.7%
Top Administrative Position	69	3.3%	-2.8%	0.0%	3.0%	6.8%	10.5%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Between \$2.5 million and \$5 million							
Top Business Position	31	3.1%	0.1%	0.7%	3.2%	4.9%	8.9%
Top Development Position	36	3.9%	-0.8%	0.8%	3.5%	6.0%	9.9%
Top Education Position	16	2.0%		-0.8%	3.9%	6.9%	
Top Finance Position	214	4.4%	-2.2%	0.4%	3.6%	8.6%	14.6%
Top Human Resources Position	6	3.4%			5.8%		
Top Legal Position	18	6.1%		1.5%	4.0%	7.2%	
Top Marketing Position	8	3.5%			5.1%		
Top Operations Position	77	3.9%	-5.8%	0.1%	4.2%	8.9%	14.6%
Top PR/Communications Position	7	4.7%			4.8%		
Top Program Position	17	6.0%		1.4%	3.8%	9.2%	
Top Technology Position	13	7.3%		2.8%	6.7%	10.8%	
Between \$5 million and \$10 million							
CEO/Executive Director	682	3.9%	-5.4%	0.0%	3.3%	8.1%	14.1%
Top Administrative Position	55	3.5%	-5.0%	0.9%	4.0%	8.2%	11.2%
Top Business Position	35	3.5%	-7.0%	2.2%	3.9%	8.2%	12.7%
Top Development Position	56	5.6%	-3.4%	2.4%	4.7%	10.0%	15.0%
Top Education Position	11	5.8%		0.5%	2.0%	11.4%	
Top Facilities Position	12	6.8%		1.2%	6.0%	10.9%	
Top Finance Position	255	4.8%	-3.4%	0.1%	4.3%	9.5%	14.5%
Top Human Resources Position	10	6.4%		2.1%	6.5%	10.7%	
Top Legal Position	9	6.0%			6.8%		
Top Marketing Position	12	3.7%		0.0%	3.5%	6.1%	
Top Operations Position	87	5.1%	-2.4%	1.3%	4.4%	10.0%	15.6%
Top PR/Communications Position	8	8.7%			7.3%		
Top Program Position	27	6.3%	-0.4%	3.5%	7.5%	10.4%	12.3%
Top Technology Position	16	5.4%		1.9%	3.4%	8.4%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Between \$10 million and \$25 million							
CEO/Executive Director	614	4.2%	-4.2%	0.0%	3.4%	7.9%	16.1%
Top Administrative Position	63	2.8%	-6.2%	-2.0%	2.4%	6.8%	13.0%
Top Business Position	29	3.4%	-5.0%	0.3%	1.9%	6.9%	18.1%
Top Development Position	90	3.9%	-2.2%	0.8%	3.6%	6.8%	10.5%
Top Education Position	22	4.9%	-3.7%	0.6%	3.8%	8.2%	12.7%
Top Facilities Position	17	1.9%		0.3%	2.6%	5.5%	
Top Finance Position	378	5.2%	-4.6%	0.6%	5.1%	9.4%	15.6%
Top Human Resources Position	34	5.5%	-2.2%	0.3%	4.7%	7.6%	15.9%
Top Legal Position	22	4.8%	-0.8%	1.6%	4.1%	7.9%	11.5%
Top Marketing Position	31	4.4%	-3.4%	0.5%	2.9%	10.0%	13.6%
Top Operations Position	142	5.2%	-5.1%	0.7%	4.8%	9.2%	16.8%
Top PR/Communications Position	15	1.6%		0.3%	2.5%	6.4%	
Top Program Position	41	4.9%	-5.4%	0.4%	4.9%	9.3%	14.9%
Top Technology Position	51	4.2%	-2.3%	1.1%	4.2%	8.0%	11.5%
Between \$25 million and \$50 million							
CEO/Executive Director	226	4.6%	-4.0%	0.8%	4.2%	9.1%	14.7%
Top Administrative Position	18	2.7%		-1.8%	1.4%	7.9%	
Top Business Position	14	6.4%		2.9%	5.8%	9.1%	
Top Development Position	34	3.9%	-5.3%	2.3%	3.4%	6.8%	10.9%
Top Education Position	14	4.2%		1.1%	4.4%	9.3%	
Top Facilities Position	8	6.7%			5.3%		
Top Finance Position	151	4.5%	-2.7%	1.6%	4.3%	8.0%	13.1%
Top Human Resources Position	45	6.1%	1.0%	3.1%	5.2%	9.2%	13.0%
Top Legal Position	13	4.8%		-1.0%	2.3%	9.1%	
Top Marketing Position	21	2.0%	-4.5%	-0.5%	2.5%	6.8%	9.3%
Top Operations Position	73	5.1%	-3.8%	0.5%	4.3%	10.9%	16.4%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Between \$25 million and \$50 million							
Top PR/Communications Position	8	6.7%			5.7%		
Top Program Position	11	2.7%		1.1%	2.7%	4.4%	
Top Technology Position	42	3.9%	-2.1%	0.4%	3.9%	6.7%	10.3%
Greater than \$50 million							
CEO/Executive Director	224	4.1%	-5.5%	0.3%	4.1%	8.0%	14.9%
Top Administrative Position	19	4.7%		2.2%	4.8%	7.1%	
Top Business Position	12	6.5%		2.2%	6.1%	8.5%	
Top Development Position	37	3.7%	-1.8%	0.9%	3.7%	6.3%	10.6%
Top Education Position	19	2.2%		-0.3%	1.8%	3.2%	
Top Facilities Position	8	2.0%			2.8%		
Top Finance Position	182	5.2%	-5.8%	1.5%	5.0%	10.2%	17.1%
Top Human Resources Position	67	5.6%	-4.7%	1.2%	5.7%	11.1%	15.3%
Top Legal Position	30	2.7%	-4.2%	-1.3%	1.7%	6.9%	12.3%
Top Marketing Position	16	5.9%		1.1%	4.6%	6.7%	
Top Operations Position	81	6.1%	-5.8%	2.3%	4.7%	10.5%	19.2%
Top PR/Communications Position	14	1.1%		1.4%	2.5%	4.4%	
Top Program Position	12	3.5%		-0.2%	4.4%	5.2%	
Top Technology Position	68	3.5%	-7.3%	-0.8%	3.2%	8.8%	15.4%
Colorado							
\$250 thousand or less							
CEO/Executive Director	288	2.4%	-9.8%	-1.9%	0.7%	7.7%	16.3%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	219	3.1%	-7.2%	-0.6%	2.2%	8.9%	14.3%
Top Finance Position	7	6.0%			6.6%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Between \$500 thousand and \$1 million							
CEO/Executive Director	307	3.3%	-5.0%	0.0%	2.9%	7.2%	13.5%
Top Finance Position	12	3.1%		0.7%	3.9%	5.1%	
Top Operations Position	10	7.7%		4.6%	7.6%	9.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	315	3.5%	-6.8%	0.0%	3.3%	8.0%	13.1%
Top Administrative Position	14	4.5%		0.1%	6.1%	11.2%	
Top Business Position	6	5.7%			6.3%		
Top Development Position	5	1.7%			4.2%		
Top Finance Position	26	-0.7%	-15.0%	-3.6%	0.8%	5.1%	7.4%
Top Operations Position	9	0.9%			7.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	204	4.5%	-2.9%	0.0%	4.1%	8.0%	14.1%
Top Administrative Position	10	1.6%		-0.9%	0.8%	6.6%	
Top Business Position	6	-0.6%			2.2%		
Top Finance Position	31	1.6%	-9.2%	-0.9%	2.8%	5.3%	8.9%
Top Operations Position	10	6.0%		-1.7%	5.7%	12.1%	
Between \$5 million and \$10 million							
CEO/Executive Director	123	5.5%	-2.4%	1.4%	4.4%	9.9%	16.6%
Top Administrative Position	11	6.6%		1.7%	3.4%	10.6%	
Top Business Position	6	7.6%			7.1%		
Top Finance Position	37	5.7%	-1.3%	1.3%	5.2%	10.1%	15.3%
Top Operations Position	8	8.0%			8.6%		
Top Program Position	5	7.1%			5.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	96	5.2%	-2.5%	1.2%	4.2%	8.5%	17.5%
Top Administrative Position	8	4.7%			6.0%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Between \$10 million and \$25 million							
Top Development Position	9	4.2%			5.3%		
Top Finance Position	62	4.9%	-2.0%	1.6%	5.2%	7.7%	12.5%
Top Human Resources Position	9	6.1%			3.6%		
Top Marketing Position	7	3.9%			1.1%		
Top Operations Position	30	6.2%	-2.9%	1.5%	4.9%	9.9%	20.3%
Top Technology Position	7	6.9%			7.1%		
Between \$25 million and \$50 million							
CEO/Executive Director	49	5.1%	-3.8%	0.3%	4.9%	9.4%	16.5%
Top Development Position	5	4.9%			4.7%		
Top Finance Position	37	4.5%	-4.5%	0.7%	4.4%	7.6%	14.2%
Top Human Resources Position	5	1.0%			-0.5%		
Top Marketing Position	5	7.8%			3.6%		
Top Operations Position	25	5.2%	-2.4%	1.1%	4.6%	8.2%	12.9%
Top Technology Position	5	5.5%			5.1%		
Greater than \$50 million							
CEO/Executive Director	35	5.4%	-5.4%	0.6%	5.5%	12.3%	15.7%
Top Administrative Position	6	6.3%			5.5%		
Top Development Position	6	1.5%			2.2%		
Top Finance Position	30	5.4%	-0.4%	1.2%	5.2%	9.4%	12.3%
Top Legal Position	8	4.2%			3.3%		
Top Marketing Position	5	4.9%			1.1%		
Top Operations Position	14	7.1%		1.6%	7.1%	11.5%	
Top Technology Position	8	7.2%			5.3%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
\$250 thousand or less							
CEO/Executive Director	120	0.1%	-8.6%	-3.7%	0.0%	3.0%	9.8%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	109	1.8%	-4.2%	0.0%	1.5%	5.2%	8.6%
Top Finance Position	5	1.4%			2.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	154	2.7%	-5.1%	-0.9%	1.9%	6.5%	11.7%
Top Business Position	5	-0.5%			2.9%		
Top Finance Position	11	2.7%		0.1%	2.8%	5.4%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	216	2.7%	-5.6%	-0.4%	2.2%	5.9%	13.5%
Top Administrative Position	8	5.7%			4.7%		
Top Finance Position	17	2.6%		-0.1%	2.0%	4.3%	
Top Legal Position	5	5.1%			4.4%		
Top Operations Position	6	1.5%			2.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	134	2.6%	-6.1%	-0.1%	2.6%	5.9%	10.8%
Top Administrative Position	8	5.5%			4.2%		
Top Business Position	8	2.5%			0.3%		
Top Development Position	7	6.0%			3.9%		
Top Facilities Position	6	4.5%			4.0%		
Top Finance Position	35	4.0%	-4.4%	0.0%	3.3%	7.5%	12.8%
Top Operations Position	8	1.3%			2.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	121	2.2%	-4.2%	-1.5%	2.2%	5.2%	8.9%
Top Administrative Position	17	0.9%		-2.5%	2.2%	3.6%	
Top Business Position	6	1.6%			1.4%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Between \$5 million and \$10 million							
Top Development Position	10	1.3%		-1.9%	1.4%	2.9%	
Top Facilities Position	10	2.5%		0.9%	2.7%	5.4%	
Top Finance Position	69	4.1%	-3.4%	0.0%	2.9%	6.4%	14.6%
Top Operations Position	17	3.4%		-0.3%	2.8%	6.5%	
Between \$10 million and \$25 million							
CEO/Executive Director	114	3.6%	-6.1%	-0.7%	3.4%	7.1%	14.1%
Top Administrative Position	17	0.9%		-0.7%	0.0%	3.7%	
Top Business Position	6	2.4%			0.9%		
Top Development Position	18	2.9%		1.0%	1.9%	2.6%	
Top Education Position	5	-0.5%			0.5%		
Top Facilities Position	8	6.6%			3.2%		
Top Finance Position	73	3.5%	-3.4%	0.9%	3.9%	6.5%	10.5%
Top Human Resources Position	5	5.4%			5.9%		
Top Operations Position	25	5.1%	-0.5%	2.4%	5.0%	8.6%	9.9%
Top Technology Position	12	1.7%		-2.4%	-0.7%	1.5%	
Between \$25 million and \$50 million							
CEO/Executive Director	41	4.4%	-1.8%	0.0%	3.8%	7.1%	11.5%
Top Administrative Position	5	-0.4%			1.7%		
Top Development Position	11	5.6%		2.4%	4.8%	7.2%	
Top Education Position	6	1.5%			2.0%		
Top Finance Position	32	4.6%	-0.3%	1.9%	4.2%	7.0%	12.4%
Top Operations Position	10	3.2%		0.5%	5.0%	7.8%	
Greater than \$50 million							
CEO/Executive Director	36	5.2%	-6.0%	1.3%	4.9%	10.7%	19.3%
Top Administrative Position	5	-2.0%			0.2%		
Top Development Position	9	0.1%			1.1%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Greater than \$50 million							
Top Education Position	5	5.7%			3.2%		
Top Finance Position	19	5.1%		1.1%	5.3%	8.1%	
Top Human Resources Position	7	6.8%			0.5%		
Top Legal Position	7	3.8%			1.7%		
Top Operations Position	8	10.1%			8.9%		
Top PR/Communications Position	5	3.1%			3.4%		
Top Technology Position	10	6.6%		3.3%	6.9%	10.6%	
Delaware							
\$250 thousand or less							
CEO/Executive Director	32	0.7%	-7.7%	-3.9%	0.0%	4.3%	11.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	28	2.8%	-3.7%	-1.5%	1.1%	7.2%	14.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	2.8%	-2.9%	0.0%	2.0%	6.2%	8.0%
Between \$1 million and \$2.5 million							
CEO/Executive Director	42	2.2%	-3.8%	-0.3%	1.6%	4.3%	9.5%
Between \$2.5 million and \$5 million							
CEO/Executive Director	25	2.4%	-4.8%	0.0%	1.7%	4.3%	12.7%
Between \$5 million and \$10 million							
CEO/Executive Director	19	4.5%		0.4%	2.4%	7.9%	
Top Finance Position	6	8.1%			8.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	18	3.8%		0.7%	2.5%	6.6%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware							
Between \$10 million and \$25 million							
Top Finance Position	10	3.9%		0.9%	4.9%	6.2%	
Top Operations Position	6	4.3%			3.4%		
Greater than \$50 million							
CEO/Executive Director	6	9.0%			9.4%		
Top Finance Position	5	-0.8%			1.4%		
District of Columbia							
\$250 thousand or less							
CEO/Executive Director	77	3.3%	-15.0%	0.0%	3.0%	10.0%	19.1%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	107	1.7%	-6.3%	-0.1%	0.4%	4.6%	14.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	202	3.1%	-5.2%	-0.6%	2.4%	7.3%	14.1%
Top Operations Position	5	0.1%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	350	3.3%	-5.4%	0.0%	2.9%	6.9%	12.2%
Top Administrative Position	10	3.2%		0.3%	3.0%	7.5%	
Top Development Position	5	2.7%			2.7%		
Top Finance Position	32	3.8%	-2.7%	0.0%	2.3%	5.5%	14.1%
Top Legal Position	9	1.1%			0.7%		
Top Operations Position	25	2.2%	-6.1%	0.0%	3.2%	4.8%	8.4%
Top PR/Communications Position	8	3.4%			3.4%		
Top Program Position	11	0.4%		-6.2%	3.8%	7.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	263	3.7%	-5.0%	0.1%	3.2%	7.3%	13.7%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Between \$2.5 million and \$5 million							
Top Administrative Position	18	7.5%		3.1%	6.9%	10.1%	
Top Development Position	6	1.8%			2.3%		
Top Finance Position	54	3.5%	-2.3%	0.5%	3.2%	7.8%	10.8%
Top Legal Position	18	4.4%		1.3%	3.8%	5.7%	
Top Marketing Position	7	0.3%			2.3%		
Top Operations Position	42	4.6%	-2.2%	2.1%	4.5%	7.5%	12.1%
Top PR/Communications Position	17	5.2%		2.4%	4.1%	7.5%	
Top Program Position	17	3.3%		1.0%	2.9%	6.3%	
Between \$5 million and \$10 million							
CEO/Executive Director	210	3.8%	-4.0%	0.1%	3.7%	7.4%	12.8%
Top Administrative Position	19	3.9%		0.8%	3.5%	6.1%	
Top Development Position	12	4.5%		0.4%	3.1%	8.0%	
Top Finance Position	77	5.4%	-1.2%	2.1%	4.7%	8.9%	13.1%
Top Human Resources Position	6	-0.3%			0.3%		
Top Legal Position	20	4.9%	-3.9%	2.2%	4.8%	8.0%	12.7%
Top Marketing Position	5	8.3%			9.2%		
Top Operations Position	56	7.3%	-1.0%	2.6%	7.0%	12.2%	16.5%
Top PR/Communications Position	32	6.2%	-0.5%	1.8%	5.3%	9.2%	15.0%
Top Program Position	12	6.9%		2.3%	5.1%	10.0%	
Top Technology Position	13	2.1%		1.7%	3.0%	4.1%	
Between \$10 million and \$25 million							
CEO/Executive Director	154	4.2%	-3.9%	0.8%	4.2%	8.3%	13.6%
Top Administrative Position	25	4.6%	-2.5%	0.6%	4.2%	10.0%	15.6%
Top Business Position	5	5.4%			3.7%		
Top Development Position	27	5.3%	0.6%	2.9%	4.5%	6.1%	11.7%
Top Education Position	5	10.9%			5.7%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Between \$10 million and \$25 million							
Top Finance Position	87	4.4%	-2.7%	1.7%	3.9%	7.7%	13.6%
Top Human Resources Position	10	5.7%		2.8%	4.2%	7.6%	
Top Legal Position	20	5.5%	1.3%	2.7%	4.4%	8.2%	12.2%
Top Marketing Position	6	5.7%			5.2%		
Top Operations Position	48	5.4%	-1.6%	1.7%	4.8%	7.6%	13.9%
Top PR/Communications Position	24	6.2%	-0.7%	2.6%	4.0%	9.0%	16.3%
Top Program Position	10	2.3%		-0.5%	3.9%	6.0%	
Top Technology Position	15	4.0%		2.6%	4.1%	7.2%	
Between \$25 million and \$50 million							
CEO/Executive Director	75	5.0%	-2.3%	0.9%	4.5%	9.6%	15.4%
Top Administrative Position	9	4.4%			3.3%		
Top Development Position	16	3.8%		2.9%	4.0%	7.2%	
Top Education Position	7	2.1%			2.8%		
Top Finance Position	50	3.7%	-5.0%	0.9%	3.6%	7.1%	9.7%
Top Human Resources Position	8	5.0%			4.0%		
Top Legal Position	22	7.3%	0.8%	3.5%	6.6%	10.6%	12.7%
Top Marketing Position	7	5.9%			1.9%		
Top Operations Position	23	3.6%	-6.1%	0.7%	2.9%	6.3%	16.3%
Top PR/Communications Position	18	6.1%		2.9%	4.5%	10.1%	
Top Program Position	9	6.8%			6.1%		
Top Technology Position	14	3.4%		2.3%	3.1%	4.9%	
Greater than \$50 million							
CEO/Executive Director	77	4.2%	-5.4%	0.0%	3.9%	10.4%	15.0%
Top Administrative Position	5	6.2%			8.2%		
Top Development Position	15	3.8%		1.4%	3.9%	6.4%	
Top Education Position	5	6.5%			7.3%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Greater than \$50 million							
Top Finance Position	64	3.7%	-4.9%	-0.3%	2.8%	8.4%	12.2%
Top Human Resources Position	11	5.2%		2.4%	3.6%	9.5%	
Top Legal Position	33	3.5%	-5.9%	-0.2%	3.5%	8.9%	14.5%
Top Marketing Position	7	4.6%			5.4%		
Top Operations Position	33	5.7%	-2.0%	1.3%	4.9%	10.5%	14.0%
Top PR/Communications Position	14	3.9%		3.9%	7.5%	8.7%	
Top Program Position	8	6.7%			6.8%		
Top Technology Position	16	3.5%		-1.6%	1.9%	9.5%	
Florida							
\$250 thousand or less							
CEO/Executive Director	436	1.4%	-11.2%	-1.3%	0.2%	7.0%	13.4%
Top Administrative Position	11	0.5%		-3.4%	0.0%	1.7%	
Top Finance Position	15	4.5%		0.0%	1.3%	7.6%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	369	2.4%	-7.7%	-0.6%	1.2%	7.4%	14.7%
Top Administrative Position	15	2.3%		-0.5%	0.0%	2.7%	
Top Finance Position	11	2.2%		0.9%	3.0%	7.9%	
Top Operations Position	6	4.1%			6.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	442	3.2%	-5.8%	0.0%	2.4%	7.4%	14.4%
Top Administrative Position	19	1.6%		-1.0%	1.2%	6.2%	
Top Business Position	6	6.6%			2.4%		
Top Finance Position	26	0.4%	-14.8%	-4.6%	0.2%	5.9%	17.6%
Top Operations Position	10	5.8%		-0.8%	5.5%	11.8%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Between \$1 million and \$2.5 million							
CEO/Executive Director	511	3.3%	-4.5%	0.0%	2.5%	7.2%	13.3%
Top Administrative Position	24	3.8%	-0.3%	0.2%	2.6%	5.4%	9.0%
Top Business Position	10	4.4%		1.5%	7.6%	8.1%	
Top Education Position	5	3.5%			2.7%		
Top Finance Position	57	3.1%	-1.6%	0.0%	2.6%	6.8%	11.8%
Top Operations Position	25	3.0%	-6.4%	0.1%	2.7%	9.6%	13.3%
Between \$2.5 million and \$5 million							
CEO/Executive Director	334	3.0%	-5.1%	0.0%	2.3%	7.1%	14.4%
Top Administrative Position	27	3.6%	-6.6%	1.0%	2.9%	8.1%	13.5%
Top Development Position	12	5.1%		0.0%	1.7%	7.5%	
Top Finance Position	96	2.2%	-7.5%	-0.6%	3.1%	6.3%	10.2%
Top Legal Position	5	0.0%			1.0%		
Top Marketing Position	6	-1.2%			-0.8%		
Top Operations Position	45	4.6%	-1.2%	0.6%	4.1%	8.5%	11.8%
Top Program Position	9	5.9%			4.5%		
Between \$5 million and \$10 million							
CEO/Executive Director	288	4.2%	-5.2%	-0.1%	3.0%	9.0%	15.4%
Top Administrative Position	47	6.2%	-6.0%	0.8%	7.0%	11.2%	18.8%
Top Development Position	16	5.1%		1.1%	3.0%	8.6%	
Top Facilities Position	23	7.1%	0.3%	1.6%	5.3%	11.5%	18.5%
Top Finance Position	131	3.9%	-3.4%	0.6%	3.5%	6.3%	14.5%
Top Legal Position	5	5.9%			2.0%		
Top Marketing Position	6	0.9%			0.9%		
Top Operations Position	42	4.3%	-2.5%	0.2%	3.8%	7.8%	15.0%
Top Program Position	9	1.7%			3.1%		
Top Technology Position	6	3.4%			5.1%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Between \$10 million and \$25 million							
CEO/Executive Director	226	3.7%	-4.5%	0.3%	3.2%	6.9%	14.1%
Top Administrative Position	33	4.2%	-2.8%	0.3%	3.4%	8.9%	13.8%
Top Business Position	7	3.8%			4.3%		
Top Development Position	19	2.4%		2.0%	3.2%	6.5%	
Top Facilities Position	13	2.4%		0.4%	2.4%	3.7%	
Top Finance Position	160	5.1%	-3.7%	0.8%	4.4%	9.5%	13.6%
Top Human Resources Position	12	4.3%		0.3%	3.6%	9.5%	
Top Marketing Position	9	4.0%			6.5%		
Top Operations Position	58	3.2%	-3.3%	0.4%	3.0%	6.6%	10.9%
Top PR/Communications Position	5	2.6%			2.4%		
Top Program Position	5	3.6%			2.9%		
Top Technology Position	9	3.7%			2.9%		
Between \$25 million and \$50 million							
CEO/Executive Director	95	3.7%	-4.8%	0.4%	3.9%	7.9%	12.2%
Top Administrative Position	15	3.9%		1.9%	4.3%	6.5%	
Top Business Position	9	6.7%			8.9%		
Top Development Position	11	3.6%		2.4%	2.6%	4.8%	
Top Education Position	5	3.8%			1.8%		
Top Finance Position	66	5.6%	-2.2%	0.5%	5.1%	9.8%	15.0%
Top Human Resources Position	17	5.8%		3.3%	6.4%	8.3%	
Top Marketing Position	10	5.1%		1.6%	4.1%	10.5%	
Top Operations Position	33	5.6%	-0.9%	0.8%	4.3%	9.3%	12.5%
Top Technology Position	12	3.4%		2.6%	5.1%	7.9%	
Greater than \$50 million							
CEO/Executive Director	85	2.6%	-7.3%	-0.8%	2.8%	8.3%	13.7%
Top Administrative Position	17	5.6%		1.4%	4.3%	11.0%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Greater than \$50 million							
Top Development Position	11	5.6%		2.0%	3.0%	8.3%	
Top Education Position	6	3.5%			3.8%		
Top Finance Position	66	2.5%	-10.2%	-1.5%	3.1%	7.2%	14.5%
Top Human Resources Position	21	4.2%	-1.3%	0.8%	3.1%	6.8%	11.8%
Top Legal Position	15	4.4%		0.6%	4.8%	7.5%	
Top Marketing Position	6	2.8%			2.0%		
Top Operations Position	52	6.4%	-2.7%	2.6%	5.0%	11.6%	16.5%
Top Technology Position	29	3.5%	-6.4%	-2.4%	3.6%	9.3%	12.6%
Georgia							
\$250 thousand or less							
CEO/Executive Director	288	1.3%	-8.8%	-1.6%	0.0%	5.4%	12.5%
Top Finance Position	8	4.1%			2.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	234	1.8%	-7.0%	-0.4%	1.2%	5.4%	13.0%
Top Administrative Position	5	-2.9%			-4.7%		
Top Finance Position	16	1.4%		-5.4%	0.0%	7.0%	
Top Operations Position	7	5.5%			0.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	274	2.7%	-8.0%	0.0%	2.0%	6.4%	14.0%
Top Finance Position	5	6.8%			4.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	264	4.0%	-4.2%	0.0%	3.2%	8.1%	13.9%
Top Administrative Position	7	4.2%			3.7%		
Top Business Position	5	2.9%			2.8%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Between \$1 million and \$2.5 million							
Top Finance Position	44	2.1%	-6.3%	-0.6%	2.6%	6.2%	10.4%
Top Operations Position	11	5.4%		-0.8%	2.9%	9.5%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	157	2.3%	-8.2%	-0.4%	2.7%	6.4%	12.5%
Top Administrative Position	7	0.5%			1.6%		
Top Finance Position	36	2.9%	-4.1%	-0.1%	3.0%	6.5%	8.9%
Top Operations Position	13	4.2%		-0.5%	4.7%	8.5%	
Between \$5 million and \$10 million							
CEO/Executive Director	124	4.0%	-2.6%	0.2%	3.3%	7.6%	14.5%
Top Administrative Position	9	2.5%			4.0%		
Top Business Position	9	6.0%			5.2%		
Top Development Position	5	8.8%			7.5%		
Top Finance Position	44	4.8%	-1.5%	0.5%	3.5%	9.0%	16.4%
Top Operations Position	14	1.3%		-1.3%	1.3%	3.2%	
Between \$10 million and \$25 million							
CEO/Executive Director	116	3.8%	-5.1%	0.1%	4.0%	8.4%	11.7%
Top Administrative Position	17	1.7%		-1.6%	1.7%	6.4%	
Top Business Position	8	0.7%			1.6%		
Top Development Position	9	1.8%			3.3%		
Top Finance Position	69	5.3%	-1.6%	0.8%	4.4%	10.8%	15.2%
Top Operations Position	23	2.4%	-5.9%	-0.9%	4.0%	7.4%	8.3%
Top Technology Position	8	5.8%			4.5%		
Between \$25 million and \$50 million							
CEO/Executive Director	40	6.1%	-0.1%	1.7%	4.8%	11.7%	16.8%
Top Administrative Position	9	3.5%			3.3%		
Top Development Position	5	7.1%			12.3%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Between \$25 million and \$50 million							
Top Finance Position	28	4.6%	-1.2%	0.8%	4.2%	8.1%	11.1%
Top Human Resources Position	5	1.7%			5.1%		
Top Operations Position	15	5.0%		2.0%	4.5%	6.7%	
Top Technology Position	8	4.4%			5.4%		
Greater than \$50 million							
CEO/Executive Director	61	4.2%	-3.7%	0.4%	5.0%	8.9%	12.2%
Top Administrative Position	6	3.7%			5.3%		
Top Development Position	14	5.5%		0.8%	3.5%	12.1%	
Top Finance Position	46	6.9%	-2.6%	2.9%	5.5%	10.9%	17.6%
Top Human Resources Position	15	5.8%		2.1%	5.3%	7.3%	
Top Legal Position	11	3.3%		0.8%	3.7%	7.2%	
Top Marketing Position	11	4.4%		1.5%	5.0%	9.9%	
Top Operations Position	27	5.6%	-0.1%	2.0%	4.5%	8.8%	12.7%
Top Technology Position	13	3.6%		1.1%	4.6%	6.1%	
Hawaii							
\$250 thousand or less							
CEO/Executive Director	43	2.1%	-8.8%	-1.2%	1.6%	8.4%	14.1%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	52	3.8%	-2.8%	0.0%	1.9%	6.6%	17.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	1.3%	-11.4%	-4.6%	3.4%	6.4%	8.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	61	3.0%	-3.7%	0.0%	1.6%	6.3%	11.7%
Top Finance Position	9	-0.9%			1.4%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Between \$1 million and \$2.5 million							
Top Operations Position	6	0.5%			0.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	49	3.5%	-4.3%	0.0%	2.8%	6.3%	11.2%
Top Finance Position	19	4.6%		-0.2%	3.5%	9.6%	
Between \$5 million and \$10 million							
CEO/Executive Director	31	3.9%	-3.5%	0.0%	2.1%	8.1%	15.0%
Top Finance Position	14	5.6%		0.3%	3.7%	9.8%	
Between \$10 million and \$25 million							
CEO/Executive Director	21	4.0%	-3.3%	0.7%	1.9%	9.0%	16.3%
Top Finance Position	16	1.5%		-1.7%	1.5%	4.4%	
Top Operations Position	10	1.5%		-5.1%	4.9%	7.3%	
Between \$25 million and \$50 million							
CEO/Executive Director	7	9.4%			10.3%		
Top Finance Position	7	5.6%			2.4%		
Greater than \$50 million							
CEO/Executive Director	7	6.9%			7.0%		
Top Finance Position	8	5.8%			3.1%		
Top Operations Position	5	7.3%			6.0%		
Idaho							
\$250 thousand or less							
CEO/Executive Director	54	3.8%	-2.7%	0.0%	2.7%	9.3%	14.9%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	48	0.8%	-9.3%	-1.5%	0.8%	4.2%	10.6%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Between \$500 thousand and \$1 million							
CEO/Executive Director	70	3.9%	-3.8%	0.0%	2.6%	6.4%	16.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	63	4.3%	-3.7%	0.0%	4.1%	8.6%	16.4%
Top Administrative Position	7	6.1%			4.3%		
Top Finance Position	5	-0.3%			2.3%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	21	5.0%	-3.3%	0.8%	3.3%	8.6%	20.6%
Top Administrative Position	8	7.8%			4.5%		
Top Finance Position	10	7.6%		3.8%	4.6%	8.1%	
Between \$5 million and \$10 million							
CEO/Executive Director	19	4.6%		1.8%	5.6%	7.4%	
Top Administrative Position	9	4.2%			3.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	17	5.7%		-0.5%	4.4%	12.2%	
Top Finance Position	9	5.6%			5.9%		
Between \$25 million and \$50 million							
CEO/Executive Director	11	5.4%		2.3%	5.8%	8.0%	
Top Finance Position	7	8.8%			9.1%		

Illinois

\$250 thousand or less

CEO/Executive Director	321	2.4%	-7.7%	0.0%	1.8%	6.5%	14.2%
Top Administrative Position	5	8.6%			5.9%		
Top Finance Position	15	0.6%		-3.6%	0.0%	8.0%	
Top Operations Position	6	0.0%			1.0%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
\$250 thousand or less							
Top Program Position	6	2.2%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	327	2.6%	-4.7%	0.0%	2.5%	6.1%	11.8%
Top Administrative Position	13	1.4%		-1.9%	2.8%	3.3%	
Top Business Position	9	2.6%			0.3%		
Top Finance Position	16	4.4%		2.3%	3.8%	7.2%	
Top Operations Position	5	5.9%			3.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	405	2.8%	-4.8%	0.0%	2.3%	5.8%	12.8%
Top Administrative Position	13	2.4%		-2.2%	2.9%	4.3%	
Top Business Position	19	2.2%		1.4%	1.8%	4.1%	
Top Education Position	5	2.3%			2.6%		
Top Finance Position	31	3.2%	-0.8%	0.6%	2.8%	5.8%	10.3%
Top Operations Position	6	5.8%			5.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	537	3.7%	-3.3%	0.0%	3.0%	7.7%	12.4%
Top Administrative Position	21	2.7%	-5.0%	-3.7%	3.2%	5.8%	7.6%
Top Business Position	34	4.2%	-0.3%	1.7%	2.6%	6.7%	11.3%
Top Development Position	5	2.2%			0.0%		
Top Education Position	8	3.3%			4.4%		
Top Finance Position	58	2.2%	-2.4%	-0.2%	2.8%	4.9%	8.9%
Top Operations Position	16	7.2%		2.8%	8.9%	10.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	352	3.8%	-3.6%	0.0%	3.3%	7.8%	12.4%
Top Administrative Position	21	2.9%	-1.8%	0.0%	2.4%	3.9%	8.3%
Top Business Position	16	7.4%		2.9%	5.3%	9.0%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Between \$2.5 million and \$5 million							
Top Development Position	13	4.5%		2.5%	3.7%	7.1%	
Top Education Position	9	5.3%			3.6%		
Top Finance Position	98	3.2%	-4.6%	-0.1%	2.6%	6.1%	10.4%
Top Legal Position	6	0.6%			0.0%		
Top Operations Position	29	4.2%	-2.7%	1.3%	4.4%	6.8%	13.5%
Top Program Position	8	4.6%			2.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	264	3.2%	-5.1%	-0.7%	2.6%	6.8%	12.9%
Top Administrative Position	49	3.2%	-4.3%	0.0%	3.2%	6.3%	11.8%
Top Business Position	8	4.0%			4.0%		
Top Development Position	14	2.7%		-1.1%	0.6%	3.9%	
Top Education Position	14	4.0%		-0.2%	3.1%	6.4%	
Top Facilities Position	25	5.2%	-1.2%	1.7%	4.4%	6.7%	11.8%
Top Finance Position	115	3.0%	-4.8%	0.0%	3.1%	6.7%	12.3%
Top Legal Position	7	1.1%			1.7%		
Top Marketing Position	9	3.7%			4.5%		
Top Operations Position	34	7.3%	-2.2%	2.9%	5.9%	12.5%	18.3%
Top PR/Communications Position	10	7.8%		3.3%	6.1%	12.5%	
Top Program Position	7	4.7%			4.6%		
Top Technology Position	11	6.0%		2.3%	5.1%	8.9%	
Between \$10 million and \$25 million							
CEO/Executive Director	211	4.6%	-4.4%	0.0%	3.5%	9.2%	15.7%
Top Administrative Position	26	4.3%	0.0%	0.9%	3.3%	7.3%	8.3%
Top Business Position	12	3.1%		-2.2%	3.1%	4.4%	
Top Development Position	21	4.6%	-1.0%	2.1%	4.3%	7.3%	11.5%
Top Education Position	14	3.3%		-0.4%	1.5%	4.9%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Between \$10 million and \$25 million							
Top Finance Position	136	5.2%	-3.6%	0.8%	4.4%	10.4%	14.7%
Top Human Resources Position	6	3.9%			1.5%		
Top Legal Position	8	6.0%			3.4%		
Top Marketing Position	14	2.2%		-0.9%	3.4%	7.7%	
Top Operations Position	46	6.9%	-1.4%	2.1%	6.4%	11.1%	17.2%
Top PR/Communications Position	10	5.4%		0.3%	3.1%	7.9%	
Top Program Position	9	4.4%			5.2%		
Top Technology Position	26	5.2%	-0.5%	0.9%	4.2%	8.8%	12.4%
Between \$25 million and \$50 million							
CEO/Executive Director	85	4.7%	-3.1%	0.8%	3.7%	8.1%	14.1%
Top Administrative Position	10	2.9%		2.8%	4.2%	6.2%	
Top Business Position	8	6.0%			3.6%		
Top Development Position	11	4.8%		2.9%	4.4%	9.1%	
Top Education Position	6	5.2%			3.4%		
Top Finance Position	68	3.7%	-4.4%	0.4%	3.7%	7.5%	12.1%
Top Human Resources Position	20	6.3%	0.8%	2.4%	4.2%	8.3%	14.6%
Top Legal Position	9	7.7%			5.1%		
Top Marketing Position	10	7.8%		4.8%	5.8%	9.3%	
Top Operations Position	25	5.3%	-3.8%	0.9%	4.7%	9.7%	15.8%
Top PR/Communications Position	6	5.2%			7.1%		
Top Program Position	5	4.6%			2.8%		
Top Technology Position	17	5.5%		1.0%	4.0%	8.6%	
Greater than \$50 million							
CEO/Executive Director	116	4.3%	-6.5%	0.5%	4.3%	9.9%	15.5%
Top Administrative Position	8	2.4%			2.3%		
Top Business Position	6	0.9%			3.5%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Greater than \$50 million							
Top Development Position	21	4.6%	-3.8%	-0.7%	3.7%	9.6%	10.5%
Top Education Position	7	3.2%			2.6%		
Top Facilities Position	8	3.8%			4.3%		
Top Finance Position	99	6.5%	-5.6%	0.8%	5.7%	13.1%	18.2%
Top Human Resources Position	38	6.5%	0.0%	2.7%	4.7%	12.0%	17.2%
Top Legal Position	35	1.1%	-8.9%	-3.6%	2.1%	5.5%	13.2%
Top Marketing Position	11	5.2%		2.0%	4.1%	5.6%	
Top Operations Position	46	7.6%	-2.1%	1.7%	7.7%	12.4%	18.0%
Top PR/Communications Position	9	6.1%			7.1%		
Top Technology Position	37	3.3%	-4.8%	0.5%	3.1%	5.7%	11.4%

Indiana

\$250 thousand or less

CEO/Executive Director	230	2.7%	-4.7%	0.0%	2.0%	6.3%	12.8%
Top Administrative Position	11	1.9%		0.1%	1.9%	2.6%	
Top Finance Position	9	-0.4%			0.4%		
Top Program Position	5	0.4%			3.0%		

Between \$250 thousand and \$500 thousand

CEO/Executive Director	226	2.3%	-5.2%	0.0%	1.9%	5.0%	10.0%
Top Administrative Position	10	4.1%		0.9%	2.4%	9.4%	
Top Finance Position	16	5.6%		0.0%	3.7%	11.1%	

Between \$500 thousand and \$1 million

CEO/Executive Director	263	3.0%	-5.5%	0.0%	2.4%	5.8%	13.3%
Top Administrative Position	12	0.9%		-0.9%	2.0%	3.4%	
Top Business Position	6	3.8%			1.5%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Between \$500 thousand and \$1 million							
Top Finance Position	10	1.3%		-4.5%	0.0%	6.7%	
Top Operations Position	6	4.9%			4.7%		
Top Program Position	5	4.7%			4.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	294	3.2%	-3.8%	-0.1%	2.6%	5.9%	12.0%
Top Administrative Position	6	0.7%			0.5%		
Top Business Position	11	1.9%		1.1%	2.0%	3.3%	
Top Education Position	5	1.5%			2.3%		
Top Finance Position	34	2.7%	-5.0%	0.5%	3.5%	5.9%	8.0%
Top Operations Position	14	2.4%		-2.4%	1.8%	6.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	155	3.7%	-4.0%	0.1%	2.9%	6.5%	13.5%
Top Administrative Position	6	3.7%			3.4%		
Top Business Position	11	4.6%		1.7%	3.7%	5.3%	
Top Finance Position	28	7.6%	1.5%	3.0%	4.5%	10.6%	17.4%
Top Operations Position	12	5.9%		4.4%	7.1%	11.5%	
Between \$5 million and \$10 million							
CEO/Executive Director	116	3.3%	-2.8%	0.3%	2.6%	6.2%	11.4%
Top Administrative Position	9	5.1%			4.0%		
Top Finance Position	58	3.7%	-2.7%	0.2%	3.5%	6.0%	10.2%
Top Operations Position	12	0.9%		-2.0%	1.2%	4.4%	
Between \$10 million and \$25 million							
CEO/Executive Director	111	4.3%	-2.8%	0.9%	4.2%	7.9%	12.3%
Top Administrative Position	5	4.0%			3.6%		
Top Development Position	6	5.1%			5.0%		
Top Finance Position	63	5.3%	-0.5%	3.0%	5.4%	8.6%	12.0%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Between \$10 million and \$25 million							
Top Marketing Position	5	9.4%			8.1%		
Top Operations Position	19	5.4%		1.9%	6.0%	9.0%	
Between \$25 million and \$50 million							
CEO/Executive Director	39	4.0%	-2.7%	0.1%	4.2%	8.1%	11.0%
Top Administrative Position	5	5.2%			5.3%		
Top Finance Position	31	3.4%	-2.6%	-0.5%	3.7%	7.6%	11.2%
Top Operations Position	11	0.7%		0.3%	3.9%	4.7%	
Greater than \$50 million							
CEO/Executive Director	47	5.0%	-5.5%	0.4%	3.5%	9.8%	17.3%
Top Development Position	9	4.0%			3.5%		
Top Education Position	8	2.8%			3.7%		
Top Finance Position	32	6.8%	-0.2%	1.6%	5.8%	9.8%	19.5%
Top Human Resources Position	9	4.2%			2.2%		
Top Operations Position	15	3.7%		-0.8%	3.6%	7.8%	
Top Technology Position	15	8.6%		2.8%	8.4%	13.1%	
Iowa							
\$250 thousand or less							
CEO/Executive Director	123	2.0%	-6.0%	0.0%	1.9%	5.6%	10.5%
Top Finance Position	10	-1.3%		-8.2%	-0.5%	6.6%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	119	4.3%	-1.7%	0.0%	2.9%	6.8%	14.8%
Top Administrative Position	5	-2.1%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	143	3.6%	-1.4%	0.5%	3.0%	5.9%	9.9%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Between \$500 thousand and \$1 million							
Top Administrative Position	5	1.7%			1.5%		
Top Business Position	7	3.2%			2.8%		
Top Finance Position	11	0.8%		-0.3%	2.4%	4.4%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	154	3.6%	-3.2%	0.1%	3.3%	7.0%	12.2%
Top Administrative Position	17	1.3%		-1.7%	1.4%	4.5%	
Top Finance Position	21	4.5%	-1.8%	1.8%	3.6%	8.4%	14.9%
Top Operations Position	8	3.0%			2.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	95	3.6%	-2.6%	0.1%	3.1%	7.3%	12.3%
Top Administrative Position	14	1.0%		-4.1%	2.3%	8.0%	
Top Finance Position	18	4.4%		0.3%	4.2%	6.2%	
Top Operations Position	5	2.2%			2.5%		
Between \$5 million and \$10 million							
CEO/Executive Director	74	3.3%	-4.4%	-1.0%	3.3%	8.0%	12.2%
Top Administrative Position	18	2.4%		0.1%	1.9%	6.5%	
Top Finance Position	37	2.9%	-7.0%	0.2%	3.7%	6.6%	13.5%
Top Operations Position	9	1.6%			2.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	82	4.5%	-4.2%	0.6%	4.0%	9.6%	12.4%
Top Administrative Position	12	6.0%		2.0%	5.9%	9.2%	
Top Finance Position	53	4.7%	-1.0%	2.1%	3.9%	7.8%	11.8%
Top Operations Position	10	5.2%		2.4%	3.8%	9.0%	
Between \$25 million and \$50 million							
CEO/Executive Director	30	3.4%	-4.1%	-1.5%	3.1%	6.6%	12.9%
Top Finance Position	25	5.1%	-1.2%	1.2%	5.2%	6.9%	13.4%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Between \$25 million and \$50 million							
Top Operations Position	6	1.6%			4.5%		
Top Technology Position	5	4.2%			3.9%		
Greater than \$50 million							
CEO/Executive Director	35	1.0%	-9.8%	-3.2%	3.1%	5.7%	8.8%
Top Administrative Position	6	6.8%			4.2%		
Top Business Position	5	6.1%			3.2%		
Top Development Position	7	8.6%			4.1%		
Top Education Position	5	0.4%			2.4%		
Top Finance Position	26	2.4%	-12.1%	-2.0%	2.8%	7.5%	13.5%
Top Operations Position	7	-2.2%			-4.4%		
Top Technology Position	8	2.1%			3.4%		
Kansas							
\$250 thousand or less							
CEO/Executive Director	126	2.5%	-3.6%	0.0%	0.8%	4.6%	15.2%
Top Administrative Position	5	1.1%			0.0%		
Top Finance Position	6	1.4%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	88	2.8%	-4.1%	0.0%	2.1%	6.0%	11.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	107	3.6%	-2.1%	0.0%	2.8%	6.5%	13.1%
Top Administrative Position	5	7.7%			5.8%		
Top Finance Position	5	3.0%			3.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	125	2.6%	-8.0%	-1.9%	3.1%	7.0%	13.2%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Between \$1 million and \$2.5 million							
Top Administrative Position	7	6.4%			6.7%		
Top Finance Position	16	4.4%		1.9%	3.0%	5.9%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	74	3.7%	-3.8%	0.0%	2.8%	8.0%	13.0%
Top Administrative Position	10	4.2%		1.5%	8.1%	9.7%	
Top Finance Position	19	4.7%		0.2%	4.0%	11.5%	
Top Operations Position	9	2.1%			2.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	65	3.6%	-5.3%	0.1%	4.3%	7.6%	11.9%
Top Administrative Position	10	1.7%		0.4%	3.7%	5.8%	
Top Finance Position	27	2.2%	-10.6%	-2.0%	3.0%	6.3%	11.4%
Between \$10 million and \$25 million							
CEO/Executive Director	71	5.0%	-2.6%	1.8%	4.9%	8.8%	13.2%
Top Administrative Position	11	8.3%		2.7%	5.6%	13.7%	
Top Finance Position	50	5.0%	0.2%	2.2%	4.4%	6.8%	13.1%
Top Operations Position	17	4.8%		0.5%	3.6%	7.3%	
Between \$25 million and \$50 million							
CEO/Executive Director	22	5.5%	-0.2%	0.9%	5.3%	8.2%	11.2%
Top Finance Position	17	5.6%		3.3%	4.8%	8.4%	
Top Operations Position	5	6.1%			7.2%		
Top Technology Position	5	6.8%			9.8%		
Greater than \$50 million							
CEO/Executive Director	21	3.4%	-6.1%	-3.2%	3.9%	10.9%	14.1%
Top Finance Position	20	3.0%	-4.2%	-0.7%	2.6%	6.0%	10.6%
Top Operations Position	6	5.5%			4.5%		
Top Technology Position	5	2.9%			2.2%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
\$250 thousand or less							
CEO/Executive Director	134	2.5%	-3.9%	0.0%	1.5%	4.9%	12.5%
Top Finance Position	11	2.7%		0.4%	2.7%	4.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	105	3.4%	-2.4%	0.0%	3.0%	6.3%	12.6%
Top Administrative Position	5	3.4%			0.8%		
Top Finance Position	5	-3.2%			-1.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	114	3.0%	-2.3%	0.0%	3.1%	5.8%	9.3%
Top Business Position	5	1.8%			0.2%		
Top Finance Position	8	3.3%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	137	3.3%	-3.4%	0.0%	3.3%	7.4%	12.4%
Top Administrative Position	7	4.7%			4.0%		
Top Finance Position	16	0.3%		-2.3%	0.0%	3.9%	
Top Operations Position	6	1.3%			1.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	68	3.4%	-4.3%	0.1%	2.8%	5.8%	12.1%
Top Administrative Position	6	2.9%			2.0%		
Top Finance Position	17	4.3%		0.0%	1.6%	8.7%	
Between \$5 million and \$10 million							
CEO/Executive Director	70	2.8%	-5.2%	-0.1%	2.1%	7.3%	12.9%
Top Administrative Position	10	1.9%		0.2%	2.9%	6.8%	
Top Finance Position	36	2.5%	-5.9%	0.0%	3.0%	7.5%	11.9%
Top Operations Position	9	-0.9%			2.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	50	3.4%	-4.8%	-0.5%	2.7%	7.9%	12.6%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Between \$10 million and \$25 million							
Top Administrative Position	6	3.2%			3.0%		
Top Finance Position	29	2.9%	-7.3%	0.0%	3.1%	6.7%	11.4%
Top Operations Position	6	1.0%			1.4%		
Between \$25 million and \$50 million							
CEO/Executive Director	30	3.5%	-4.2%	-1.2%	1.0%	7.7%	14.4%
Top Finance Position	22	5.0%	-2.5%	0.4%	3.7%	8.7%	10.5%
Top Operations Position	7	4.1%			4.0%		
Greater than \$50 million							
CEO/Executive Director	36	4.2%	-2.5%	0.0%	2.8%	6.7%	13.0%
Top Administrative Position	7	4.0%			5.1%		
Top Development Position	5	1.8%			2.0%		
Top Education Position	5	3.3%			2.7%		
Top Finance Position	30	5.2%	-4.5%	1.1%	4.1%	10.5%	15.8%
Top Human Resources Position	5	4.2%			5.5%		
Top Legal Position	5	1.0%			1.5%		
Top Operations Position	10	4.1%		1.6%	4.9%	8.1%	
Top Technology Position	7	2.0%			1.0%		
Louisiana							
\$250 thousand or less							
CEO/Executive Director	126	0.5%	-10.3%	-3.4%	0.0%	4.5%	10.7%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	120	2.6%	-4.8%	-0.3%	0.6%	5.9%	15.9%
Top Finance Position	6	0.9%			0.7%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Between \$500 thousand and \$1 million							
CEO/Executive Director	134	3.1%	-4.6%	0.0%	2.9%	6.7%	11.9%
Top Finance Position	13	2.6%		0.0%	1.3%	8.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	159	3.4%	-5.9%	0.0%	3.1%	8.2%	13.4%
Top Administrative Position	8	0.5%			0.0%		
Top Finance Position	13	3.9%		0.5%	3.7%	7.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	79	3.8%	-4.0%	0.0%	3.1%	8.6%	14.0%
Top Administrative Position	7	2.6%			1.6%		
Top Finance Position	18	4.6%		2.6%	4.2%	6.9%	
Top Operations Position	9	3.2%			2.4%		
Between \$5 million and \$10 million							
CEO/Executive Director	74	4.0%	-3.0%	0.0%	3.3%	9.2%	12.3%
Top Administrative Position	10	4.8%		1.2%	3.8%	6.2%	
Top Finance Position	25	5.4%	1.4%	2.1%	4.6%	7.9%	11.4%
Between \$10 million and \$25 million							
CEO/Executive Director	49	4.0%	-2.3%	-0.3%	3.0%	7.3%	16.2%
Top Finance Position	27	1.1%	-7.9%	-1.7%	1.1%	5.2%	9.7%
Top Operations Position	18	4.2%		-1.0%	2.2%	9.6%	
Between \$25 million and \$50 million							
CEO/Executive Director	25	5.4%	-6.1%	0.8%	4.8%	10.8%	21.3%
Top Finance Position	12	2.8%		0.9%	4.4%	6.1%	
Greater than \$50 million							
CEO/Executive Director	12	5.8%		0.7%	3.7%	9.3%	
Top Finance Position	8	3.6%			2.5%		
Top Operations Position	12	5.0%		1.5%	3.6%	7.5%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
\$250 thousand or less							
CEO/Executive Director	92	1.4%	-9.6%	-1.4%	0.5%	4.5%	12.9%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	81	3.7%	-3.9%	0.0%	2.5%	7.0%	14.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	101	3.4%	-4.7%	-0.7%	3.0%	7.7%	14.4%
Top Administrative Position	7	-0.2%			2.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	125	4.6%	-2.8%	0.8%	4.0%	8.2%	12.7%
Top Administrative Position	6	1.8%			4.3%		
Top Finance Position	19	4.1%		1.2%	3.5%	7.9%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	69	3.6%	-2.1%	-0.3%	2.9%	6.1%	10.9%
Top Finance Position	10	7.4%		4.2%	5.1%	7.0%	
Between \$5 million and \$10 million							
CEO/Executive Director	49	4.9%	-4.8%	1.8%	5.5%	9.7%	12.0%
Top Administrative Position	5	4.3%			3.5%		
Top Finance Position	24	6.2%	-0.2%	3.4%	5.6%	8.4%	16.1%
Top Operations Position	5	10.7%			9.3%		
Between \$10 million and \$25 million							
CEO/Executive Director	37	4.7%	-4.3%	0.4%	3.0%	12.4%	16.5%
Top Development Position	7	-1.0%			-0.8%		
Top Finance Position	22	3.6%	-6.2%	0.2%	5.1%	7.3%	10.3%
Top Operations Position	10	6.3%		1.1%	4.8%	8.1%	
Between \$25 million and \$50 million							
CEO/Executive Director	16	4.8%		1.4%	4.5%	10.5%	
Top Finance Position	15	3.6%		0.6%	2.7%	3.9%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Between \$25 million and \$50 million							
Top Operations Position	5	2.2%			2.7%		
Greater than \$50 million							
CEO/Executive Director	17	4.9%		3.0%	7.3%	10.8%	
Top Finance Position	18	6.5%		2.5%	4.0%	10.0%	
Top Operations Position	8	3.9%			1.7%		
Maryland							
\$250 thousand or less							
CEO/Executive Director	172	1.3%	-8.3%	-0.4%	0.1%	5.6%	10.1%
Top Finance Position	6	5.2%			1.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	185	2.9%	-5.8%	-0.5%	2.2%	7.2%	13.5%
Top Finance Position	7	4.5%			2.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	207	3.1%	-5.5%	0.0%	2.5%	6.3%	13.3%
Top Administrative Position	6	5.3%			4.1%		
Top Finance Position	13	4.4%		0.3%	3.1%	8.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	291	3.2%	-4.7%	-0.1%	2.7%	6.8%	12.5%
Top Administrative Position	6	6.4%			6.0%		
Top Business Position	10	-0.1%		-3.8%	-1.2%	3.0%	
Top Finance Position	29	5.3%	-1.1%	0.0%	4.9%	10.3%	14.6%
Top Operations Position	8	4.2%			5.4%		
Top Program Position	5	2.5%			0.5%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Between \$2.5 million and \$5 million							
CEO/Executive Director	181	3.5%	-5.2%	0.0%	2.9%	7.4%	13.4%
Top Administrative Position	8	4.6%			4.1%		
Top Business Position	9	4.0%			3.7%		
Top Development Position	8	8.0%			7.4%		
Top Finance Position	42	3.4%	-2.7%	0.0%	3.1%	7.0%	10.5%
Top Operations Position	18	5.0%		0.5%	3.4%	7.2%	
Top Program Position	8	6.3%			6.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	165	4.0%	-3.7%	0.0%	3.6%	7.8%	13.2%
Top Administrative Position	14	5.6%		0.7%	6.3%	7.8%	
Top Development Position	6	5.4%			4.8%		
Top Facilities Position	6	3.1%			3.2%		
Top Finance Position	67	4.1%	-4.2%	1.4%	4.0%	7.5%	11.8%
Top Operations Position	22	6.1%	0.9%	2.9%	4.6%	6.8%	9.3%
Top PR/Communications Position	7	2.9%			3.8%		
Top Program Position	7	5.6%			4.7%		
Top Technology Position	12	6.1%		4.7%	5.3%	6.8%	
Between \$10 million and \$25 million							
CEO/Executive Director	131	3.8%	-3.6%	0.3%	3.0%	7.1%	15.0%
Top Administrative Position	17	6.2%		2.3%	5.1%	8.3%	
Top Business Position	15	5.2%		2.9%	6.1%	8.9%	
Top Development Position	13	1.7%		-1.7%	2.5%	4.2%	
Top Education Position	6	6.2%			7.3%		
Top Facilities Position	8	5.4%			5.9%		
Top Finance Position	84	3.4%	-7.1%	0.2%	3.5%	6.6%	13.2%
Top Human Resources Position	8	0.9%			2.4%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Between \$10 million and \$25 million							
Top Marketing Position	7	5.2%			5.6%		
Top Operations Position	34	1.7%	-8.2%	-3.4%	1.2%	7.3%	9.9%
Top PR/Communications Position	8	3.4%			2.6%		
Top Program Position	10	3.6%		0.4%	2.8%	4.3%	
Top Technology Position	17	3.2%		1.2%	2.8%	4.4%	
Between \$25 million and \$50 million							
CEO/Executive Director	60	5.0%	-3.5%	0.8%	4.2%	9.0%	16.4%
Top Administrative Position	8	4.6%			4.1%		
Top Business Position	7	-2.6%			-2.7%		
Top Development Position	13	2.5%		0.9%	2.5%	3.6%	
Top Finance Position	46	6.4%	0.0%	1.5%	5.2%	10.7%	18.4%
Top Human Resources Position	14	4.7%		2.7%	5.0%	6.8%	
Top Legal Position	6	4.3%			4.3%		
Top Operations Position	21	3.7%	-0.9%	1.0%	3.0%	5.4%	10.6%
Top Technology Position	12	4.1%		1.3%	2.8%	6.5%	
Greater than \$50 million							
CEO/Executive Director	48	3.9%	-6.4%	-0.5%	4.7%	10.4%	14.8%
Top Administrative Position	5	4.1%			4.3%		
Top Development Position	6	3.8%			2.1%		
Top Education Position	5	5.0%			4.3%		
Top Finance Position	42	2.6%	-4.9%	-0.8%	2.6%	5.8%	12.2%
Top Human Resources Position	12	5.3%		1.4%	4.7%	12.2%	
Top Legal Position	8	6.0%			3.8%		
Top Marketing Position	5	5.6%			5.1%		
Top Operations Position	24	3.6%	-8.6%	0.2%	4.9%	8.0%	12.7%
Top PR/Communications Position	6	7.2%			4.2%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Greater than \$50 million							
Top Technology Position	11	3.3%		-0.8%	0.6%	3.5%	
Massachusetts							
\$250 thousand or less							
CEO/Executive Director	254	1.9%	-7.7%	0.0%	1.1%	5.7%	11.2%
Top Finance Position	17	2.0%		-0.1%	0.6%	3.0%	
Top Program Position	7	2.3%			4.2%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	259	3.3%	-4.5%	-0.1%	2.2%	6.7%	14.4%
Top Administrative Position	5	1.8%			1.9%		
Top Business Position	8	1.8%			2.6%		
Top Finance Position	12	0.8%		-1.7%	3.9%	5.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	351	4.0%	-4.9%	0.0%	3.0%	7.6%	14.1%
Top Business Position	8	-1.4%			3.3%		
Top Finance Position	27	4.4%	0.0%	0.3%	3.0%	7.3%	16.4%
Top Operations Position	5	0.8%			0.7%		
Top Program Position	5	3.9%			2.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	463	2.9%	-5.7%	-0.4%	2.6%	6.5%	12.6%
Top Administrative Position	14	8.3%		2.6%	5.9%	12.9%	
Top Business Position	10	-2.1%		-6.2%	2.2%	3.6%	
Top Development Position	7	1.7%			0.8%		
Top Finance Position	47	2.2%	-4.7%	-0.1%	2.8%	5.6%	9.6%
Top Operations Position	16	3.2%		-0.1%	2.0%	5.6%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Between \$1 million and \$2.5 million							
Top Program Position	8	7.0%			5.9%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	263	3.8%	-5.1%	-0.5%	2.9%	7.5%	14.5%
Top Administrative Position	26	2.2%	-4.5%	-2.1%	0.6%	5.7%	11.1%
Top Business Position	9	4.8%			8.3%		
Top Development Position	11	2.8%		0.7%	4.6%	6.3%	
Top Facilities Position	11	2.1%		1.8%	2.8%	4.1%	
Top Finance Position	70	3.5%	-4.7%	0.7%	3.7%	8.2%	13.2%
Top Operations Position	24	4.4%	-0.1%	1.0%	3.6%	7.3%	13.2%
Between \$5 million and \$10 million							
CEO/Executive Director	204	3.9%	-3.7%	0.0%	2.7%	7.0%	16.2%
Top Administrative Position	31	2.6%	-5.5%	-0.4%	1.2%	4.5%	12.6%
Top Business Position	10	1.9%		-1.4%	1.3%	4.8%	
Top Development Position	23	3.6%	-5.4%	0.0%	2.8%	8.6%	16.2%
Top Education Position	5	3.7%			2.6%		
Top Facilities Position	17	1.2%		-4.9%	2.8%	4.4%	
Top Finance Position	99	4.3%	-4.3%	0.2%	3.5%	8.5%	15.1%
Top Human Resources Position	7	0.6%			2.1%		
Top Legal Position	5	2.8%			0.5%		
Top Operations Position	22	4.0%	-4.3%	2.1%	3.7%	6.1%	13.2%
Top Program Position	6	3.3%			3.9%		
Top Technology Position	8	3.4%			3.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	209	3.4%	-4.6%	0.0%	3.2%	7.3%	11.9%
Top Administrative Position	31	2.8%	-8.3%	-2.1%	2.7%	7.5%	11.7%
Top Business Position	10	2.1%		-0.5%	1.8%	5.8%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Between \$10 million and \$25 million							
Top Development Position	32	1.9%	-9.6%	-0.2%	2.6%	6.6%	9.4%
Top Education Position	9	4.8%			4.0%		
Top Finance Position	144	5.0%	-3.5%	1.2%	4.3%	9.9%	15.0%
Top Human Resources Position	10	5.6%		-0.2%	6.9%	8.6%	
Top Legal Position	7	1.5%			5.1%		
Top Marketing Position	7	0.9%			2.0%		
Top Operations Position	66	4.6%	-2.6%	1.1%	4.5%	8.3%	12.6%
Top PR/Communications Position	6	-0.3%			3.1%		
Top Program Position	8	2.4%			2.1%		
Top Technology Position	18	1.4%		0.4%	3.0%	3.9%	
Between \$25 million and \$50 million							
CEO/Executive Director	104	4.5%	-2.9%	0.5%	4.0%	9.1%	13.4%
Top Administrative Position	6	6.9%			4.8%		
Top Development Position	26	3.0%	-0.1%	1.9%	3.5%	5.4%	8.3%
Top Facilities Position	6	4.1%			4.1%		
Top Finance Position	81	3.8%	-6.3%	0.1%	4.0%	6.7%	13.7%
Top Human Resources Position	8	3.5%			4.1%		
Top Marketing Position	10	0.1%		-5.0%	-1.0%	5.7%	
Top Operations Position	42	4.0%	-2.5%	0.0%	3.7%	8.5%	15.0%
Top PR/Communications Position	7	2.6%			2.0%		
Top Technology Position	22	5.4%	-0.2%	1.5%	3.8%	6.8%	15.7%
Greater than \$50 million							
CEO/Executive Director	108	4.5%	-3.9%	0.4%	3.4%	11.0%	17.1%
Top Administrative Position	12	2.6%		0.1%	3.0%	5.1%	
Top Business Position	5	5.4%			4.7%		
Top Development Position	26	4.3%	-2.7%	0.9%	4.2%	7.9%	10.1%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Greater than \$50 million							
Top Education Position	17	1.4%		0.3%	2.2%	6.2%	
Top Facilities Position	7	5.3%			4.7%		
Top Finance Position	81	5.5%	-4.0%	0.8%	4.9%	10.0%	14.7%
Top Human Resources Position	26	3.4%	-4.4%	-1.1%	2.1%	8.0%	10.6%
Top Legal Position	17	6.3%		2.2%	4.5%	8.9%	
Top Marketing Position	10	4.0%		1.8%	3.3%	6.5%	
Top Operations Position	38	4.0%	-1.9%	0.3%	3.6%	5.6%	15.1%
Top PR/Communications Position	8	8.7%			5.9%		
Top Technology Position	38	4.3%	-2.4%	0.2%	3.3%	5.3%	17.8%
Michigan							
\$250 thousand or less							
CEO/Executive Director	315	1.8%	-6.9%	-0.1%	0.8%	5.7%	11.4%
Top Administrative Position	7	-4.2%			0.0%		
Top Education Position	5	0.0%			2.5%		
Top Finance Position	14	2.0%		0.0%	4.3%	5.4%	
Top Program Position	5	5.2%			3.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	273	3.4%	-4.7%	0.0%	2.2%	7.3%	15.0%
Top Administrative Position	13	-2.4%		-7.2%	0.1%	2.0%	
Top Finance Position	11	7.5%		3.9%	5.9%	12.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	318	3.5%	-3.8%	0.0%	2.8%	7.2%	14.2%
Top Administrative Position	17	0.9%		-1.1%	1.1%	2.5%	
Top Business Position	11	3.1%		0.6%	2.2%	6.8%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Between \$500 thousand and \$1 million							
Top Finance Position	31	2.9%	-6.6%	-1.2%	1.8%	7.3%	17.0%
Top Operations Position	5	4.8%			4.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	392	2.8%	-6.7%	-0.8%	2.5%	7.2%	12.4%
Top Administrative Position	20	1.5%	-7.1%	-0.9%	1.2%	6.3%	9.4%
Top Business Position	14	2.7%		-0.2%	2.1%	6.5%	
Top Education Position	5	-3.9%			0.6%		
Top Finance Position	55	1.9%	-10.9%	0.2%	2.3%	5.6%	11.0%
Top Operations Position	11	4.5%		0.0%	2.5%	12.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	240	4.2%	-2.7%	0.7%	3.3%	7.0%	13.4%
Top Administrative Position	17	1.8%		0.0%	1.5%	2.9%	
Top Business Position	13	4.0%		1.7%	2.0%	7.0%	
Top Development Position	6	2.4%			2.6%		
Top Finance Position	65	4.3%	-2.5%	0.3%	3.3%	8.5%	14.0%
Top Operations Position	17	4.0%		1.1%	5.0%	9.6%	
Between \$5 million and \$10 million							
CEO/Executive Director	156	4.0%	-5.7%	0.1%	3.7%	8.2%	14.3%
Top Administrative Position	13	4.7%		1.4%	7.2%	7.5%	
Top Facilities Position	10	3.5%		0.7%	2.4%	3.5%	
Top Finance Position	70	3.5%	-7.4%	-0.2%	3.6%	8.8%	13.4%
Top Operations Position	12	2.5%		-0.6%	3.2%	8.5%	
Between \$10 million and \$25 million							
CEO/Executive Director	155	3.6%	-5.3%	-1.1%	3.7%	8.4%	14.3%
Top Administrative Position	10	1.8%		-1.0%	1.9%	3.6%	
Top Development Position	7	3.1%			1.9%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Between \$10 million and \$25 million							
Top Finance Position	85	4.2%	-3.8%	-0.1%	3.4%	8.3%	16.2%
Top Human Resources Position	6	4.8%			5.9%		
Top Operations Position	41	5.1%	-5.0%	-0.1%	4.2%	10.2%	17.1%
Top Technology Position	8	2.5%			2.4%		
Between \$25 million and \$50 million							
CEO/Executive Director	65	5.2%	-5.4%	1.7%	5.0%	11.4%	14.3%
Top Development Position	8	1.8%			4.8%		
Top Finance Position	47	4.4%	-3.0%	0.5%	3.7%	7.6%	13.9%
Top Human Resources Position	15	5.2%		3.2%	5.8%	8.3%	
Top Marketing Position	5	4.6%			5.3%		
Top Operations Position	16	4.5%		0.7%	3.8%	8.5%	
Top Technology Position	12	4.6%		1.6%	3.8%	10.4%	
Greater than \$50 million							
CEO/Executive Director	68	3.4%	-7.5%	-1.4%	4.4%	9.0%	14.2%
Top Development Position	13	3.7%		0.8%	3.8%	9.5%	
Top Finance Position	58	5.9%	-2.2%	1.5%	4.7%	8.8%	16.6%
Top Human Resources Position	16	8.4%		4.3%	5.9%	13.2%	
Top Marketing Position	6	-1.1%			-0.5%		
Top Operations Position	25	5.2%	-9.0%	1.6%	8.5%	11.3%	14.4%
Top Technology Position	23	6.1%	-1.8%	0.0%	4.9%	8.7%	19.0%

Minnesota

\$250 thousand or less

CEO/Executive Director	241	3.2%	-6.8%	0.0%	3.1%	7.9%	13.9%
Top Administrative Position	5	7.7%			5.1%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
\$250 thousand or less							
Top Finance Position	9	3.6%			0.0%		
Top Program Position	9	4.8%			2.4%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	252	3.0%	-3.8%	0.0%	2.6%	6.7%	11.6%
Top Administrative Position	5	-2.0%			1.2%		
Top Finance Position	8	2.1%			2.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	262	3.6%	-3.4%	0.1%	2.9%	6.3%	13.1%
Top Administrative Position	7	2.7%			2.7%		
Top Business Position	5	2.0%			2.7%		
Top Finance Position	20	3.9%	-3.8%	1.0%	3.3%	6.8%	9.7%
Top Operations Position	6	3.1%			4.5%		
Top Program Position	5	0.5%			3.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	364	4.0%	-4.1%	0.0%	3.3%	7.9%	14.4%
Top Administrative Position	12	7.0%		3.1%	6.9%	10.2%	
Top Business Position	8	1.9%			2.9%		
Top Finance Position	36	3.5%	-2.3%	0.4%	3.1%	6.5%	8.6%
Top Operations Position	14	5.7%		-0.2%	0.5%	14.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	183	3.9%	-3.5%	0.0%	3.7%	7.2%	13.4%
Top Administrative Position	23	3.4%	-1.8%	-0.7%	2.6%	6.0%	10.3%
Top Business Position	13	2.4%		-3.2%	3.0%	5.2%	
Top Development Position	7	8.0%			7.8%		
Top Finance Position	66	2.3%	-5.8%	-1.6%	2.8%	5.6%	11.1%
Top Operations Position	9	1.6%			2.5%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Between \$5 million and \$10 million							
CEO/Executive Director	162	4.8%	-4.1%	0.0%	4.3%	8.5%	14.3%
Top Administrative Position	24	2.9%	-4.0%	-2.0%	3.0%	7.6%	10.2%
Top Business Position	10	4.6%		3.5%	5.0%	6.8%	
Top Development Position	5	1.6%			0.6%		
Top Finance Position	59	5.8%	-1.1%	2.3%	4.8%	7.8%	16.5%
Top Operations Position	19	0.0%		-2.2%	1.2%	4.6%	
Top Technology Position	5	6.4%			4.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	122	4.0%	-4.2%	0.7%	3.4%	7.5%	13.2%
Top Administrative Position	18	5.7%		2.1%	6.6%	11.0%	
Top Business Position	7	6.3%			3.8%		
Top Development Position	10	5.7%		2.6%	5.9%	6.9%	
Top Finance Position	75	3.8%	-4.6%	0.6%	4.2%	8.5%	10.8%
Top Marketing Position	5	14.4%			12.1%		
Top Operations Position	25	5.8%	-0.1%	2.3%	5.6%	8.5%	15.3%
Between \$25 million and \$50 million							
CEO/Executive Director	56	4.7%	-6.0%	0.2%	4.7%	9.6%	18.7%
Top Administrative Position	16	5.5%		2.7%	5.3%	6.3%	
Top Development Position	9	4.8%			2.4%		
Top Finance Position	44	4.9%	-2.5%	2.9%	4.5%	8.3%	11.8%
Top Human Resources Position	10	5.4%		1.9%	3.8%	6.3%	
Top Legal Position	6	4.8%			4.4%		
Top Operations Position	16	4.6%		1.8%	5.4%	8.0%	
Top Technology Position	7	4.2%			1.3%		
Greater than \$50 million							
CEO/Executive Director	48	4.9%	-3.2%	1.4%	4.0%	9.5%	15.3%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Greater than \$50 million							
Top Development Position	15	3.1%		-3.0%	2.6%	7.0%	
Top Finance Position	50	4.1%	-2.8%	0.1%	2.7%	7.5%	13.5%
Top Human Resources Position	14	8.9%		2.5%	8.2%	16.7%	
Top Legal Position	7	1.2%			2.7%		
Top Marketing Position	5	6.9%			2.9%		
Top Operations Position	15	9.7%		4.9%	8.1%	16.0%	
Top Technology Position	13	4.4%		-0.1%	3.6%	8.7%	
Mississippi							
\$250 thousand or less							
CEO/Executive Director	76	1.0%	-4.0%	-0.8%	0.0%	2.3%	6.3%
Top Finance Position	5	5.2%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	64	1.7%	-5.5%	-0.8%	0.0%	4.6%	11.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	70	2.2%	-5.0%	0.0%	2.1%	5.5%	8.1%
Top Administrative Position	5	6.7%			5.6%		
Top Business Position	5	10.2%			10.0%		
Top Finance Position	5	0.1%			-0.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	73	2.5%	-5.0%	0.0%	1.9%	5.9%	9.5%
Top Finance Position	6	1.9%			0.5%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	41	1.4%	-5.0%	-0.7%	1.1%	3.9%	6.5%
Top Finance Position	15	4.1%		0.2%	3.9%	5.6%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Between \$5 million and \$10 million							
CEO/Executive Director	38	3.1%	-5.3%	-0.1%	3.9%	7.4%	12.4%
Top Finance Position	20	3.6%	-0.3%	0.3%	2.5%	4.6%	8.4%
Between \$10 million and \$25 million							
CEO/Executive Director	26	1.9%	-8.3%	-1.3%	2.2%	5.9%	11.8%
Top Finance Position	14	0.2%		-5.2%	1.9%	3.8%	
Between \$25 million and \$50 million							
CEO/Executive Director	16	1.7%		-1.7%	0.3%	2.6%	
Top Finance Position	8	3.5%			2.5%		
Greater than \$50 million							
CEO/Executive Director	14	6.0%		3.6%	4.5%	7.1%	
Top Administrative Position	5	5.7%			4.6%		
Top Finance Position	13	5.2%		1.3%	4.7%	9.3%	

Missouri

\$250 thousand or less

CEO/Executive Director	194	1.7%	-10.5%	-0.8%	1.4%	6.1%	12.5%
Top Administrative Position	6	6.7%			2.6%		
Top Finance Position	5	5.6%			3.9%		

Between \$250 thousand and \$500 thousand

CEO/Executive Director	171	2.1%	-7.1%	-0.4%	1.2%	5.4%	11.3%
Top Administrative Position	6	4.4%			4.3%		
Top Finance Position	13	1.9%		-1.1%	0.1%	5.0%	

Between \$500 thousand and \$1 million

CEO/Executive Director	221	2.8%	-4.9%	0.0%	2.4%	6.3%	11.8%
Top Administrative Position	6	2.2%			2.7%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Between \$500 thousand and \$1 million							
Top Business Position	8	-0.2%			0.0%		
Top Finance Position	8	7.0%			5.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	263	3.7%	-3.9%	0.0%	3.1%	7.5%	12.7%
Top Administrative Position	14	4.4%		1.2%	2.9%	5.9%	
Top Business Position	12	1.3%		0.6%	1.1%	2.4%	
Top Finance Position	25	1.7%	-6.4%	0.0%	1.5%	4.9%	8.4%
Top Operations Position	9	2.3%			2.9%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	153	3.7%	-5.4%	-0.1%	4.0%	7.7%	14.0%
Top Administrative Position	20	0.9%	-10.7%	-0.5%	0.9%	6.1%	9.2%
Top Business Position	6	3.2%			3.6%		
Top Finance Position	41	5.2%	-1.8%	1.3%	3.9%	9.4%	11.7%
Top Operations Position	15	4.2%		-0.3%	3.0%	7.6%	
Between \$5 million and \$10 million							
CEO/Executive Director	116	3.3%	-4.9%	0.0%	3.2%	6.6%	11.7%
Top Administrative Position	19	4.3%		-0.5%	3.0%	8.9%	
Top Business Position	10	6.8%		3.3%	5.5%	9.1%	
Top Finance Position	58	3.9%	-1.8%	0.6%	2.8%	6.2%	14.8%
Top Operations Position	9	2.1%			0.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	110	3.5%	-5.7%	-0.2%	3.0%	8.5%	13.9%
Top Administrative Position	14	4.5%		0.0%	1.5%	7.8%	
Top Business Position	7	5.8%			4.0%		
Top Development Position	9	8.2%			7.7%		
Top Finance Position	66	5.9%	-4.5%	1.4%	5.9%	12.1%	15.8%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Between \$10 million and \$25 million							
Top Human Resources Position	7	8.9%			8.0%		
Top Operations Position	31	5.2%	-0.8%	0.6%	4.7%	8.1%	11.4%
Top Technology Position	7	3.1%			2.5%		
Between \$25 million and \$50 million							
CEO/Executive Director	52	3.8%	-3.1%	0.1%	3.6%	6.4%	13.5%
Top Administrative Position	15	2.1%		-2.9%	3.0%	9.1%	
Top Development Position	9	1.5%			2.8%		
Top Finance Position	27	3.5%	-5.8%	0.1%	3.4%	5.6%	13.7%
Top Operations Position	18	4.7%		2.5%	4.4%	8.6%	
Top Technology Position	6	6.5%			5.1%		
Greater than \$50 million							
CEO/Executive Director	48	3.8%	-7.8%	-0.1%	4.1%	7.7%	13.0%
Top Administrative Position	9	4.2%			4.2%		
Top Development Position	7	1.3%			0.0%		
Top Education Position	5	-1.8%			2.5%		
Top Finance Position	40	4.6%	-2.0%	1.4%	3.8%	6.9%	12.0%
Top Human Resources Position	19	0.6%		-4.8%	1.1%	10.1%	
Top Legal Position	6	-0.1%			2.3%		
Top Marketing Position	6	0.0%			1.0%		
Top Operations Position	16	5.7%		1.5%	6.2%	8.9%	
Top Technology Position	15	5.5%		2.6%	4.1%	8.6%	

Montana

\$250 thousand or less

CEO/Executive Director	85	3.3%	-4.9%	0.0%	1.4%	6.5%	12.1%
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All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	95	3.2%	-6.6%	0.0%	3.5%	8.3%	13.8%
Top Administrative Position	6	3.4%			3.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	82	2.6%	-6.6%	-0.7%	2.7%	6.8%	13.5%
Top Finance Position	5	8.1%			6.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	97	5.1%	-1.2%	1.1%	4.8%	8.1%	15.0%
Top Administrative Position	5	4.9%			3.9%		
Top Business Position	5	2.0%			2.2%		
Top Finance Position	7	-1.8%			0.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	38	3.9%	-4.9%	0.0%	3.1%	7.5%	13.2%
Top Finance Position	10	3.4%		-1.0%	3.2%	5.3%	
Top Operations Position	5	1.1%			3.6%		
Between \$5 million and \$10 million							
CEO/Executive Director	45	4.0%	-5.5%	0.5%	3.7%	6.9%	11.6%
Top Administrative Position	7	6.4%			7.1%		
Top Finance Position	26	5.8%	-0.7%	1.6%	5.8%	10.2%	13.4%
Top Operations Position	9	4.3%			0.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	23	5.9%	0.9%	2.5%	4.9%	9.1%	12.1%
Top Administrative Position	8	6.7%			5.2%		
Top Finance Position	21	2.0%	-0.7%	0.6%	1.6%	4.6%	6.8%
Top Operations Position	5	3.5%			3.0%		
Between \$25 million and \$50 million							
CEO/Executive Director	12	4.3%		1.4%	4.4%	6.1%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Between \$25 million and \$50 million							
Top Finance Position	11	1.6%		-1.2%	0.6%	2.3%	
Greater than \$50 million							
Top Finance Position	5	4.3%			4.0%		
Nebraska							
\$250 thousand or less							
CEO/Executive Director	92	1.4%	-14.2%	-2.7%	1.7%	6.4%	15.2%
Top Finance Position	6	7.8%			6.3%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	94	2.8%	-4.5%	0.0%	2.7%	5.9%	11.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	75	3.3%	-2.1%	0.1%	2.6%	4.9%	13.2%
Top Finance Position	8	3.7%			4.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	102	4.3%	-2.0%	0.5%	3.0%	8.4%	12.1%
Top Administrative Position	6	-4.2%			-0.8%		
Top Finance Position	9	0.6%			3.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	57	3.6%	-3.7%	0.7%	3.4%	5.2%	12.1%
Top Finance Position	12	6.9%		2.6%	5.1%	11.6%	
Top Operations Position	5	1.6%			2.3%		
Between \$5 million and \$10 million							
CEO/Executive Director	30	3.9%	-1.4%	0.4%	2.4%	6.3%	11.3%
Top Finance Position	16	4.0%		2.0%	4.0%	6.6%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Between \$10 million and \$25 million							
CEO/Executive Director	33	3.7%	-7.4%	-0.4%	3.8%	10.6%	12.7%
Top Finance Position	21	6.9%	0.8%	3.3%	5.2%	8.1%	16.2%
Top Operations Position	6	12.1%			11.3%		
Between \$25 million and \$50 million							
CEO/Executive Director	18	5.0%		0.3%	5.2%	8.1%	
Top Finance Position	13	6.0%		2.4%	3.4%	5.8%	
Greater than \$50 million							
CEO/Executive Director	15	-1.0%		-8.6%	-1.4%	2.1%	
Top Finance Position	10	7.4%		2.7%	4.5%	10.5%	
Top Human Resources Position	5	3.3%			5.9%		
Nevada							
\$250 thousand or less							
CEO/Executive Director	35	1.5%	-2.8%	0.0%	0.2%	4.0%	9.6%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	36	3.6%	-3.1%	0.0%	3.4%	7.0%	11.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	53	6.3%	-2.3%	0.0%	5.9%	12.5%	17.5%
Between \$1 million and \$2.5 million							
CEO/Executive Director	73	4.0%	-4.5%	0.0%	3.5%	7.5%	13.2%
Top Finance Position	18	4.2%		0.0%	4.7%	6.9%	
Top Operations Position	5	8.8%			8.6%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	39	4.5%	0.0%	2.0%	3.7%	6.5%	11.1%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Between \$2.5 million and \$5 million							
Top Finance Position	9	6.5%			5.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	20	2.2%	-8.8%	-2.3%	0.4%	7.1%	17.0%
Top Finance Position	8	6.6%			5.3%		
Top Operations Position	5	3.3%			3.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	14	6.6%		0.0%	4.6%	9.7%	
Top Finance Position	8	3.9%			1.7%		
Between \$25 million and \$50 million							
CEO/Executive Director	14	4.1%		-0.5%	1.9%	10.0%	
Top Finance Position	15	3.9%		0.6%	4.2%	12.4%	
Top Operations Position	7	10.3%			9.2%		
Greater than \$50 million							
CEO/Executive Director	5	7.0%			7.4%		
New Hampshire							
\$250 thousand or less							
CEO/Executive Director	68	2.8%	-5.6%	-0.2%	2.6%	6.4%	12.2%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	69	3.1%	-3.7%	0.0%	2.4%	7.0%	10.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	75	4.7%	-2.8%	0.0%	3.7%	9.0%	13.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	76	4.0%	-0.9%	0.3%	2.9%	7.3%	13.7%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Between \$1 million and \$2.5 million							
Top Finance Position	5	9.4%			10.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	50	4.3%	-3.7%	0.1%	3.8%	9.7%	14.7%
Top Finance Position	10	5.7%		2.2%	7.2%	9.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	26	3.6%	-1.9%	0.1%	2.9%	6.9%	10.8%
Top Finance Position	11	5.1%		2.8%	3.4%	5.1%	
Between \$10 million and \$25 million							
CEO/Executive Director	34	4.2%	-2.5%	-0.2%	3.6%	6.7%	12.9%
Top Finance Position	21	2.2%	-8.8%	0.7%	2.8%	4.7%	10.8%
Top Operations Position	5	5.9%			5.0%		
Between \$25 million and \$50 million							
CEO/Executive Director	14	5.1%		4.8%	5.8%	8.7%	
Top Finance Position	12	2.5%		2.4%	4.8%	7.4%	
Greater than \$50 million							
CEO/Executive Director	18	4.5%		0.6%	6.6%	11.1%	
Top Finance Position	16	5.7%		1.5%	4.0%	10.2%	
Top Human Resources Position	8	5.7%			4.9%		
Top Technology Position	6	1.1%			-1.4%		

New Jersey

\$250 thousand or less

CEO/Executive Director	156	0.8%	-10.4%	-0.4%	0.0%	4.5%	9.4%
Top Finance Position	8	1.1%			-0.6%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	169	2.1%	-4.5%	0.0%	0.8%	6.3%	11.2%
Top Finance Position	11	1.8%		-3.2%	1.1%	5.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	219	3.2%	-3.7%	0.0%	2.4%	5.4%	13.1%
Top Administrative Position	6	0.3%			0.2%		
Top Finance Position	18	0.6%		-1.3%	1.0%	4.6%	
Top Operations Position	6	2.1%			1.0%		
Top Program Position	6	2.6%			4.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	330	2.7%	-6.0%	-0.1%	2.3%	6.6%	12.1%
Top Administrative Position	10	6.2%		3.4%	6.3%	10.1%	
Top Business Position	6	4.8%			7.5%		
Top Finance Position	35	3.9%	-4.1%	0.0%	2.2%	6.3%	17.6%
Top Operations Position	13	-4.2%		-12.1%	-2.6%	3.2%	
Top Program Position	5	3.4%			2.7%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	200	3.8%	-3.9%	0.0%	2.9%	7.1%	13.6%
Top Administrative Position	9	1.4%			0.4%		
Top Business Position	11	3.8%		1.6%	4.6%	4.9%	
Top Finance Position	54	4.0%	-1.8%	1.2%	3.5%	7.0%	11.4%
Top Operations Position	14	4.2%		2.6%	3.6%	5.3%	
Between \$5 million and \$10 million							
CEO/Executive Director	188	4.2%	-2.2%	0.0%	3.1%	6.9%	13.5%
Top Administrative Position	31	4.1%	-3.9%	1.4%	3.9%	7.3%	12.2%
Top Business Position	16	3.5%		0.5%	2.1%	6.7%	
Top Development Position	8	6.6%			6.4%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Between \$5 million and \$10 million							
Top Facilities Position	20	5.4%	-0.3%	1.8%	3.9%	8.1%	13.6%
Top Finance Position	89	4.8%	0.0%	1.5%	4.2%	7.7%	10.3%
Top Operations Position	23	6.1%	-2.6%	0.4%	4.3%	10.6%	19.1%
Between \$10 million and \$25 million							
CEO/Executive Director	123	3.4%	-5.2%	0.0%	2.8%	6.2%	13.6%
Top Administrative Position	13	5.0%		2.7%	4.6%	7.7%	
Top Business Position	7	3.5%			3.6%		
Top Development Position	15	5.7%		2.8%	4.7%	8.6%	
Top Education Position	7	4.4%			4.2%		
Top Facilities Position	6	2.9%			2.6%		
Top Finance Position	77	2.5%	-5.1%	-0.5%	3.0%	6.4%	10.3%
Top Human Resources Position	7	3.3%			2.7%		
Top Marketing Position	5	7.6%			4.2%		
Top Operations Position	30	2.2%	-7.3%	-1.1%	2.1%	5.3%	11.7%
Top Technology Position	5	4.6%			2.8%		
Between \$25 million and \$50 million							
CEO/Executive Director	48	3.8%	-3.4%	1.2%	5.4%	8.2%	10.2%
Top Development Position	15	5.7%		3.4%	4.3%	8.5%	
Top Education Position	6	2.3%			1.3%		
Top Finance Position	31	4.6%	-0.8%	2.1%	4.9%	6.8%	10.1%
Top Human Resources Position	12	4.5%		0.9%	2.3%	7.6%	
Top Operations Position	18	2.7%		0.2%	2.6%	8.1%	
Top Technology Position	7	3.2%			3.2%		
Greater than \$50 million							
CEO/Executive Director	39	0.9%	-10.4%	-3.6%	0.6%	5.8%	11.5%
Top Administrative Position	8	5.9%			5.5%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Greater than \$50 million							
Top Development Position	7	3.1%			3.9%		
Top Education Position	9	1.5%			2.1%		
Top Finance Position	34	2.3%	-8.9%	-2.4%	2.3%	7.5%	14.8%
Top Human Resources Position	15	2.3%		-1.0%	1.9%	7.1%	
Top Legal Position	15	5.0%		0.3%	4.4%	7.1%	
Top Operations Position	21	3.2%	-5.0%	-1.5%	2.3%	8.6%	12.2%
Top Technology Position	19	1.9%		-2.7%	3.2%	5.9%	
New Mexico							
\$250 thousand or less							
CEO/Executive Director	95	0.9%	-10.8%	-3.0%	0.0%	6.5%	13.8%
Top Administrative Position	7	1.5%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	79	1.6%	-6.6%	-0.5%	1.3%	4.8%	9.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	93	4.1%	-3.9%	0.0%	3.9%	7.3%	13.5%
Between \$1 million and \$2.5 million							
CEO/Executive Director	98	3.0%	-3.0%	-0.3%	2.0%	5.9%	11.8%
Top Administrative Position	6	3.9%			3.8%		
Top Finance Position	13	3.9%		0.0%	1.1%	6.8%	
Top Operations Position	5	5.5%			1.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	51	2.2%	-3.7%	-0.2%	1.7%	5.8%	12.7%
Top Finance Position	20	4.2%	-2.0%	0.5%	3.6%	6.2%	9.7%
Top Operations Position	6	6.5%			5.3%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Between \$5 million and \$10 million							
CEO/Executive Director	32	2.5%	-6.1%	-1.4%	1.9%	5.8%	10.9%
Top Finance Position	12	0.8%		-4.3%	2.0%	6.1%	
Between \$10 million and \$25 million							
CEO/Executive Director	24	5.1%	-5.5%	-0.3%	3.8%	11.4%	16.7%
Top Finance Position	14	5.8%		0.0%	2.0%	13.5%	
Top Human Resources Position	5	6.9%			3.7%		
Top Operations Position	7	-1.1%			0.0%		
Between \$25 million and \$50 million							
CEO/Executive Director	11	3.4%		-0.6%	3.2%	8.0%	
Top Finance Position	7	6.7%			4.7%		

New York

\$250 thousand or less

CEO/Executive Director	455	1.5%	-9.2%	-1.5%	0.2%	5.6%	14.3%
Top Administrative Position	13	-0.1%		0.0%	0.0%	0.6%	
Top Finance Position	25	-1.1%	-9.9%	-5.9%	0.0%	3.4%	7.7%
Top Program Position	9	1.6%			3.0%		

Between \$250 thousand and \$500 thousand

CEO/Executive Director	532	2.1%	-8.4%	-0.4%	1.9%	6.7%	12.5%
Top Administrative Position	10	3.2%		0.9%	2.0%	4.2%	
Top Business Position	8	-3.8%			1.6%		
Top Finance Position	31	1.8%	-8.1%	-2.1%	2.1%	6.7%	19.6%
Top Operations Position	8	1.3%			1.6%		

Between \$500 thousand and \$1 million

CEO/Executive Director	717	3.4%	-4.2%	0.0%	2.9%	7.3%	12.7%
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All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Between \$500 thousand and \$1 million							
Top Administrative Position	12	3.7%		0.1%	5.7%	8.8%	
Top Business Position	16	-0.2%		0.1%	0.7%	1.6%	
Top Education Position	5	1.4%			1.9%		
Top Finance Position	66	4.3%	-4.9%	0.0%	3.2%	8.3%	18.1%
Top Operations Position	15	3.8%		0.6%	2.4%	6.4%	
Top Program Position	5	9.0%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	1,003	3.3%	-4.5%	0.0%	2.7%	7.0%	12.8%
Top Administrative Position	51	3.1%	-4.0%	0.0%	2.6%	6.3%	15.3%
Top Business Position	24	1.0%	-2.8%	0.0%	1.3%	4.1%	5.9%
Top Development Position	13	0.8%		0.1%	1.4%	3.9%	
Top Education Position	14	5.8%		0.9%	3.1%	7.0%	
Top Finance Position	135	3.8%	-4.5%	0.0%	3.1%	7.5%	14.2%
Top Legal Position	8	6.2%			3.2%		
Top Operations Position	45	4.5%	-6.8%	0.4%	4.5%	10.3%	16.8%
Top Program Position	14	5.2%		0.7%	4.1%	10.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	654	3.6%	-3.3%	0.0%	2.7%	6.7%	13.2%
Top Administrative Position	58	3.7%	-1.6%	1.1%	3.1%	6.4%	10.2%
Top Business Position	19	4.3%		1.3%	3.0%	9.8%	
Top Development Position	40	4.3%	-4.6%	-0.1%	2.6%	8.8%	17.2%
Top Education Position	11	2.5%		1.9%	3.7%	5.5%	
Top Facilities Position	7	-2.7%			0.9%		
Top Finance Position	197	3.5%	-3.4%	0.3%	3.2%	7.1%	11.9%
Top Human Resources Position	5	6.6%			6.1%		
Top Legal Position	15	3.3%		1.2%	2.4%	5.1%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Between \$2.5 million and \$5 million							
Top Marketing Position	6	5.6%			4.1%		
Top Operations Position	55	4.0%	-4.4%	-1.2%	3.4%	8.8%	14.3%
Top PR/Communications Position	8	4.1%			4.1%		
Top Program Position	32	0.3%	-4.6%	-2.5%	0.9%	4.4%	8.7%
Top Technology Position	5	3.6%			3.6%		
Between \$5 million and \$10 million							
CEO/Executive Director	610	3.6%	-4.2%	0.0%	3.0%	7.5%	13.2%
Top Administrative Position	84	2.7%	-2.7%	-0.4%	2.3%	6.0%	12.2%
Top Business Position	23	5.0%	0.2%	2.7%	3.7%	8.9%	14.0%
Top Development Position	44	4.1%	-2.9%	-0.3%	3.7%	6.4%	15.5%
Top Education Position	15	5.4%		0.3%	4.0%	10.3%	
Top Facilities Position	38	3.9%	-1.1%	1.4%	3.6%	6.6%	9.7%
Top Finance Position	271	3.8%	-3.5%	0.3%	3.2%	7.6%	13.0%
Top Human Resources Position	10	4.6%		-0.8%	5.5%	9.2%	
Top Legal Position	17	4.5%		0.9%	4.4%	7.2%	
Top Operations Position	91	6.0%	-2.5%	1.5%	5.4%	10.1%	17.1%
Top PR/Communications Position	11	7.3%		2.2%	5.1%	13.5%	
Top Program Position	26	3.9%	-6.3%	0.6%	3.2%	8.7%	18.6%
Top Technology Position	14	4.5%		2.3%	4.3%	8.3%	
Between \$10 million and \$25 million							
CEO/Executive Director	557	4.0%	-3.8%	0.0%	3.2%	7.8%	13.7%
Top Administrative Position	77	4.0%	-3.1%	0.8%	4.1%	6.9%	10.9%
Top Business Position	25	3.2%	-0.4%	1.7%	3.5%	5.8%	7.8%
Top Development Position	82	3.6%	-6.3%	0.9%	3.2%	7.2%	12.8%
Top Education Position	23	1.6%	-7.6%	-5.6%	0.4%	6.8%	12.5%
Top Facilities Position	22	4.4%	0.9%	1.7%	4.2%	7.7%	9.7%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Between \$10 million and \$25 million							
Top Finance Position	345	4.8%	-2.6%	1.4%	4.4%	8.7%	14.1%
Top Human Resources Position	27	3.3%	-2.6%	0.5%	2.1%	5.4%	10.5%
Top Legal Position	29	4.5%	0.5%	1.9%	4.0%	7.3%	9.8%
Top Marketing Position	19	5.9%		1.2%	5.6%	9.2%	
Top Operations Position	111	7.0%	-0.8%	1.7%	5.4%	12.7%	16.0%
Top PR/Communications Position	20	5.8%	-1.1%	1.7%	4.0%	10.3%	15.7%
Top Program Position	33	0.9%	-4.5%	-2.3%	0.9%	3.3%	7.6%
Top Technology Position	34	2.7%	-3.9%	0.6%	3.2%	5.9%	8.5%
Between \$25 million and \$50 million							
CEO/Executive Director	219	4.5%	-3.8%	0.7%	3.8%	9.0%	14.0%
Top Administrative Position	28	4.0%	-5.4%	0.7%	3.6%	7.2%	13.3%
Top Business Position	10	4.3%		1.9%	3.7%	6.0%	
Top Development Position	41	4.2%	-1.6%	1.9%	3.6%	7.3%	13.8%
Top Education Position	11	1.8%		-0.8%	2.1%	4.4%	
Top Facilities Position	9	3.4%			2.3%		
Top Finance Position	177	4.3%	-2.8%	0.7%	3.6%	7.4%	13.9%
Top Human Resources Position	37	5.1%	-2.2%	0.3%	3.7%	10.0%	16.6%
Top Legal Position	18	4.6%		2.3%	4.2%	5.4%	
Top Marketing Position	14	5.7%		2.0%	4.2%	5.5%	
Top Operations Position	62	5.6%	-2.2%	0.1%	4.1%	9.1%	17.0%
Top PR/Communications Position	11	2.6%		0.4%	1.8%	4.6%	
Top Program Position	25	3.2%	-2.3%	0.0%	2.0%	4.9%	10.2%
Top Technology Position	37	6.6%	0.2%	2.9%	4.2%	12.4%	18.1%
Greater than \$50 million							
CEO/Executive Director	268	3.6%	-7.8%	-0.3%	3.3%	8.7%	15.7%
Top Administrative Position	35	3.2%	-7.1%	-0.4%	2.1%	7.7%	12.1%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Greater than \$50 million							
Top Business Position	20	2.1%	-8.9%	-3.8%	3.0%	6.6%	12.9%
Top Development Position	52	4.5%	-4.4%	1.6%	4.1%	8.4%	14.5%
Top Education Position	28	2.7%	-3.3%	0.0%	2.4%	4.4%	13.1%
Top Facilities Position	16	1.0%		-2.6%	1.8%	5.3%	
Top Finance Position	233	4.5%	-3.6%	1.3%	4.3%	8.7%	13.6%
Top Human Resources Position	61	5.7%	-3.3%	1.2%	4.8%	11.1%	17.6%
Top Legal Position	63	5.3%	-1.8%	0.4%	3.9%	10.0%	16.8%
Top Marketing Position	12	3.9%		1.7%	3.3%	9.4%	
Top Operations Position	115	4.7%	-2.3%	1.1%	4.1%	9.4%	14.1%
Top PR/Communications Position	16	3.7%		2.6%	3.3%	6.2%	
Top Program Position	16	3.4%		-0.5%	2.2%	8.1%	
Top Technology Position	64	2.2%	-1.4%	0.3%	2.8%	4.8%	6.8%
North Carolina							
\$250 thousand or less							
CEO/Executive Director	342	1.9%	-9.2%	-0.4%	0.8%	6.4%	13.0%
Top Administrative Position	14	3.5%		0.6%	3.1%	5.0%	
Top Finance Position	12	1.6%		-0.5%	0.5%	4.2%	
Top Operations Position	5	4.1%			0.0%		
Top Program Position	6	6.3%			4.9%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	321	2.5%	-7.0%	-0.5%	2.1%	6.6%	11.5%
Top Administrative Position	6	-2.8%			-0.5%		
Top Finance Position	13	0.7%		-3.7%	0.8%	6.8%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Between \$500 thousand and \$1 million							
CEO/Executive Director	332	2.8%	-5.7%	0.0%	2.5%	6.7%	13.5%
Top Finance Position	17	0.5%		-4.9%	1.1%	5.0%	
Top Operations Position	6	2.8%			2.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	377	3.8%	-5.1%	0.0%	3.1%	8.3%	14.7%
Top Administrative Position	9	2.2%			3.2%		
Top Finance Position	46	2.4%	-7.3%	-1.6%	2.5%	8.9%	14.9%
Top Operations Position	9	1.0%			0.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	216	2.5%	-6.9%	-0.5%	2.0%	6.2%	10.9%
Top Administrative Position	19	2.7%		-0.5%	2.0%	7.6%	
Top Finance Position	55	3.1%	-7.4%	-0.2%	3.9%	7.2%	14.3%
Top Operations Position	12	3.0%		0.4%	2.5%	3.8%	
Between \$5 million and \$10 million							
CEO/Executive Director	161	3.7%	-7.0%	-0.3%	3.1%	9.1%	16.3%
Top Administrative Position	16	3.6%		-0.2%	2.1%	6.4%	
Top Development Position	5	2.1%			1.7%		
Top Facilities Position	6	3.0%			2.7%		
Top Finance Position	70	4.2%	-2.3%	1.6%	3.8%	7.1%	12.5%
Top Operations Position	22	4.8%	-2.1%	0.3%	6.5%	10.0%	12.1%
Between \$10 million and \$25 million							
CEO/Executive Director	123	3.4%	-4.3%	0.1%	2.9%	7.5%	10.9%
Top Administrative Position	15	3.6%		0.0%	2.2%	6.4%	
Top Development Position	12	2.6%		1.1%	2.2%	3.3%	
Top Facilities Position	5	5.9%			3.7%		
Top Finance Position	65	5.2%	-1.9%	1.5%	4.0%	8.7%	14.0%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Between \$10 million and \$25 million							
Top Operations Position	24	4.2%	-5.3%	-0.4%	3.4%	7.4%	16.3%
Top Program Position	5	0.9%			3.3%		
Between \$25 million and \$50 million							
CEO/Executive Director	56	4.3%	-2.7%	0.2%	3.8%	9.3%	13.3%
Top Development Position	10	2.9%		0.3%	3.7%	5.9%	
Top Education Position	6	3.3%			3.3%		
Top Finance Position	37	5.0%	-2.8%	-0.3%	3.4%	8.4%	16.4%
Top Human Resources Position	5	4.8%			6.5%		
Top Operations Position	14	5.9%		2.0%	5.1%	8.4%	
Top Technology Position	7	4.8%			5.3%		
Greater than \$50 million							
CEO/Executive Director	69	5.9%	-1.2%	1.5%	4.9%	9.0%	15.5%
Top Administrative Position	8	4.6%			4.5%		
Top Development Position	8	3.0%			2.6%		
Top Facilities Position	5	6.1%			4.9%		
Top Finance Position	45	4.5%	-1.2%	1.5%	4.5%	8.3%	12.2%
Top Human Resources Position	13	6.9%		2.5%	6.3%	13.3%	
Top Operations Position	30	5.9%	-3.0%	2.2%	4.9%	11.4%	14.6%
Top Technology Position	17	5.1%		3.0%	3.9%	8.3%	

North Dakota

\$250 thousand or less

CEO/Executive Director	41	1.0%	-10.3%	-0.2%	1.5%	4.6%	8.3%
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Between \$250 thousand and \$500 thousand

CEO/Executive Director	43	4.3%	-1.0%	0.2%	3.3%	7.4%	11.1%
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All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	2.8%	-4.4%	0.0%	3.1%	6.7%	10.1%
Top Administrative Position	6	4.4%			4.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	57	3.7%	-1.4%	0.0%	3.5%	7.1%	11.2%
Top Business Position	5	8.3%			4.7%		
Top Finance Position	9	4.0%			2.5%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	28	5.1%	-1.8%	2.0%	4.8%	9.6%	11.7%
Top Administrative Position	9	6.0%			1.1%		
Top Finance Position	12	3.4%		-0.7%	2.1%	5.3%	
Between \$5 million and \$10 million							
CEO/Executive Director	15	5.8%		-0.6%	3.6%	8.8%	
Top Administrative Position	8	0.3%			2.5%		
Top Finance Position	11	2.0%		-0.3%	0.3%	5.3%	
Between \$10 million and \$25 million							
CEO/Executive Director	23	3.8%	-5.0%	-1.3%	3.1%	10.1%	18.0%
Top Finance Position	15	5.6%		2.6%	4.9%	9.0%	
Between \$25 million and \$50 million							
CEO/Executive Director	10	8.3%		2.5%	8.8%	14.1%	
Top Finance Position	7	4.5%			4.0%		
Top Operations Position	6	6.6%			8.4%		
Greater than \$50 million							
CEO/Executive Director	10	3.0%		-1.5%	5.4%	8.0%	
Top Finance Position	5	5.8%			3.9%		
Top Operations Position	6	0.7%			2.1%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
\$250 thousand or less							
CEO/Executive Director	406	1.2%	-10.9%	-0.7%	1.2%	5.0%	12.0%
Top Administrative Position	13	2.7%		0.1%	3.3%	5.0%	
Top Finance Position	15	3.0%		0.0%	2.5%	5.1%	
Top Program Position	6	-6.3%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	367	3.0%	-4.3%	0.0%	2.5%	6.5%	12.0%
Top Administrative Position	16	4.2%		0.0%	2.5%	5.6%	
Top Business Position	9	-0.8%			0.5%		
Top Finance Position	29	0.5%	-7.2%	-0.6%	1.0%	4.4%	7.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	392	2.9%	-6.2%	0.0%	2.7%	6.2%	12.2%
Top Administrative Position	18	2.4%		0.0%	2.1%	4.8%	
Top Business Position	14	5.5%		1.7%	2.4%	4.8%	
Top Education Position	5	7.8%			3.7%		
Top Finance Position	43	3.4%	-1.9%	0.3%	2.3%	6.3%	11.9%
Top Operations Position	10	3.4%		0.3%	2.3%	3.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	509	2.7%	-6.4%	-0.2%	2.6%	6.8%	13.2%
Top Administrative Position	33	3.9%	-5.2%	0.0%	3.9%	7.7%	14.3%
Top Business Position	18	1.5%		0.4%	1.9%	3.0%	
Top Finance Position	75	2.4%	-5.4%	0.1%	2.6%	5.5%	10.1%
Top Operations Position	14	2.4%		-1.2%	2.7%	6.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	296	3.5%	-4.2%	0.0%	3.1%	7.1%	12.5%
Top Administrative Position	22	2.6%	-6.2%	0.9%	3.1%	5.1%	16.2%
Top Business Position	12	2.8%		1.4%	2.4%	2.9%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Between \$2.5 million and \$5 million							
Top Development Position	6	9.3%			10.9%		
Top Facilities Position	5	1.5%			4.4%		
Top Finance Position	97	3.7%	-2.4%	0.0%	2.7%	6.3%	12.0%
Top Legal Position	6	8.2%			9.6%		
Top Operations Position	29	5.3%	-2.3%	1.5%	3.0%	10.1%	14.7%
Between \$5 million and \$10 million							
CEO/Executive Director	223	3.5%	-4.4%	0.0%	3.1%	6.9%	12.3%
Top Administrative Position	16	2.6%		0.4%	3.6%	7.5%	
Top Development Position	8	4.7%			3.4%		
Top Facilities Position	5	2.0%			0.8%		
Top Finance Position	122	4.5%	-1.2%	0.1%	3.0%	7.4%	12.6%
Top Operations Position	31	5.4%	-4.5%	1.5%	3.8%	8.3%	15.4%
Top Technology Position	6	1.7%			2.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	194	3.8%	-2.2%	0.2%	3.4%	6.3%	12.6%
Top Administrative Position	17	5.1%		0.6%	5.0%	8.7%	
Top Development Position	20	3.2%	0.0%	2.3%	3.4%	4.7%	5.8%
Top Education Position	6	1.4%			3.4%		
Top Finance Position	121	4.3%	-2.9%	0.7%	3.6%	7.3%	12.3%
Top Human Resources Position	13	3.3%		1.4%	3.0%	4.6%	
Top Legal Position	8	7.1%			4.8%		
Top Marketing Position	8	6.4%			5.3%		
Top Operations Position	42	4.7%	-1.7%	0.4%	4.5%	8.1%	10.8%
Top PR/Communications Position	6	6.9%			4.7%		
Top Technology Position	6	2.6%			2.8%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Between \$25 million and \$50 million							
CEO/Executive Director	77	3.9%	-3.7%	0.0%	4.1%	8.6%	13.0%
Top Administrative Position	12	2.8%		0.9%	2.5%	7.6%	
Top Business Position	5	5.2%			9.1%		
Top Development Position	15	2.0%		0.7%	3.5%	5.3%	
Top Education Position	7	1.9%			1.9%		
Top Facilities Position	6	0.9%			1.4%		
Top Finance Position	63	3.5%	-1.9%	0.1%	3.0%	6.9%	9.6%
Top Human Resources Position	5	2.8%			2.4%		
Top Marketing Position	7	4.3%			3.9%		
Top Operations Position	24	3.6%	-2.4%	-0.9%	1.7%	8.0%	11.7%
Top PR/Communications Position	5	5.5%			-0.7%		
Top Technology Position	15	2.3%		-0.5%	2.9%	6.5%	
Greater than \$50 million							
CEO/Executive Director	75	4.5%	-8.3%	0.8%	4.6%	10.1%	14.2%
Top Administrative Position	10	5.8%		1.4%	4.3%	11.7%	
Top Business Position	5	-0.1%			0.0%		
Top Development Position	16	1.3%		0.8%	2.0%	3.3%	
Top Education Position	6	1.8%			2.1%		
Top Finance Position	57	4.5%	-1.9%	0.6%	3.7%	7.4%	14.7%
Top Human Resources Position	21	6.3%	0.7%	4.9%	7.2%	11.1%	13.8%
Top Legal Position	11	1.4%		0.5%	1.6%	3.6%	
Top Marketing Position	8	1.2%			2.3%		
Top Operations Position	26	4.2%	-4.2%	1.8%	3.7%	8.9%	13.1%
Top Technology Position	18	6.8%		3.9%	5.2%	9.7%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
\$250 thousand or less							
CEO/Executive Director	147	0.8%	-10.0%	-4.2%	0.0%	6.0%	11.2%
Top Finance Position	5	-1.2%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	106	2.8%	-4.0%	-1.2%	1.0%	6.8%	12.6%
Top Administrative Position	7	-0.9%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	110	3.0%	-5.9%	-1.2%	1.3%	8.0%	13.8%
Top Administrative Position	6	0.4%			0.7%		
Top Finance Position	6	-0.5%			0.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	126	3.7%	-3.5%	0.0%	3.0%	6.7%	15.6%
Top Administrative Position	6	4.0%			1.1%		
Top Finance Position	16	5.5%		0.6%	5.7%	10.2%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	64	2.5%	-5.3%	0.0%	2.5%	7.2%	12.2%
Top Administrative Position	5	1.3%			2.7%		
Top Finance Position	16	5.3%		-0.3%	4.1%	14.3%	
Top Operations Position	7	4.2%			10.4%		
Between \$5 million and \$10 million							
CEO/Executive Director	46	2.9%	-4.0%	0.0%	2.2%	5.0%	12.5%
Top Administrative Position	5	8.3%			9.3%		
Top Finance Position	10	2.6%		-4.5%	2.7%	6.8%	
Between \$10 million and \$25 million							
CEO/Executive Director	47	3.8%	-2.7%	-0.6%	3.2%	7.1%	12.1%
Top Administrative Position	6	3.3%			2.8%		
Top Finance Position	23	3.4%	-5.0%	0.8%	3.8%	7.4%	12.3%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Between \$10 million and \$25 million							
Top Operations Position	9	2.2%			1.3%		
Between \$25 million and \$50 million							
CEO/Executive Director	11	6.9%		3.7%	7.1%	9.3%	
Top Finance Position	9	11.8%			12.9%		
Top Operations Position	6	8.9%			10.6%		
Greater than \$50 million							
CEO/Executive Director	17	5.0%		0.6%	4.0%	12.7%	
Top Administrative Position	6	8.5%			6.7%		
Top Development Position	6	1.8%			0.7%		
Top Finance Position	21	8.7%	-2.2%	1.9%	9.7%	16.7%	18.2%
Top Operations Position	16	4.9%		0.4%	4.1%	9.1%	
Oregon							
\$250 thousand or less							
CEO/Executive Director	202	1.6%	-11.1%	-0.8%	0.8%	6.2%	14.0%
Top Administrative Position	6	1.6%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	195	2.3%	-9.8%	-1.5%	2.0%	7.4%	14.5%
Top Administrative Position	10	3.6%		2.4%	5.7%	7.9%	
Top Finance Position	8	-0.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	224	3.9%	-4.8%	0.0%	2.7%	7.4%	16.2%
Top Administrative Position	8	5.1%			4.4%		
Top Finance Position	9	2.8%			2.8%		
Top Operations Position	5	3.8%			0.0%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Between \$1 million and \$2.5 million							
CEO/Executive Director	253	4.8%	-4.4%	0.2%	5.0%	9.6%	14.4%
Top Administrative Position	16	0.8%		-6.3%	-0.4%	8.0%	
Top Finance Position	22	1.9%	-6.4%	-1.7%	3.5%	5.3%	9.4%
Top Operations Position	8	4.4%			3.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	140	4.6%	-3.3%	0.4%	3.5%	8.9%	13.8%
Top Administrative Position	8	9.8%			8.0%		
Top Business Position	5	3.1%			4.4%		
Top Finance Position	42	3.7%	-3.3%	0.0%	2.7%	6.6%	11.2%
Top Operations Position	9	7.0%			6.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	84	4.6%	-3.7%	-0.1%	4.0%	8.9%	13.4%
Top Administrative Position	5	7.5%			8.0%		
Top Finance Position	29	4.0%	-1.2%	2.0%	4.1%	6.4%	8.5%
Top Operations Position	14	4.7%		0.1%	4.6%	7.5%	
Between \$10 million and \$25 million							
CEO/Executive Director	83	4.1%	-3.6%	0.5%	3.6%	7.7%	13.8%
Top Administrative Position	5	6.4%			6.7%		
Top Development Position	8	5.6%			2.9%		
Top Finance Position	40	6.2%	-2.2%	2.4%	5.1%	9.4%	16.7%
Top Human Resources Position	5	8.0%			9.7%		
Top Operations Position	18	8.2%		3.7%	7.4%	13.7%	
Between \$25 million and \$50 million							
CEO/Executive Director	23	1.5%	-13.1%	-3.3%	3.4%	6.4%	10.8%
Top Administrative Position	8	7.2%			6.7%		
Top Finance Position	13	5.7%		1.2%	6.3%	12.7%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Between \$25 million and \$50 million							
Top Operations Position	6	3.8%			4.5%		
Top Technology Position	6	5.7%			3.8%		
Greater than \$50 million							
CEO/Executive Director	33	2.5%	-13.1%	-1.0%	1.9%	10.5%	15.1%
Top Development Position	5	3.2%			2.2%		
Top Finance Position	21	5.6%	-5.3%	0.9%	6.1%	12.4%	14.8%
Top Human Resources Position	7	2.8%			3.7%		
Top Operations Position	12	8.7%		5.8%	9.3%	12.7%	
Top Technology Position	8	5.8%			5.9%		
Pennsylvania							
\$250 thousand or less							
CEO/Executive Director	398	1.3%	-9.7%	-1.4%	0.6%	5.4%	11.6%
Top Administrative Position	12	0.0%		-0.1%	2.3%	3.1%	
Top Finance Position	23	2.7%	-5.2%	-2.6%	0.0%	6.3%	19.1%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	423	2.4%	-5.6%	-0.2%	2.0%	5.8%	12.0%
Top Administrative Position	12	2.3%		0.0%	0.2%	3.4%	
Top Business Position	7	1.8%			1.2%		
Top Education Position	7	-2.5%			2.0%		
Top Finance Position	23	0.9%	-6.4%	-1.6%	0.0%	4.3%	11.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	545	2.6%	-4.6%	0.0%	2.2%	6.2%	11.1%
Top Administrative Position	26	4.4%	-1.0%	0.0%	2.0%	10.3%	12.3%
Top Business Position	12	5.2%		1.4%	3.0%	6.7%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Between \$500 thousand and \$1 million							
Top Finance Position	38	3.0%	-5.8%	-0.4%	3.0%	5.2%	12.6%
Top Operations Position	8	1.0%			1.5%		
Top Program Position	5	5.8%			5.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	629	2.9%	-5.5%	-0.3%	2.7%	6.3%	12.1%
Top Administrative Position	27	2.5%	-1.8%	-0.1%	3.0%	4.7%	7.8%
Top Business Position	19	1.9%		0.5%	2.1%	3.7%	
Top Development Position	6	5.2%			3.3%		
Top Finance Position	92	2.6%	-5.6%	0.2%	2.8%	5.2%	11.9%
Top Operations Position	19	5.5%		-1.0%	3.4%	10.7%	
Top Program Position	5	2.7%			2.7%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	381	3.0%	-4.8%	-0.3%	2.5%	6.2%	12.0%
Top Administrative Position	29	4.4%	-7.8%	-0.2%	3.6%	8.2%	18.3%
Top Business Position	19	3.4%		1.7%	5.3%	6.4%	
Top Development Position	11	1.5%		-0.2%	0.8%	3.1%	
Top Facilities Position	16	1.8%		-0.7%	0.4%	4.3%	
Top Finance Position	104	3.4%	-4.0%	0.6%	3.2%	5.9%	12.9%
Top Legal Position	8	3.7%			2.9%		
Top Operations Position	34	6.6%	0.2%	2.1%	5.0%	10.4%	13.6%
Top Program Position	5	4.4%			3.0%		
Top Technology Position	7	2.1%			-1.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	296	3.8%	-4.8%	0.5%	3.4%	7.9%	13.3%
Top Administrative Position	24	2.5%	-3.1%	0.2%	2.6%	5.2%	9.2%
Top Business Position	13	3.3%		2.5%	4.2%	7.9%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Between \$5 million and \$10 million							
Top Development Position	9	7.2%			4.2%		
Top Education Position	5	6.7%			3.8%		
Top Facilities Position	10	2.3%		0.6%	2.1%	4.5%	
Top Finance Position	122	3.9%	-1.6%	0.5%	3.3%	6.7%	10.2%
Top Human Resources Position	5	4.7%			2.8%		
Top Marketing Position	6	7.3%			5.4%		
Top Operations Position	32	3.5%	-0.2%	1.0%	3.3%	7.5%	9.9%
Top PR/Communications Position	5	3.2%			2.5%		
Top Technology Position	10	3.3%		0.1%	4.3%	6.9%	
Between \$10 million and \$25 million							
CEO/Executive Director	307	3.7%	-4.5%	0.0%	3.4%	8.1%	12.8%
Top Administrative Position	25	5.2%	0.1%	2.4%	4.3%	9.0%	12.4%
Top Business Position	16	0.3%		-3.5%	2.5%	4.2%	
Top Development Position	27	1.1%	-4.1%	-1.0%	2.0%	4.1%	5.1%
Top Education Position	7	6.3%			6.6%		
Top Facilities Position	7	-0.9%			1.1%		
Top Finance Position	172	3.1%	-4.8%	0.4%	3.5%	5.7%	11.1%
Top Human Resources Position	17	5.0%		0.3%	3.7%	8.0%	
Top Marketing Position	11	6.3%		4.4%	5.4%	8.0%	
Top Operations Position	60	3.8%	-3.1%	0.7%	3.7%	6.2%	13.0%
Top PR/Communications Position	7	4.2%			3.5%		
Top Program Position	10	0.5%		-0.4%	1.9%	2.5%	
Top Technology Position	13	2.7%		1.1%	3.3%	6.3%	
Between \$25 million and \$50 million							
CEO/Executive Director	108	3.6%	-4.0%	-0.1%	2.9%	6.3%	12.9%
Top Administrative Position	9	6.0%			3.2%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Between \$25 million and \$50 million							
Top Development Position	22	5.1%	-1.4%	2.3%	3.6%	7.1%	15.6%
Top Education Position	8	6.0%			3.6%		
Top Finance Position	89	4.8%	-0.6%	2.2%	3.9%	7.4%	11.5%
Top Human Resources Position	18	4.6%		0.0%	3.3%	7.2%	
Top Marketing Position	12	3.0%		2.0%	3.6%	4.7%	
Top Operations Position	31	4.8%	-1.9%	1.8%	5.2%	9.1%	11.9%
Top Program Position	5	1.3%			1.3%		
Top Technology Position	17	3.1%		-0.4%	3.6%	7.7%	
Greater than \$50 million							
CEO/Executive Director	130	3.4%	-6.7%	-0.4%	2.7%	7.4%	14.1%
Top Administrative Position	19	6.1%		1.7%	4.4%	9.7%	
Top Business Position	13	3.0%		0.0%	4.2%	7.2%	
Top Development Position	43	4.1%	-3.7%	0.7%	2.6%	7.0%	14.6%
Top Education Position	20	7.5%	-0.6%	0.6%	6.6%	11.7%	21.7%
Top Finance Position	100	5.4%	-2.7%	1.2%	4.0%	9.6%	15.4%
Top Human Resources Position	39	3.6%	-3.9%	0.1%	3.2%	6.4%	9.9%
Top Legal Position	30	6.0%	-5.5%	1.1%	5.5%	11.6%	18.9%
Top Marketing Position	11	7.5%		2.2%	3.8%	13.7%	
Top Operations Position	48	4.5%	-6.1%	-0.4%	4.5%	8.7%	19.1%
Top PR/Communications Position	8	4.4%			4.6%		
Top Technology Position	41	3.8%	-3.9%	-0.6%	3.3%	6.8%	14.7%

Puerto Rico

\$250 thousand or less

CEO/Executive Director	12	1.8%		-2.2%	0.4%	4.2%	
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All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Puerto Rico							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	5.2%		0.5%	4.1%	9.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	1.7%		-2.3%	0.1%	4.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	1.9%	0.0%	0.0%	0.5%	4.0%	6.8%
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	-0.2%			0.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	7	-2.8%			0.0%		
Top Finance Position	5	4.0%			5.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	18	0.1%		-1.5%	0.5%	6.0%	
Top Finance Position	7	-3.0%			-1.6%		
Top Human Resources Position	8	3.5%			1.0%		
Rhode Island							
\$250 thousand or less							
CEO/Executive Director	35	3.1%	-0.8%	0.2%	4.2%	6.9%	9.5%
Top Finance Position	5	-2.2%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	54	3.0%	-9.1%	-0.2%	2.5%	8.2%	14.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	54	2.6%	-2.3%	0.0%	2.9%	5.2%	9.8%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Between \$1 million and \$2.5 million							
CEO/Executive Director	73	2.9%	-2.9%	0.0%	2.5%	5.4%	9.8%
Top Administrative Position	5	5.6%			4.5%		
Top Finance Position	9	5.4%			2.6%		
Top Operations Position	5	-1.2%			1.5%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	47	2.0%	-4.7%	-0.1%	2.7%	5.5%	9.5%
Top Administrative Position	6	4.6%			4.5%		
Top Finance Position	14	4.0%		0.4%	2.2%	5.5%	
Between \$5 million and \$10 million							
CEO/Executive Director	27	2.2%	-3.6%	-1.0%	2.7%	4.9%	7.3%
Top Administrative Position	8	1.9%			3.0%		
Top Finance Position	8	5.2%			3.7%		
Top Operations Position	5	2.2%			0.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	27	4.2%	-4.0%	0.6%	3.1%	7.9%	15.5%
Top Finance Position	24	4.6%	-2.0%	1.2%	3.1%	6.2%	13.1%
Top Operations Position	11	2.4%		1.2%	2.6%	3.7%	
Between \$25 million and \$50 million							
CEO/Executive Director	14	2.8%		-1.3%	0.8%	4.8%	
Top Finance Position	10	3.4%		-1.6%	4.1%	9.7%	
Top Operations Position	8	0.2%			-0.7%		
Greater than \$50 million							
CEO/Executive Director	11	3.6%		0.8%	3.9%	5.8%	
Top Finance Position	9	5.8%			7.3%		
Top Technology Position	5	3.8%			3.9%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
\$250 thousand or less							
CEO/Executive Director	149	2.5%	-10.7%	0.0%	1.5%	6.4%	15.8%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	143	2.7%	-4.8%	0.0%	1.3%	6.1%	13.8%
Top Finance Position	8	4.3%			0.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	135	3.0%	-3.9%	0.0%	2.7%	6.7%	12.5%
Top Finance Position	5	2.9%			2.8%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	174	3.5%	-3.4%	0.0%	2.6%	7.4%	12.6%
Top Administrative Position	8	2.9%			4.0%		
Top Finance Position	10	1.7%		-0.4%	1.5%	6.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	86	3.8%	-3.9%	0.0%	3.2%	7.9%	11.7%
Top Finance Position	11	5.1%		-0.5%	5.8%	11.0%	
Between \$5 million and \$10 million							
CEO/Executive Director	56	3.6%	-5.5%	0.0%	3.3%	8.1%	10.7%
Top Administrative Position	5	6.2%			3.9%		
Top Finance Position	14	4.6%		2.6%	3.5%	7.4%	
Top Operations Position	6	4.4%			3.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	47	6.2%	-1.6%	1.5%	6.4%	9.6%	14.4%
Top Administrative Position	8	2.9%			2.0%		
Top Finance Position	30	7.9%	2.2%	2.6%	6.6%	10.1%	17.2%
Top Operations Position	14	4.3%		2.6%	4.1%	8.1%	
Between \$25 million and \$50 million							
CEO/Executive Director	16	3.3%		0.0%	2.8%	7.1%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Between \$25 million and \$50 million							
Top Finance Position	17	11.4%		2.0%	15.1%	20.9%	
Top Operations Position	8	7.0%			5.2%		
Greater than \$50 million							
CEO/Executive Director	23	8.0%	1.0%	5.1%	8.3%	11.7%	17.0%
Top Finance Position	16	1.4%		-2.9%	4.6%	5.4%	
Top Human Resources Position	5	1.8%			2.3%		
Top Operations Position	9	6.5%			10.8%		
South Dakota							
\$250 thousand or less							
CEO/Executive Director	51	2.5%	-3.8%	-0.2%	1.8%	4.9%	10.3%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	46	2.7%	-6.9%	0.1%	2.1%	6.6%	12.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	50	0.3%	-10.8%	-4.5%	3.2%	5.5%	9.6%
Top Finance Position	6	2.8%			1.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	50	3.7%	-8.3%	0.2%	3.1%	7.4%	13.0%
Top Administrative Position	8	4.4%			5.5%		
Top Finance Position	7	6.9%			6.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	28	4.1%	-1.3%	1.8%	5.3%	6.9%	9.6%
Top Administrative Position	12	8.3%		4.9%	6.2%	11.6%	
Top Finance Position	9	8.4%			6.5%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
Between \$5 million and \$10 million							
CEO/Executive Director	31	3.7%	-0.9%	0.5%	3.2%	6.5%	10.1%
Top Administrative Position	9	5.5%			5.9%		
Top Finance Position	8	1.7%			1.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	26	5.2%	-1.9%	2.4%	4.7%	7.8%	14.9%
Top Administrative Position	7	5.3%			4.8%		
Top Finance Position	18	6.0%		2.6%	5.6%	8.6%	
Between \$25 million and \$50 million							
CEO/Executive Director	9	3.3%			3.6%		
Top Finance Position	7	3.5%			6.2%		
Greater than \$50 million							
CEO/Executive Director	6	2.9%			2.9%		
Top Finance Position	6	4.8%			5.1%		
Top Operations Position	5	7.3%			5.6%		
Tennessee							
\$250 thousand or less							
CEO/Executive Director	267	1.5%	-10.8%	-0.4%	0.0%	6.6%	13.5%
Top Administrative Position	9	0.9%			0.0%		
Top Finance Position	11	4.1%		0.0%	1.3%	6.3%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	204	1.8%	-7.6%	-0.9%	1.1%	5.6%	10.7%
Top Administrative Position	8	0.8%			1.9%		
Top Finance Position	14	1.7%		-1.8%	1.1%	5.2%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Between \$500 thousand and \$1 million							
CEO/Executive Director	204	2.9%	-7.0%	0.0%	2.1%	6.9%	12.6%
Top Finance Position	7	2.8%			1.6%		
Top Operations Position	7	8.0%			4.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	256	3.4%	-4.9%	0.0%	3.1%	6.8%	14.5%
Top Administrative Position	14	5.9%		1.6%	3.7%	11.0%	
Top Finance Position	31	3.4%	-4.6%	0.0%	1.8%	5.4%	11.4%
Top Operations Position	16	5.9%		1.3%	3.3%	7.1%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	139	4.0%	-4.2%	0.0%	3.8%	7.3%	13.0%
Top Administrative Position	13	2.2%		0.0%	2.8%	5.2%	
Top Finance Position	42	4.9%	-2.5%	0.6%	3.7%	8.7%	19.5%
Top Operations Position	11	1.8%		-2.2%	2.8%	6.2%	
Between \$5 million and \$10 million							
CEO/Executive Director	115	3.9%	-5.1%	0.2%	3.5%	7.4%	14.7%
Top Administrative Position	9	4.3%			3.8%		
Top Development Position	6	-4.2%			-3.0%		
Top Education Position	7	5.6%			4.3%		
Top Finance Position	51	3.5%	-1.4%	0.0%	3.4%	6.2%	11.2%
Top Operations Position	14	6.0%		0.8%	6.0%	8.2%	
Top Technology Position	5	3.3%			3.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	107	3.3%	-5.2%	0.3%	3.3%	8.8%	12.1%
Top Administrative Position	12	1.5%		-1.0%	2.1%	3.4%	
Top Development Position	18	3.0%		0.2%	1.4%	4.3%	
Top Finance Position	57	5.9%	-4.3%	2.0%	5.0%	11.6%	17.2%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Between \$10 million and \$25 million							
Top Operations Position	18	4.2%		1.7%	3.3%	7.5%	
Top Technology Position	7	4.3%			1.7%		
Between \$25 million and \$50 million							
CEO/Executive Director	39	2.7%	-9.2%	-2.2%	2.7%	8.3%	14.1%
Top Administrative Position	6	0.8%			0.2%		
Top Development Position	10	5.0%		1.2%	4.0%	8.9%	
Top Finance Position	30	4.8%	-3.4%	1.2%	5.0%	10.9%	14.0%
Top Operations Position	11	4.5%		2.6%	4.7%	6.6%	
Top Technology Position	5	4.9%			2.8%		
Greater than \$50 million							
CEO/Executive Director	48	3.2%	-7.1%	0.5%	4.3%	6.8%	10.8%
Top Administrative Position	8	7.7%			5.8%		
Top Development Position	6	0.8%			3.8%		
Top Education Position	5	5.4%			3.5%		
Top Finance Position	45	8.1%	0.6%	3.7%	5.7%	11.6%	17.6%
Top Human Resources Position	8	4.6%			4.6%		
Top Operations Position	24	6.6%	2.1%	3.9%	5.2%	8.6%	14.3%
Top Technology Position	8	5.7%			5.2%		

Texas							
\$250 thousand or less							
CEO/Executive Director	608	1.3%	-10.9%	-1.6%	0.0%	5.9%	13.3%
Top Administrative Position	25	1.8%	-1.5%	0.0%	0.5%	5.1%	7.3%
Top Finance Position	22	0.3%	-13.9%	0.0%	0.0%	4.9%	9.9%
Top Program Position	9	3.6%			0.4%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	489	2.5%	-6.7%	0.0%	1.8%	6.2%	12.7%
Top Administrative Position	12	1.1%		-0.2%	1.7%	4.4%	
Top Business Position	5	2.9%			0.9%		
Top Finance Position	25	2.3%	-3.8%	0.0%	0.9%	5.6%	9.6%
Top Operations Position	6	1.7%			4.2%		
Top Program Position	6	1.9%			4.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	541	3.2%	-4.4%	0.0%	2.6%	7.4%	13.3%
Top Administrative Position	20	4.7%	-2.8%	-0.4%	2.6%	9.2%	15.8%
Top Business Position	5	2.2%			4.5%		
Top Finance Position	26	1.6%	-7.8%	-0.2%	0.4%	5.7%	13.5%
Top Operations Position	7	3.8%			3.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	685	3.3%	-5.4%	-0.1%	2.6%	7.0%	14.2%
Top Administrative Position	30	2.6%	-5.0%	-0.9%	2.4%	5.0%	9.1%
Top Business Position	14	1.3%		-0.9%	1.0%	2.1%	
Top Development Position	6	9.0%			8.2%		
Top Finance Position	76	3.8%	-2.4%	0.0%	3.3%	6.3%	12.7%
Top Operations Position	30	6.6%	-0.2%	1.5%	7.0%	10.1%	14.0%
Between \$2.5 million and \$5 million							
CEO/Executive Director	405	4.1%	-3.0%	0.0%	3.1%	7.5%	13.9%
Top Administrative Position	33	3.5%	-1.8%	0.0%	2.8%	4.7%	11.0%
Top Business Position	11	5.7%		2.6%	4.4%	7.5%	
Top Development Position	10	2.6%		0.9%	1.0%	6.3%	
Top Finance Position	97	4.3%	-4.0%	0.0%	3.3%	7.9%	15.3%
Top Marketing Position	5	0.2%			-2.8%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Between \$2.5 million and \$5 million							
Top Operations Position	29	4.2%	-2.7%	0.9%	4.1%	6.8%	12.7%
Top Technology Position	8	3.5%			3.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	303	3.8%	-4.3%	0.0%	3.0%	7.7%	14.7%
Top Administrative Position	36	2.3%	-3.0%	-1.2%	1.0%	4.9%	9.5%
Top Business Position	7	3.5%			5.0%		
Top Development Position	10	5.6%		1.1%	3.9%	7.6%	
Top Finance Position	120	4.0%	-3.2%	0.0%	3.9%	6.6%	12.7%
Top Human Resources Position	5	3.0%			2.0%		
Top Legal Position	10	4.0%		0.3%	3.7%	5.2%	
Top Marketing Position	5	6.5%			3.7%		
Top Operations Position	46	5.0%	-1.3%	1.0%	4.2%	9.4%	15.9%
Top Program Position	7	5.1%			5.5%		
Top Technology Position	5	1.9%			3.6%		
Between \$10 million and \$25 million							
CEO/Executive Director	232	3.4%	-5.4%	-1.0%	2.8%	7.8%	13.9%
Top Administrative Position	46	3.7%	-5.3%	-0.3%	3.1%	8.8%	12.2%
Top Business Position	10	-0.4%		0.0%	0.4%	3.4%	
Top Development Position	22	3.5%	-1.1%	0.2%	2.4%	5.7%	9.9%
Top Education Position	8	-0.6%			1.4%		
Top Facilities Position	9	5.2%			4.8%		
Top Finance Position	148	4.4%	-4.1%	0.0%	4.5%	8.7%	14.8%
Top Human Resources Position	10	4.0%		-1.0%	5.3%	9.4%	
Top Legal Position	8	5.4%			4.6%		
Top Marketing Position	14	4.4%		0.7%	4.1%	10.1%	
Top Operations Position	66	4.5%	-4.0%	0.1%	4.5%	8.6%	14.8%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Between \$10 million and \$25 million							
Top PR/Communications Position	9	5.1%			4.5%		
Top Program Position	9	8.1%			9.4%		
Top Technology Position	20	4.8%	-1.3%	2.2%	3.9%	8.7%	12.3%
Between \$25 million and \$50 million							
CEO/Executive Director	114	4.5%	-3.8%	0.1%	4.5%	8.2%	15.5%
Top Administrative Position	24	3.9%	-0.9%	-0.1%	3.9%	6.3%	9.6%
Top Development Position	21	6.8%	0.0%	3.0%	5.1%	8.1%	15.3%
Top Education Position	6	4.9%			4.4%		
Top Facilities Position	5	0.1%			-1.5%		
Top Finance Position	78	5.4%	-4.0%	0.6%	4.9%	9.1%	16.6%
Top Human Resources Position	11	1.0%		-2.1%	0.6%	4.6%	
Top Legal Position	5	5.1%			7.0%		
Top Marketing Position	7	9.0%			7.8%		
Top Operations Position	30	4.6%	-6.4%	0.8%	4.7%	11.0%	16.0%
Top PR/Communications Position	6	0.3%			2.2%		
Top Program Position	5	-0.8%			2.9%		
Top Technology Position	22	3.2%	-7.1%	-1.6%	2.2%	10.7%	17.2%
Greater than \$50 million							
CEO/Executive Director	97	4.2%	-3.8%	0.5%	4.2%	8.6%	12.3%
Top Administrative Position	25	5.9%	-1.3%	2.0%	5.7%	8.5%	11.5%
Top Business Position	10	3.0%		0.3%	1.3%	5.7%	
Top Development Position	22	1.6%	-3.5%	-0.1%	2.0%	5.0%	9.2%
Top Education Position	11	2.9%		0.3%	2.4%	5.4%	
Top Finance Position	87	4.2%	-6.2%	0.8%	4.0%	8.2%	15.7%
Top Human Resources Position	22	5.7%	-0.9%	1.5%	5.9%	10.6%	13.0%
Top Legal Position	12	2.0%		-0.2%	1.1%	5.5%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Greater than \$50 million							
Top Marketing Position	8	10.2%			11.0%		
Top Operations Position	50	5.5%	-1.7%	2.5%	5.8%	9.6%	11.6%
Top PR/Communications Position	5	4.6%			2.9%		
Top Technology Position	26	4.5%	-5.3%	-0.6%	4.6%	9.2%	18.1%
Utah							
\$250 thousand or less							
CEO/Executive Director	51	-0.4%	-12.5%	-1.4%	0.0%	3.1%	8.3%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	52	4.9%	-5.6%	-0.1%	2.9%	11.0%	19.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	63	4.5%	-5.2%	0.0%	2.2%	9.9%	17.0%
Top Finance Position	5	2.6%			2.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	86	4.3%	-4.7%	0.0%	3.1%	8.6%	15.7%
Top Finance Position	7	5.9%			4.5%		
Top Operations Position	6	9.0%			8.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	55	3.8%	-2.5%	0.0%	3.0%	8.2%	12.0%
Top Finance Position	12	7.5%		4.0%	6.8%	8.9%	
Between \$5 million and \$10 million							
CEO/Executive Director	31	2.7%	-6.5%	-2.0%	3.0%	8.0%	13.8%
Top Finance Position	15	5.4%		0.1%	3.6%	11.9%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Between \$10 million and \$25 million							
CEO/Executive Director	23	5.0%	-2.2%	-0.6%	3.4%	10.6%	17.8%
Top Finance Position	16	4.1%		0.7%	2.6%	7.0%	
Between \$25 million and \$50 million							
CEO/Executive Director	6	4.2%			5.8%		
Greater than \$50 million							
CEO/Executive Director	5	6.0%			2.1%		
Top Finance Position	8	7.4%			7.9%		

Vermont

\$250 thousand or less							
CEO/Executive Director	72	0.3%	-11.6%	-4.7%	0.5%	4.7%	10.3%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	79	2.4%	-5.9%	-0.6%	1.7%	5.2%	9.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	83	2.7%	-5.4%	-1.0%	2.0%	6.5%	12.6%
Between \$1 million and \$2.5 million							
CEO/Executive Director	81	1.6%	-6.4%	-1.4%	1.8%	4.5%	10.4%
Top Finance Position	8	0.9%			5.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	42	2.0%	-5.6%	-1.4%	2.0%	4.9%	11.8%
Between \$5 million and \$10 million							
CEO/Executive Director	37	4.7%	-0.7%	0.5%	3.6%	8.1%	12.9%
Top Finance Position	10	6.5%		2.7%	6.6%	10.2%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Between \$10 million and \$25 million							
CEO/Executive Director	23	2.7%	-9.5%	-2.4%	2.9%	7.2%	14.7%
Top Finance Position	16	2.3%		-1.0%	2.0%	5.1%	
Between \$25 million and \$50 million							
CEO/Executive Director	7	7.5%			4.4%		
Top Finance Position	6	5.9%			10.2%		
Greater than \$50 million							
CEO/Executive Director	13	7.6%		1.2%	2.2%	14.7%	
Top Finance Position	17	6.9%		3.8%	8.8%	10.7%	

Virginia

\$250 thousand or less

CEO/Executive Director	227	1.7%	-9.9%	-0.5%	0.6%	6.6%	13.4%
Top Finance Position	9	0.7%			0.8%		
Top Program Position	7	-2.5%			0.1%		

Between \$250 thousand and \$500 thousand

CEO/Executive Director	231	2.6%	-5.8%	0.0%	2.1%	6.4%	12.3%
Top Administrative Position	6	0.3%			3.2%		
Top Finance Position	16	-0.2%		-0.5%	0.5%	2.7%	

Between \$500 thousand and \$1 million

CEO/Executive Director	311	3.5%	-3.3%	0.0%	3.1%	7.4%	12.3%
Top Administrative Position	10	4.9%		0.1%	2.8%	7.6%	
Top Finance Position	16	-0.3%		-2.5%	0.4%	4.7%	

Between \$1 million and \$2.5 million

CEO/Executive Director	398	3.3%	-4.4%	0.0%	3.0%	6.8%	12.7%
Top Administrative Position	15	5.5%		2.2%	5.4%	7.4%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Between \$1 million and \$2.5 million							
Top Development Position	5	0.3%			0.5%		
Top Finance Position	41	1.5%	-10.3%	-0.5%	2.6%	6.8%	10.2%
Top Marketing Position	5	5.1%			1.9%		
Top Operations Position	19	3.9%		0.2%	3.4%	7.6%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	293	3.8%	-3.6%	0.1%	3.3%	7.7%	12.0%
Top Administrative Position	15	2.6%		-0.2%	1.8%	5.4%	
Top Development Position	5	4.8%			7.1%		
Top Finance Position	61	5.1%	-1.6%	1.1%	5.7%	8.7%	13.8%
Top Marketing Position	7	4.2%			2.2%		
Top Operations Position	31	3.7%	-4.3%	0.2%	4.9%	7.6%	14.4%
Top PR/Communications Position	12	6.5%		2.7%	5.2%	9.9%	
Top Program Position	7	6.3%			3.9%		
Top Technology Position	12	2.8%		1.8%	2.9%	3.9%	
Between \$5 million and \$10 million							
CEO/Executive Director	195	3.6%	-3.5%	0.0%	3.0%	7.0%	11.5%
Top Administrative Position	25	5.2%	-0.4%	0.3%	3.3%	7.7%	16.4%
Top Business Position	8	3.9%			4.4%		
Top Development Position	7	5.5%			8.9%		
Top Education Position	7	4.1%			3.2%		
Top Facilities Position	6	3.6%			2.9%		
Top Finance Position	73	4.8%	-0.9%	0.8%	3.9%	8.1%	12.2%
Top Human Resources Position	5	4.6%			4.8%		
Top Legal Position	5	6.2%			5.4%		
Top Marketing Position	11	6.4%		2.7%	5.9%	8.2%	
Top Operations Position	38	4.3%	-0.8%	0.3%	2.7%	7.8%	11.2%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Between \$5 million and \$10 million							
Top PR/Communications Position	12	5.9%		2.1%	2.9%	9.2%	
Top Technology Position	9	7.4%			5.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	172	4.5%	-4.7%	0.0%	3.3%	10.2%	16.0%
Top Administrative Position	16	4.0%		1.2%	3.4%	6.7%	
Top Business Position	7	6.1%			1.7%		
Top Development Position	23	4.6%	0.0%	1.8%	4.8%	6.4%	12.6%
Top Education Position	7	4.1%			4.1%		
Top Facilities Position	7	3.0%			2.9%		
Top Finance Position	105	3.8%	-3.4%	1.0%	3.6%	6.4%	10.5%
Top Human Resources Position	20	5.5%	1.6%	2.3%	5.0%	7.6%	11.9%
Top Legal Position	14	6.7%		3.2%	6.0%	12.0%	
Top Marketing Position	9	6.4%			4.5%		
Top Operations Position	47	4.0%	-3.5%	0.5%	4.0%	7.1%	12.3%
Top PR/Communications Position	18	6.3%		2.6%	5.9%	10.0%	
Top Program Position	6	1.2%			1.7%		
Top Technology Position	22	1.7%	-3.5%	0.6%	2.7%	4.4%	7.1%
Between \$25 million and \$50 million							
CEO/Executive Director	77	4.5%	-3.1%	0.8%	4.0%	8.0%	13.5%
Top Administrative Position	9	4.1%			3.6%		
Top Development Position	11	5.5%		2.1%	5.6%	8.0%	
Top Finance Position	54	5.1%	-3.8%	1.8%	4.9%	10.4%	14.4%
Top Human Resources Position	15	3.2%		2.9%	5.3%	6.9%	
Top Legal Position	9	3.5%			3.9%		
Top Marketing Position	8	1.0%			1.4%		
Top Operations Position	27	4.6%	-3.9%	-0.4%	4.2%	8.8%	11.8%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Between \$25 million and \$50 million							
Top PR/Communications Position	11	5.8%		2.4%	4.5%	10.1%	
Top Technology Position	12	4.0%		3.3%	4.7%	8.2%	
Greater than \$50 million							
CEO/Executive Director	69	2.8%	-8.9%	-0.2%	3.6%	6.7%	13.6%
Top Administrative Position	7	3.4%			3.1%		
Top Business Position	8	-0.3%			-2.3%		
Top Development Position	13	2.2%		-1.1%	2.2%	3.7%	
Top Education Position	11	2.0%		2.0%	2.3%	2.7%	
Top Finance Position	63	4.4%	-2.7%	-0.2%	3.6%	8.9%	13.7%
Top Human Resources Position	20	3.0%	-5.9%	1.4%	4.1%	5.9%	10.0%
Top Legal Position	19	6.2%		1.2%	4.5%	10.2%	
Top Marketing Position	7	5.0%			4.2%		
Top Operations Position	20	4.5%	-0.5%	2.4%	4.4%	6.7%	10.3%
Top PR/Communications Position	7	1.8%			2.1%		
Top Technology Position	22	4.9%	-2.2%	1.7%	3.3%	8.7%	14.9%

Washington

\$250 thousand or less

CEO/Executive Director	222	1.7%	-14.8%	-1.4%	0.9%	7.9%	15.5%
Top Finance Position	8	3.2%			0.1%		
Top Operations Position	5	1.2%			0.6%		

Between \$250 thousand and \$500 thousand

CEO/Executive Director	236	2.6%	-7.5%	0.0%	2.0%	7.3%	12.5%
Top Administrative Position	15	2.6%		-1.2%	4.2%	6.4%	
Top Finance Position	9	0.6%			2.7%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Between \$500 thousand and \$1 million							
CEO/Executive Director	278	3.4%	-7.5%	-0.1%	2.8%	8.1%	16.1%
Top Administrative Position	9	6.8%			6.1%		
Top Finance Position	19	4.8%		0.3%	6.3%	10.1%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	325	3.7%	-3.6%	0.0%	3.2%	8.3%	13.1%
Top Administrative Position	11	6.8%		2.8%	3.8%	11.3%	
Top Business Position	12	5.9%		3.8%	6.5%	8.1%	
Top Finance Position	44	4.9%	-1.2%	1.1%	3.2%	7.3%	12.5%
Top Operations Position	14	7.7%		2.9%	5.4%	11.8%	
Top Program Position	6	-2.5%			-3.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	209	4.8%	-4.8%	0.1%	3.7%	9.1%	17.3%
Top Administrative Position	14	9.2%		3.0%	6.2%	15.6%	
Top Business Position	9	7.0%			5.4%		
Top Finance Position	51	3.7%	-3.5%	1.4%	3.2%	6.7%	9.4%
Top Operations Position	13	2.1%		0.4%	2.7%	6.8%	
Between \$5 million and \$10 million							
CEO/Executive Director	129	5.0%	-3.4%	1.1%	4.7%	8.6%	16.8%
Top Administrative Position	12	6.4%		2.4%	5.1%	9.7%	
Top Business Position	5	5.3%			4.7%		
Top Development Position	6	5.8%			4.5%		
Top Finance Position	68	4.5%	-0.8%	1.6%	4.6%	6.3%	13.3%
Top Operations Position	10	5.7%		3.1%	5.4%	7.9%	
Top Program Position	5	5.8%			10.3%		
Between \$10 million and \$25 million							
CEO/Executive Director	94	3.3%	-3.9%	0.0%	3.7%	7.1%	10.6%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Between \$10 million and \$25 million							
Top Administrative Position	11	2.7%		-1.1%	4.7%	8.3%	
Top Development Position	8	4.9%			3.7%		
Top Education Position	5	9.2%			6.4%		
Top Finance Position	72	4.8%	-4.9%	0.2%	4.1%	9.6%	15.4%
Top Marketing Position	5	7.0%			4.7%		
Top Operations Position	24	6.7%	-0.1%	2.8%	4.7%	8.3%	18.5%
Between \$25 million and \$50 million							
CEO/Executive Director	46	7.6%	0.1%	1.9%	5.9%	13.6%	18.6%
Top Administrative Position	6	11.0%			11.2%		
Top Development Position	6	2.0%			3.1%		
Top Finance Position	32	7.3%	2.4%	3.9%	5.5%	8.1%	16.0%
Top Human Resources Position	11	5.3%		3.6%	6.7%	8.1%	
Top Operations Position	19	7.7%		2.7%	6.3%	8.0%	
Top Technology Position	11	7.9%		2.0%	5.7%	15.0%	
Greater than \$50 million							
CEO/Executive Director	39	3.3%	-5.4%	-1.0%	3.6%	6.4%	11.9%
Top Development Position	9	3.7%			3.3%		
Top Finance Position	40	4.6%	-8.5%	-2.2%	4.3%	11.7%	16.2%
Top Human Resources Position	9	2.7%			4.2%		
Top Marketing Position	8	6.6%			4.7%		
Top Operations Position	29	6.7%	-2.2%	0.1%	6.4%	15.1%	17.7%
Top Technology Position	13	2.8%		-1.1%	4.3%	7.3%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
\$250 thousand or less							
CEO/Executive Director	65	4.0%	-2.9%	0.0%	3.0%	7.5%	13.7%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	61	1.8%	-6.0%	-1.3%	0.7%	4.9%	9.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	72	0.8%	-7.2%	-0.6%	1.2%	3.2%	7.9%
Top Business Position	6	1.3%			2.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	96	3.9%	-4.0%	0.0%	2.5%	7.8%	16.3%
Top Finance Position	14	0.8%		0.0%	1.0%	4.6%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	46	2.5%	-5.3%	-1.5%	0.8%	5.0%	14.9%
Top Finance Position	15	4.2%		0.0%	1.7%	6.5%	
Between \$5 million and \$10 million							
CEO/Executive Director	27	4.9%	-1.9%	-0.1%	3.8%	8.3%	16.2%
Top Finance Position	13	4.3%		0.7%	2.7%	6.7%	
Between \$10 million and \$25 million							
CEO/Executive Director	31	2.7%	-4.5%	-0.2%	3.6%	5.6%	7.8%
Top Finance Position	18	3.7%		-1.0%	3.1%	7.7%	
Top Operations Position	5	5.0%			5.5%		
Between \$25 million and \$50 million							
CEO/Executive Director	9	3.7%			2.3%		
Top Finance Position	7	3.6%			2.7%		
Greater than \$50 million							
CEO/Executive Director	5	6.6%			7.4%		
Top Finance Position	8	10.3%			8.0%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Greater than \$50 million							
Top Operations Position	7	5.5%			4.6%		
Wisconsin							
\$250 thousand or less							
CEO/Executive Director	213	2.8%	-7.3%	0.0%	1.9%	7.0%	14.4%
Top Finance Position	9	1.7%			2.5%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	220	2.7%	-6.5%	0.0%	2.4%	5.4%	11.4%
Top Administrative Position	6	6.2%			5.1%		
Top Finance Position	12	4.1%		0.2%	4.1%	7.9%	
Top Operations Position	5	3.3%			2.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	255	3.5%	-3.5%	0.0%	2.5%	7.0%	13.2%
Top Administrative Position	11	3.6%		-0.9%	2.0%	6.2%	
Top Finance Position	10	2.8%		-0.4%	2.5%	3.6%	
Top Operations Position	6	3.3%			1.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	310	3.1%	-4.5%	-0.1%	2.7%	6.2%	11.8%
Top Administrative Position	17	3.5%		0.7%	3.8%	8.7%	
Top Business Position	13	5.3%		3.3%	4.5%	9.7%	
Top Finance Position	32	4.3%	-5.5%	2.0%	3.7%	9.8%	12.2%
Top Operations Position	11	2.1%		-0.3%	2.2%	5.5%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	173	4.5%	-3.0%	0.7%	3.6%	7.4%	13.8%
Top Administrative Position	11	3.1%		-0.2%	2.4%	6.5%	

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Between \$2.5 million and \$5 million							
Top Business Position	5	-1.0%			3.8%		
Top Finance Position	43	2.7%	-4.8%	-1.0%	3.0%	6.3%	9.7%
Top Operations Position	8	3.8%			1.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	119	4.0%	-5.1%	-0.2%	3.1%	8.0%	15.5%
Top Administrative Position	14	2.2%		-1.5%	2.3%	5.4%	
Top Business Position	9	4.4%			3.0%		
Top Finance Position	52	2.7%	-5.8%	0.6%	3.5%	6.2%	8.7%
Top Operations Position	17	5.1%		1.5%	5.3%	13.9%	
Top Technology Position	5	7.3%			3.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	92	4.4%	-3.7%	0.2%	4.2%	7.8%	11.7%
Top Administrative Position	9	1.5%			2.0%		
Top Development Position	5	-0.6%			1.0%		
Top Finance Position	61	6.0%	-4.0%	1.9%	4.9%	10.5%	18.4%
Top Human Resources Position	5	7.1%			7.2%		
Top Operations Position	22	3.6%	-6.1%	-1.8%	3.8%	9.6%	13.1%
Between \$25 million and \$50 million							
CEO/Executive Director	40	4.5%	-5.2%	1.2%	4.5%	8.7%	14.2%
Top Administrative Position	7	4.7%			7.0%		
Top Finance Position	25	5.1%	0.8%	2.3%	4.8%	7.1%	11.3%
Top Operations Position	14	8.1%		1.4%	6.9%	15.9%	
Top Technology Position	5	-0.1%			2.5%		
Greater than \$50 million							
CEO/Executive Director	46	4.7%	-3.4%	1.0%	3.1%	11.0%	15.1%
Top Administrative Position	5	7.8%			3.0%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Greater than \$50 million							
Top Development Position	7	-0.3%			1.5%		
Top Finance Position	43	6.6%	0.4%	2.5%	5.7%	9.6%	15.5%
Top Human Resources Position	6	-0.5%			3.7%		
Top Marketing Position	5	3.8%			5.0%		
Top Operations Position	18	5.2%		2.9%	5.8%	8.8%	
Top Technology Position	16	5.3%		2.6%	4.4%	8.9%	
Wyoming							
\$250 thousand or less							
CEO/Executive Director	41	0.6%	-7.4%	-0.7%	0.0%	3.9%	8.7%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	44	3.4%	-3.8%	-0.1%	1.2%	4.7%	14.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	4.7%	-0.2%	1.3%	3.9%	9.4%	13.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	44	4.5%	-1.7%	0.0%	4.0%	8.1%	15.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	27	0.1%	-10.4%	-4.2%	1.2%	4.7%	8.5%
Top Finance Position	6	-0.4%			-3.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	9	-3.0%			-3.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	12	8.3%		4.2%	8.2%	11.9%	
Top Administrative Position	6	4.7%			4.8%		

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
Between \$10 million and \$25 million							
Top Finance Position	5	6.1%			6.8%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama								
\$500 thousand or less								
CEO/Executive Director								
	F	152	1.8%	-7.2%	0.0%	1.1%	5.5%	11.1%
	M	132	2.4%	-6.3%	0.0%	0.8%	4.9%	13.1%
	U	11	2.9%		-0.8%	0.8%	5.0%	
Top Program Position								
	F	5	5.4%			4.6%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	50	1.3%	-6.6%	-1.4%	1.0%	4.9%	7.0%
	M	50	2.8%	-1.9%	0.0%	0.8%	4.8%	11.2%
Top Business Position								
	M	7	4.9%			5.3%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	88	3.5%	-1.4%	0.0%	3.0%	5.7%	11.4%
	M	107	2.0%	-4.6%	-0.9%	1.8%	5.5%	9.6%
	U	9	1.4%			2.5%		
Top Administrative Position								
	M	6	0.6%			-1.0%		
Top Business Position								
	M	5	0.8%			0.0%		
Top Finance Position								
	F	17	4.7%		-0.1%	3.0%	8.0%	
	M	7	2.5%			2.8%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama								
Between \$1 million and \$5 million								
Top Operations Position								
	F	6	5.0%			6.7%		
	M	6	1.6%			0.4%		
Greater than \$5 million								
CEO/Executive Director								
	F	30	3.5%	-4.7%	0.0%	3.2%	6.2%	12.1%
	M	91	4.1%	-4.8%	0.1%	4.1%	7.9%	16.9%
	U	6	-1.0%			2.3%		
Top Administrative Position								
	F	5	2.7%			3.7%		
	M	14	3.7%		0.8%	4.2%	6.7%	
Top Finance Position								
	F	26	4.0%	-3.8%	0.6%	2.9%	9.4%	12.3%
	M	32	4.8%	-1.2%	0.8%	4.1%	7.3%	10.4%
Top Operations Position								
	F	13	3.9%		1.3%	4.1%	6.4%	
	M	14	7.3%		0.0%	7.1%	10.0%	
Top Technology Position								
	M	11	3.7%		0.4%	4.2%	7.8%	

Alaska

\$500 thousand or less

CEO/Executive Director

F	51	2.9%	-4.3%	0.0%	2.9%	6.3%	10.1%
M	28	-0.4%	-6.6%	-2.8%	0.0%	2.9%	5.9%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	41	1.5%	-6.5%	-1.2%	0.9%	4.5%	6.9%
	M	21	2.7%	-5.9%	-0.4%	0.6%	8.0%	9.9%
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	60	3.4%	-3.8%	-0.4%	2.8%	8.4%	13.2%
	M	43	3.7%	-2.8%	0.2%	3.3%	7.8%	12.0%
Top Administrative Position								
	M	5	4.2%			3.3%		
Top Finance Position								
	F	9	2.3%			2.5%		
	M	6	7.1%			5.4%		
Top Operations Position								
	F	5	2.2%			4.9%		
Greater than \$5 million								
CEO/Executive Director								
	F	31	6.3%	-0.3%	1.8%	6.4%	9.4%	14.8%
	M	29	2.6%	-14.6%	-3.1%	4.8%	9.3%	13.8%
Top Administrative Position								
	F	5	-2.5%			-3.2%		
	M	7	1.2%			2.3%		
Top Finance Position								
	F	22	5.3%	-1.9%	0.5%	5.6%	7.8%	14.1%
	M	18	7.9%		2.3%	6.5%	14.6%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska								
Greater than \$5 million								
Top Operations Position								
	F	6	-1.7%			-1.5%		
	M	12	4.4%		-0.2%	5.7%	10.0%	
Arizona								
\$500 thousand or less								
CEO/Executive Director								
	F	157	1.9%	-10.1%	-0.2%	0.6%	6.7%	14.3%
	M	106	1.6%	-7.9%	-1.0%	0.0%	5.5%	12.0%
	U	18	2.9%		0.0%	3.0%	8.0%	
Top Operations Position								
	F	6	-1.9%			-3.6%		
Top Program Position								
	F	6	-2.2%			-0.8%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	89	2.5%	-9.1%	0.0%	3.4%	7.0%	10.3%
	M	61	1.6%	-13.7%	0.0%	2.3%	7.8%	12.5%
	U	6	7.4%			7.2%		
Top Finance Position								
	F	7	1.5%			2.4%		
	M	7	1.5%			0.0%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	162	3.2%	-4.2%	-0.4%	2.7%	7.1%	11.4%
	M	139	3.2%	-6.0%	-0.8%	1.9%	7.8%	15.1%
	U	12	2.8%		0.1%	2.7%	5.6%	
Top Administrative Position								
	F	10	5.3%		2.1%	3.9%	6.3%	
	M	7	5.6%			3.3%		
Top Business Position								
	F	7	5.8%			3.8%		
	M	5	2.6%			1.9%		
Top Finance Position								
	F	26	2.4%	-9.4%	-0.4%	3.1%	8.2%	14.1%
	M	20	7.5%	0.4%	2.6%	6.8%	11.3%	17.8%
Top Operations Position								
	F	14	5.0%		0.2%	3.9%	8.5%	
	M	9	0.8%			4.1%		
Greater than \$5 million								
CEO/Executive Director								
	F	76	4.5%	-3.7%	0.1%	3.6%	7.9%	13.8%
	M	144	4.7%	-3.9%	0.4%	4.1%	9.2%	16.1%
	U	8	7.0%			6.0%		
Top Administrative Position								
	F	5	0.5%			0.2%		
	M	15	5.1%		0.1%	4.0%	7.6%	
Top Business Position								
	M	10	6.0%		0.4%	6.5%	9.1%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona								
Greater than \$5 million								
Top Development Position								
	F	6	3.0%			1.2%		
	M	9	5.4%			4.1%		
Top Finance Position								
	F	61	4.5%	-3.0%	0.6%	3.3%	8.2%	14.1%
	M	60	4.3%	-6.7%	0.2%	3.8%	8.2%	15.3%
Top Human Resources Position								
	F	13	4.9%		-0.8%	5.5%	9.3%	
Top Operations Position								
	F	30	3.7%	-6.8%	-1.1%	3.8%	11.8%	14.2%
	M	23	4.0%	-3.4%	-0.4%	3.9%	8.5%	13.9%
Top PR/Communications Position								
	F	5	2.8%			5.7%		
Top Technology Position								
	M	21	6.9%	-2.6%	1.2%	4.0%	14.8%	16.7%

Arkansas

\$500 thousand or less

CEO/Executive Director

F	74	2.9%	-1.9%	0.0%	1.9%	5.1%	11.5%
M	58	1.3%	-11.8%	-1.2%	0.0%	6.8%	14.2%
U	13	-2.6%		-8.3%	-1.0%	1.8%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	26	3.4%	-0.3%	0.0%	1.8%	5.4%	8.3%
	M	20	3.2%	-5.2%	-0.4%	2.2%	5.9%	11.9%
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	54	3.2%	-4.3%	-0.2%	3.1%	6.4%	11.9%
	M	60	3.7%	-2.4%	-0.5%	1.5%	7.3%	12.2%
Top Administrative Position								
	M	5	2.9%			1.0%		
Top Finance Position								
	F	12	3.9%		0.0%	2.9%	5.5%	
	M	9	8.2%			4.5%		
Greater than \$5 million								
CEO/Executive Director								
	F	37	3.0%	-4.5%	-0.4%	2.9%	7.6%	11.7%
	M	70	4.8%	-5.2%	0.1%	4.8%	10.5%	15.0%
Top Administrative Position								
	M	12	5.8%		3.8%	6.7%	9.9%	
Top Finance Position								
	F	27	6.5%	1.2%	3.5%	5.3%	9.0%	14.4%
	M	32	7.1%	-0.5%	0.9%	5.9%	11.9%	20.4%
Top Operations Position								
	F	8	6.4%			5.8%		
	M	19	3.1%		-1.2%	3.7%	6.5%	
Top Technology Position								
	M	6	4.7%			4.3%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
\$500 thousand or less								
CEO/Executive Director								
	F	867	2.0%	-10.6%	-1.6%	1.1%	7.5%	14.9%
	M	698	1.6%	-9.7%	-1.6%	0.0%	6.6%	14.2%
	U	101	0.8%	-10.9%	-4.0%	0.0%	6.3%	16.7%
Top Administrative Position								
	F	27	0.2%	-13.5%	-1.7%	0.7%	4.7%	12.4%
	M	12	0.7%		0.0%	0.4%	4.0%	
	U	5	2.1%			0.5%		
Top Finance Position								
	F	45	2.2%	-7.3%	-1.0%	0.0%	6.9%	13.3%
	M	39	1.1%	-14.5%	-2.0%	0.0%	5.5%	16.0%
	U	7	2.8%			3.8%		
Top Operations Position								
	F	9	1.2%			2.6%		
	M	7	-2.0%			-2.7%		
Top Program Position								
	F	17	1.8%		0.0%	2.4%	6.1%	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	565	2.9%	-4.6%	0.0%	2.3%	7.2%	13.5%
	M	440	3.2%	-7.4%	-0.4%	2.1%	8.1%	15.7%
	U	62	1.9%	-10.5%	0.0%	1.7%	7.6%	10.4%
Top Administrative Position								
	F	11	2.3%		-3.4%	0.0%	6.2%	
	M	12	2.0%		0.0%	1.2%	4.7%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Between \$500 thousand and \$1 million								
Top Finance Position								
	F	40	2.1%	-7.6%	0.0%	2.7%	7.3%	11.7%
	M	29	2.9%	-13.3%	-0.7%	3.5%	7.7%	13.5%
	U	8	4.3%			0.0%		
Top Operations Position								
	F	14	0.2%		-5.1%	1.0%	2.3%	
	M	6	0.7%			1.5%		
Top Program Position								
	F	7	1.3%			2.0%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	1,218	4.0%	-4.6%	0.0%	3.1%	8.5%	14.7%
	M	1,057	3.4%	-5.5%	-0.1%	2.5%	7.6%	14.4%
	U	116	2.8%	-4.4%	-0.4%	1.9%	6.7%	14.0%
Top Administrative Position								
	F	53	2.6%	-4.2%	0.0%	3.0%	6.0%	9.1%
	M	57	2.7%	-8.0%	-1.4%	1.2%	7.4%	11.5%
	U	5	6.2%			5.4%		
Top Business Position								
	F	15	-1.7%		-12.0%	1.2%	5.5%	
	M	38	4.5%	0.2%	1.5%	3.1%	6.7%	10.7%
	U	5	4.2%			4.1%		
Top Development Position								
	F	36	4.2%	-0.8%	0.8%	4.0%	6.1%	9.9%
	M	8	3.8%			2.8%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Between \$1 million and \$5 million								
Top Education Position								
	F	9	0.8%			0.0%		
	M	13	3.0%		0.9%	4.0%	8.6%	
Top Finance Position								
	F	193	4.1%	-5.3%	0.0%	4.1%	9.4%	15.8%
	M	165	3.4%	-3.3%	0.0%	2.9%	7.6%	12.1%
	U	24	1.7%	-2.7%	-1.6%	1.1%	5.0%	10.9%
Top Human Resources Position								
	F	6	1.5%			2.7%		
Top Legal Position								
	F	14	5.0%		0.6%	3.4%	8.2%	
	M	14	6.2%		2.0%	4.2%	9.7%	
Top Marketing Position								
	F	6	3.1%			5.8%		
Top Operations Position								
	F	70	3.9%	-5.9%	0.0%	3.6%	10.2%	15.9%
	M	49	4.3%	-3.6%	0.4%	4.3%	8.1%	11.7%
	U	6	2.4%			-2.9%		
Top Program Position								
	F	20	6.6%	-0.3%	0.9%	5.1%	12.5%	18.7%
	M	13	3.1%		0.0%	1.5%	5.5%	
Top Technology Position								
	M	16	7.2%		2.1%	6.3%	11.3%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Greater than \$5 million								
CEO/Executive Director								
	F	668	4.5%	-4.8%	0.0%	3.6%	8.9%	16.3%
	M	988	3.9%	-4.6%	0.0%	3.5%	8.0%	14.3%
	U	90	3.5%	-7.0%	-0.9%	3.5%	7.8%	15.5%
Top Administrative Position								
	F	53	3.8%	-6.0%	-0.3%	4.0%	9.2%	13.3%
	M	93	3.0%	-5.8%	-0.9%	3.0%	7.1%	11.2%
	U	9	2.7%			2.0%		
Top Business Position								
	F	36	2.2%	-9.2%	0.7%	2.7%	6.2%	9.9%
	M	51	5.6%	-0.5%	1.8%	4.2%	8.8%	16.5%
Top Development Position								
	F	139	5.0%	-1.8%	1.7%	4.2%	8.5%	12.6%
	M	64	3.4%	-5.4%	-0.2%	2.9%	6.0%	12.6%
	U	14	2.0%		-0.3%	2.9%	6.1%	
Top Education Position								
	F	36	3.7%	-4.2%	0.6%	2.1%	7.3%	12.0%
	M	29	4.5%	-4.4%	-0.2%	2.7%	11.2%	15.3%
Top Facilities Position								
	F	5	8.7%			8.0%		
	M	39	3.4%	-3.2%	0.5%	2.6%	6.0%	11.9%
Top Finance Position								
	F	414	4.8%	-4.1%	0.3%	4.6%	9.0%	15.3%
	M	482	5.0%	-4.3%	1.2%	4.5%	9.2%	15.6%
	U	70	6.4%	-5.2%	2.5%	5.8%	12.0%	16.1%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Greater than \$5 million								
Top Human Resources Position								
	F	115	5.6%	-1.4%	1.3%	5.5%	9.4%	13.9%
	M	33	6.3%	-0.8%	3.1%	4.3%	9.5%	17.2%
	U	8	5.6%			5.3%		
Top Legal Position								
	F	32	3.9%	-2.2%	0.2%	4.1%	8.7%	12.7%
	M	38	4.0%	-2.5%	0.2%	2.5%	6.8%	13.0%
Top Marketing Position								
	F	54	4.4%	-3.4%	0.3%	4.0%	7.7%	14.1%
	M	19	2.7%		0.0%	2.2%	5.5%	
	U	7	4.6%			5.6%		
Top Operations Position								
	F	171	5.4%	-4.7%	0.9%	4.5%	10.5%	16.8%
	M	187	5.0%	-3.9%	0.7%	4.5%	9.2%	16.4%
	U	25	7.4%	1.6%	3.6%	6.0%	10.7%	16.6%
Top PR/Communications Position								
	F	30	3.7%	-0.3%	2.1%	3.4%	7.3%	12.8%
	M	13	2.8%		0.5%	2.6%	8.2%	
Top Program Position								
	F	56	5.4%	-2.7%	1.0%	5.1%	9.5%	12.8%
	M	32	3.8%	-6.1%	1.0%	4.0%	7.4%	10.6%
Top Technology Position								
	F	32	3.4%	-2.7%	0.7%	2.1%	5.1%	11.6%
	M	130	4.0%	-6.2%	0.2%	4.0%	7.9%	12.8%
	U	15	5.3%		1.9%	6.6%	9.8%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado								
\$500 thousand or less								
CEO/Executive Director								
	F	281	3.5%	-6.7%	-0.3%	2.5%	8.8%	16.8%
	M	206	1.7%	-10.3%	-2.1%	0.0%	6.9%	15.5%
	U	20	2.8%	-3.6%	-0.1%	2.3%	5.4%	12.8%
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	183	3.6%	-5.0%	0.0%	3.3%	8.1%	14.5%
	M	113	2.4%	-4.8%	-0.1%	2.4%	6.2%	10.8%
	U	11	5.5%		-1.2%	2.9%	12.5%	
Top Finance Position								
	M	9	3.0%			3.7%		
Top Operations Position								
	M	6	8.0%			8.2%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	250	4.5%	-3.0%	0.0%	4.0%	8.1%	14.3%
	M	252	3.0%	-7.4%	0.0%	3.0%	7.8%	12.9%
	U	17	6.8%		0.3%	4.9%	10.1%	
Top Administrative Position								
	F	6	5.3%			7.5%		
	M	15	2.3%		0.1%	3.1%	8.3%	
Top Business Position								
	M	10	2.5%		1.7%	2.8%	7.2%	
Top Finance Position								
	F	30	2.2%	-6.4%	-0.2%	3.2%	6.9%	10.1%
	M	27	-1.3%	-11.8%	-5.9%	1.5%	4.7%	6.0%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado								
Between \$1 million and \$5 million								
Top Operations Position								
	F	10	6.3%		1.5%	10.0%	11.7%	
	M	9	0.6%			0.9%		
Greater than \$5 million								
CEO/Executive Director								
	F	92	5.3%	-4.2%	0.4%	4.3%	9.2%	17.4%
	M	206	5.2%	-2.5%	1.3%	4.4%	9.4%	16.8%
	U	5	10.8%			12.4%		
Top Administrative Position								
	F	7	2.4%			0.6%		
	M	20	6.7%	1.3%	1.7%	5.0%	12.3%	14.5%
Top Business Position								
	F	8	2.8%			4.9%		
Top Development Position								
	F	13	4.5%		0.6%	4.6%	8.3%	
	M	10	0.6%		-2.9%	-0.3%	4.7%	
Top Education Position								
	F	5	6.3%			6.9%		
Top Facilities Position								
	M	7	7.0%			8.9%		
Top Finance Position								
	F	73	4.7%	-4.3%	0.7%	5.6%	8.1%	14.6%
	M	86	5.1%	-0.5%	1.5%	4.2%	8.1%	12.3%
	U	7	8.4%			7.6%		
Top Human Resources Position								
	F	14	6.4%		1.8%	4.4%	12.0%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado								
Greater than \$5 million								
Top Legal Position	F	8	3.4%			2.0%		
	M	6	5.0%			4.8%		
Top Marketing Position	F	11	9.0%		1.1%	9.4%	15.1%	
	M	7	0.7%			-0.1%		
Top Operations Position	F	30	7.0%	-2.3%	-0.1%	7.3%	13.4%	19.9%
	M	46	5.9%	0.1%	1.8%	5.2%	8.2%	15.2%
Top PR/Communications Position	M	6	5.7%			3.4%		
	F	7	6.3%			5.7%		
Top Program Position	M	5	6.8%			5.0%		
	F	5	6.8%			5.0%		
Top Technology Position	M	20	6.0%	-1.9%	2.7%	5.3%	10.7%	13.2%

Connecticut

\$500 thousand or less

CEO/Executive Director

F	142	2.0%	-6.4%	-0.7%	1.4%	5.5%	10.4%
M	72	-0.8%	-7.7%	-3.2%	0.0%	2.9%	6.6%
U	15	-1.9%		-7.6%	1.4%	5.2%	

Top Finance Position

M	5	6.6%			3.7%		
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All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	94	2.3%	-7.0%	-1.5%	1.5%	6.5%	11.7%
	M	54	3.7%	-1.8%	0.0%	2.5%	6.2%	11.6%
	U	6	0.8%			-0.1%		
Top Business Position								
	M	5	-0.5%			2.9%		
Top Finance Position								
	M	8	3.6%			2.9%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	176	2.5%	-6.4%	-0.5%	2.2%	5.9%	13.7%
	M	162	2.5%	-5.9%	-0.1%	2.4%	5.3%	9.9%
	U	12	6.7%		0.6%	5.6%	11.1%	
Top Administrative Position								
	M	13	5.7%		2.5%	4.6%	6.2%	
Top Business Position								
	F	6	1.3%			0.3%		
	M	6	2.7%			3.1%		
Top Development Position								
	F	8	8.3%			7.7%		
Top Facilities Position								
	M	6	4.5%			4.0%		
Top Finance Position								
	F	30	2.7%	-4.7%	-0.2%	1.5%	5.1%	11.7%
	M	20	5.0%	-2.6%	1.4%	4.1%	7.2%	18.0%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut								
Between \$1 million and \$5 million								
Top Operations Position								
	F	9	0.4%			1.5%		
Greater than \$5 million								
CEO/Executive Director								
	F	117	2.7%	-3.8%	-0.7%	3.3%	6.0%	9.9%
	M	186	3.8%	-4.6%	-0.3%	2.9%	7.5%	14.2%
	U	9	2.2%			2.5%		
Top Administrative Position								
	F	20	1.9%	-6.7%	-3.0%	1.7%	5.2%	7.6%
	M	22	-0.6%	-9.5%	-1.0%	0.9%	3.0%	7.8%
Top Business Position								
	F	6	0.8%			1.3%		
	M	7	1.9%			0.9%		
Top Development Position								
	F	29	2.8%	-2.5%	0.8%	2.2%	4.4%	9.5%
	M	19	2.4%		-1.7%	1.9%	5.1%	
Top Education Position								
	F	10	3.6%		0.8%	3.4%	5.9%	
	M	8	0.7%			2.3%		
Top Facilities Position								
	M	20	4.4%	0.6%	1.4%	3.5%	6.4%	10.1%
Top Finance Position								
	F	90	4.5%	-2.9%	0.9%	3.5%	6.7%	13.4%
	M	96	3.7%	-3.8%	0.2%	3.2%	6.5%	13.2%
	U	7	3.9%			5.5%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut								
Greater than \$5 million								
Top Human Resources Position								
	F	11	5.5%		3.1%	4.8%	6.3%	
	M	5	4.6%			0.5%		
Top Legal Position								
	M	8	5.2%			6.5%		
Top Marketing Position								
	F	7	3.0%			3.3%		
Top Operations Position								
	F	26	4.7%	-2.6%	2.0%	3.8%	6.5%	13.4%
	M	32	4.4%	-1.5%	0.1%	5.9%	8.7%	11.4%
Top PR/Communications Position								
	F	5	3.9%			3.4%		
Top Technology Position								
	M	22	2.8%	-4.5%	-1.7%	1.7%	7.5%	11.7%
Delaware								
\$500 thousand or less								
CEO/Executive Director								
	F	42	1.9%	-4.6%	-0.8%	0.3%	6.5%	15.1%
	M	15	-0.9%		-3.1%	-0.3%	2.7%	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	27	3.7%	-3.7%	0.0%	3.1%	6.5%	9.9%
	M	17	1.5%		-0.1%	0.0%	3.1%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	28	3.6%	-4.6%	0.5%	2.4%	6.8%	14.5%
	M	38	1.1%	-4.3%	-0.4%	1.4%	3.4%	5.5%
Greater than \$5 million								
CEO/Executive Director								
	F	21	5.9%	0.1%	1.4%	5.0%	11.7%	13.1%
	M	25	3.6%	-1.4%	0.5%	2.5%	6.9%	9.4%
Top Finance Position								
	F	10	0.6%		-0.8%	1.2%	5.5%	
	M	14	5.1%		0.9%	5.5%	11.6%	
Top Operations Position								
	M	9	4.5%			4.3%		
District of Columbia								
\$500 thousand or less								
CEO/Executive Director								
	F	90	3.3%	-8.6%	0.0%	2.5%	8.4%	16.5%
	M	79	1.8%	-13.2%	-0.1%	1.2%	5.2%	15.1%
	U	15	0.6%		-3.6%	0.0%	2.7%	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	106	2.7%	-5.8%	-0.7%	2.4%	6.1%	13.9%
	M	90	3.8%	-4.6%	0.0%	2.9%	9.5%	14.3%
	U	6	-2.3%			-1.4%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	254	3.3%	-6.3%	0.0%	3.0%	7.1%	12.3%
	M	330	3.4%	-5.3%	0.0%	3.1%	7.4%	12.4%
	U	29	5.1%	0.0%	0.4%	3.0%	5.7%	16.4%
Top Administrative Position								
	F	17	7.7%		2.3%	5.8%	10.2%	
	M	10	2.1%		-1.7%	3.5%	7.7%	
Top Development Position								
	F	8	2.4%			2.3%		
Top Finance Position								
	F	43	5.3%	-0.2%	2.4%	4.3%	8.2%	14.0%
	M	34	2.5%	-2.6%	0.0%	1.4%	4.6%	10.2%
	U	9	0.0%			0.0%		
Top Legal Position								
	F	8	1.7%			1.7%		
	M	18	3.9%		0.6%	3.6%	5.3%	
Top Marketing Position								
	F	8	-4.7%			-2.7%		
Top Operations Position								
	F	46	3.1%	-6.8%	0.1%	3.3%	6.6%	10.6%
	M	17	5.1%		2.6%	4.2%	7.9%	
Top PR/Communications Position								
	F	15	3.0%		2.4%	4.0%	5.0%	
	M	8	6.0%			4.8%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia								
Between \$1 million and \$5 million								
Top Program Position								
	F	18	1.3%		-4.2%	4.7%	7.2%	
	M	9	3.9%			2.9%		
Top Technology Position								
	M	5	-1.0%			0.4%		
Greater than \$5 million								
CEO/Executive Director								
	F	189	4.2%	-4.7%	0.3%	3.8%	8.4%	14.5%
	M	312	4.2%	-4.0%	0.7%	4.0%	8.2%	13.6%
	U	15	3.1%		-0.5%	4.4%	9.6%	
Top Administrative Position								
	F	23	5.6%	-1.7%	1.6%	5.7%	9.6%	15.3%
	M	32	4.0%	-1.8%	0.8%	3.4%	6.9%	11.0%
Top Business Position								
	M	6	3.7%			3.2%		
Top Development Position								
	F	39	4.5%	-3.2%	2.8%	4.3%	7.9%	11.8%
	M	30	4.5%	-1.4%	1.5%	3.8%	6.6%	10.7%
Top Education Position								
	F	9	7.2%			5.1%		
	M	8	4.3%			4.2%		
Top Finance Position								
	F	117	5.1%	-1.3%	1.7%	4.4%	7.9%	13.3%
	M	140	3.6%	-3.3%	0.8%	3.5%	6.8%	10.3%
	U	21	5.6%	-8.1%	0.9%	5.2%	13.5%	17.2%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia								
Greater than \$5 million								
Top Human Resources Position								
	F	25	4.3%	-1.5%	0.7%	3.6%	7.2%	11.6%
	M	6	3.9%			3.1%		
Top Legal Position								
	F	44	5.8%	-2.1%	3.2%	5.0%	10.0%	14.9%
	M	42	4.6%	-3.5%	1.4%	4.4%	8.1%	11.9%
	U	9	3.9%			4.6%		
Top Marketing Position								
	F	16	4.9%		0.4%	3.5%	10.8%	
	M	9	7.9%			10.6%		
Top Operations Position								
	F	84	6.2%	-2.8%	1.5%	5.5%	10.4%	16.9%
	M	69	5.1%	-1.1%	1.6%	4.7%	7.7%	13.6%
	U	7	9.2%			10.0%		
Top PR/Communications Position								
	F	49	6.1%	-1.0%	2.6%	5.4%	10.4%	16.6%
	M	38	5.6%	-2.0%	2.9%	5.3%	8.7%	15.2%
Top Program Position								
	F	18	7.1%		2.7%	5.1%	9.0%	
	M	19	3.4%		-1.3%	3.7%	8.0%	
Top Technology Position								
	F	10	4.3%		1.4%	2.7%	6.2%	
	M	43	3.0%	-3.9%	0.7%	3.2%	5.3%	9.6%
	U	5	4.0%			3.5%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida								
\$500 thousand or less								
CEO/Executive Director								
	F	434	2.9%	-7.0%	0.0%	2.0%	7.7%	14.2%
	M	333	0.9%	-11.5%	-4.2%	0.0%	6.4%	14.2%
	U	38	-0.5%	-15.6%	-2.8%	0.0%	1.9%	12.7%
Top Administrative Position								
	F	11	-0.2%		-4.8%	0.1%	2.7%	
	M	15	2.7%		0.0%	0.0%	2.0%	
Top Finance Position								
	F	13	2.5%		0.0%	1.7%	6.7%	
	M	13	4.6%		0.0%	3.1%	7.8%	
Top Operations Position								
	F	6	3.7%			5.4%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	247	3.5%	-5.6%	0.0%	2.6%	8.1%	15.2%
	M	179	2.7%	-5.9%	0.0%	1.5%	6.9%	13.4%
	U	16	3.0%		-0.2%	3.0%	5.3%	
Top Administrative Position								
	F	10	3.6%		0.6%	3.6%	9.4%	
	M	9	-0.6%			0.0%		
Top Business Position								
	M	6	6.6%			2.4%		
Top Finance Position								
	F	13	-1.0%		-4.6%	0.2%	1.1%	
	M	11	3.5%		-4.6%	2.5%	17.6%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida								
Between \$500 thousand and \$1 million								
Top Operations Position								
	F	5	6.5%			5.5%		
	M	5	5.1%			5.6%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	396	3.1%	-5.8%	0.0%	2.2%	6.9%	14.4%
	M	421	3.1%	-4.6%	0.0%	2.6%	7.1%	13.3%
	U	28	4.9%	-2.0%	0.3%	2.3%	9.4%	11.4%
Top Administrative Position								
	F	15	3.2%		0.0%	2.8%	5.7%	
	M	33	3.9%	-2.4%	1.0%	2.7%	6.7%	12.6%
Top Business Position								
	M	12	3.7%		0.8%	5.8%	8.1%	
Top Development Position								
	F	10	4.0%		0.1%	1.7%	5.1%	
Top Finance Position								
	F	90	3.7%	-4.7%	0.0%	3.7%	7.5%	12.2%
	M	60	0.7%	-11.2%	-0.7%	1.5%	4.7%	8.3%
Top Operations Position								
	F	29	4.3%	-2.2%	0.9%	4.5%	7.7%	11.4%
	M	38	3.7%	-3.6%	0.2%	2.4%	9.3%	13.6%
Top Program Position								
	F	7	6.9%			4.6%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida								
Greater than \$5 million								
CEO/Executive Director								
	F	255	3.6%	-4.5%	0.3%	2.9%	7.7%	13.4%
	M	417	4.0%	-5.3%	0.0%	3.5%	8.0%	16.0%
	U	22	1.6%	-3.6%	-2.2%	0.4%	2.9%	5.9%
Top Administrative Position								
	F	26	5.4%	-1.0%	1.3%	4.8%	9.0%	14.4%
	M	83	5.4%	-3.5%	0.8%	4.3%	10.2%	17.8%
Top Business Position								
	F	12	1.8%		-2.8%	2.1%	6.7%	
	M	9	5.5%			8.7%		
Top Development Position								
	F	39	3.8%	-2.4%	1.5%	3.4%	8.1%	10.3%
	M	17	4.6%		2.4%	3.0%	7.5%	
Top Education Position								
	M	10	7.8%		5.1%	7.1%	9.6%	
Top Facilities Position								
	M	40	5.2%	-0.3%	0.7%	3.2%	6.6%	15.9%
Top Finance Position								
	F	210	4.6%	-4.7%	0.5%	4.1%	8.6%	14.4%
	M	195	4.2%	-4.3%	0.5%	3.4%	8.5%	14.1%
	U	18	4.8%		2.2%	5.4%	8.4%	
Top Human Resources Position								
	F	43	4.4%	-2.9%	0.8%	4.1%	8.3%	12.2%
	M	8	6.8%			6.5%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida								
Greater than \$5 million								
Top Legal Position								
	F	8	6.4%			7.2%		
	M	15	4.2%		1.7%	3.2%	6.6%	
Top Marketing Position								
	F	20	4.0%	-6.1%	0.6%	6.0%	9.8%	13.6%
	M	10	2.7%		-0.1%	1.8%	4.5%	
Top Operations Position								
	F	92	4.6%	-4.4%	0.6%	3.9%	9.4%	15.0%
	M	86	5.2%	-2.4%	1.4%	4.3%	9.9%	13.3%
	U	7	2.3%			1.8%		
Top PR/Communications Position								
	F	9	4.8%			2.9%		
Top Program Position								
	F	13	2.7%		-0.6%	3.1%	5.4%	
	M	8	-1.2%			0.9%		
Top Technology Position								
	F	10	-0.7%		-2.5%	1.3%	3.8%	
	M	46	4.4%	-5.1%	-0.8%	4.9%	8.0%	12.9%

Georgia

\$500 thousand or less

CEO/Executive Director

F	276	2.2%	-6.4%	-0.4%	1.0%	5.8%	13.7%
M	220	0.7%	-10.2%	-1.8%	0.2%	5.0%	12.0%
U	26	1.9%	-6.2%	0.0%	0.0%	8.0%	12.1%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia								
\$500 thousand or less								
Top Administrative Position								
	F	6	2.9%			3.2%		
Top Finance Position								
	F	14	1.6%		-5.6%	0.6%	6.6%	
	M	8	2.1%			1.0%		
Top Operations Position								
	F	5	3.5%			0.8%		
Top Program Position								
	F	5	5.4%			6.6%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	157	2.8%	-8.3%	0.0%	2.0%	7.0%	15.2%
	M	109	2.5%	-6.8%	0.0%	2.2%	5.9%	13.0%
	U	8	1.9%			0.9%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	200	3.0%	-5.4%	0.0%	2.7%	6.8%	13.7%
	M	207	3.5%	-6.0%	0.0%	3.2%	7.8%	13.4%
	U	14	7.1%		2.6%	5.5%	13.4%	
Top Administrative Position								
	F	6	0.3%			1.7%		
	M	8	3.9%			2.7%		
Top Finance Position								
	F	43	3.3%	-4.1%	-0.4%	2.9%	6.6%	11.1%
	M	32	1.8%	-6.8%	0.9%	3.0%	6.8%	9.0%
	U	5	-0.5%			0.0%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia								
Between \$1 million and \$5 million								
Top Operations Position								
	F	8	7.0%			8.9%		
	M	13	4.5%		-3.0%	2.9%	8.5%	
Greater than \$5 million								
CEO/Executive Director								
	F	91	3.8%	-2.9%	0.3%	4.0%	7.5%	11.6%
	M	234	4.5%	-3.2%	0.4%	4.0%	8.8%	14.5%
	U	16	1.7%		-0.4%	3.0%	4.4%	
Top Administrative Position								
	F	16	1.8%		-0.6%	1.7%	5.4%	
	M	22	4.7%	-1.6%	2.0%	3.9%	8.2%	13.0%
Top Business Position								
	F	10	4.2%		1.6%	4.4%	8.4%	
	M	13	4.5%		1.6%	3.6%	11.4%	
Top Development Position								
	F	18	6.5%		1.5%	4.3%	12.1%	
	M	13	4.7%		-1.7%	1.7%	12.5%	
Top Facilities Position								
	M	6	10.2%			11.4%		
Top Finance Position								
	F	69	6.3%	-0.1%	2.3%	5.4%	11.1%	18.0%
	M	114	4.9%	-2.2%	0.5%	3.8%	8.8%	14.3%
Top Human Resources Position								
	F	17	4.6%		1.5%	2.4%	6.7%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia								
Greater than \$5 million								
Top Legal Position								
	F	6	5.7%			4.3%		
	M	11	3.9%		1.6%	3.7%	7.3%	
Top Marketing Position								
	F	9	5.7%			7.0%		
	M	9	2.6%			4.4%		
Top Operations Position								
	F	24	1.9%	-6.0%	-3.5%	2.7%	5.8%	10.7%
	M	51	4.7%	-1.1%	0.8%	4.0%	7.6%	11.8%
Top Technology Position								
	F	6	-3.0%			-3.8%		
	M	24	6.2%	-1.4%	2.4%	5.7%	8.4%	16.6%
Hawaii								
\$500 thousand or less								
CEO/Executive Director								
	F	49	4.3%	-2.8%	0.0%	3.0%	8.3%	15.7%
	M	38	1.0%	-12.9%	-1.0%	0.0%	4.8%	14.7%
	U	8	4.4%			3.2%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	25	-1.3%	-14.9%	-6.8%	-1.4%	5.0%	7.1%
	M	17	3.6%		0.0%	4.5%	7.3%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	56	3.5%	-2.4%	0.0%	2.7%	6.4%	11.7%
	M	43	2.7%	-4.4%	-0.2%	0.9%	6.0%	8.2%
	U	11	4.1%		0.1%	2.6%	6.1%	
Top Finance Position								
	F	13	2.5%		-3.7%	6.0%	10.1%	
	M	9	1.5%			0.8%		
	U	6	5.5%			3.9%		
Top Operations Position								
	F	7	0.7%			0.0%		
Greater than \$5 million								
CEO/Executive Director								
	F	21	2.2%	-3.5%	0.4%	1.4%	4.8%	9.8%
	M	44	6.0%	-0.5%	0.9%	4.9%	13.0%	16.2%
Top Development Position								
	F	6	-0.3%			0.6%		
Top Finance Position								
	F	25	4.3%	-2.0%	-0.3%	3.5%	8.6%	11.1%
	M	17	4.8%		0.8%	3.1%	5.8%	
Top Operations Position								
	F	8	0.1%			4.7%		
	M	10	6.4%		1.5%	5.8%	11.2%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho								
\$500 thousand or less								
CEO/Executive Director								
	F	61	3.8%	-7.7%	0.0%	2.9%	9.4%	14.2%
	M	39	0.6%	-6.0%	-0.3%	0.6%	3.0%	9.8%
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	38	3.7%	-3.8%	-0.2%	1.7%	6.6%	17.4%
	M	31	4.1%	-2.9%	0.2%	4.1%	6.2%	12.8%
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	37	5.0%	-3.5%	-0.1%	3.8%	8.6%	19.6%
	M	46	4.4%	-2.2%	0.3%	3.9%	8.1%	15.6%
Top Administrative Position								
	M	10	5.6%		0.2%	4.3%	10.3%	
Top Finance Position								
	F	5	4.5%			3.9%		
	M	8	7.0%			4.1%		
Greater than \$5 million								
CEO/Executive Director								
	F	19	4.6%		1.2%	4.4%	8.1%	
	M	31	5.0%	-6.2%	-1.8%	5.7%	9.6%	13.7%
Top Administrative Position								
	F	6	5.2%			4.3%		
	M	9	7.3%			6.9%		
Top Finance Position								
	F	8	5.7%			6.7%		
	M	14	6.0%		1.3%	5.8%	11.4%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho								
Greater than \$5 million								
Top Operations Position								
	M	6	1.7%			3.4%		
Top Technology Position								
	M	5	2.8%			5.1%		
Illinois								
\$500 thousand or less								
CEO/Executive Director								
	F	378	2.4%	-6.3%	0.0%	2.1%	5.8%	13.0%
	M	233	2.7%	-6.4%	-0.4%	1.7%	6.7%	13.1%
	U	37	1.1%	-13.2%	-2.8%	0.2%	5.8%	12.8%
Top Administrative Position								
	F	7	3.2%			3.3%		
	M	10	4.0%		0.0%	1.9%	5.7%	
Top Business Position								
	M	9	3.0%			2.5%		
Top Finance Position								
	F	15	1.2%		-0.9%	2.3%	7.2%	
	M	14	3.3%		0.0%	2.9%	7.5%	
Top Operations Position								
	F	6	2.1%			1.0%		
	M	5	3.3%			3.2%		
Top Program Position								
	F	7	4.0%			0.0%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	206	3.0%	-3.1%	0.0%	2.4%	5.7%	12.9%
	M	183	2.6%	-4.3%	-0.6%	1.7%	6.5%	12.7%
	U	16	2.6%		-0.6%	3.0%	4.6%	
Top Administrative Position								
	F	7	2.5%			1.7%		
	M	5	1.9%			2.9%		
Top Business Position								
	M	18	2.0%		1.4%	1.8%	3.4%	
Top Education Position								
	M	5	2.3%			2.6%		
Top Finance Position								
	F	11	5.0%		1.7%	3.5%	7.0%	
	M	18	1.4%		0.0%	1.3%	4.3%	
Top Operations Position								
	F	5	7.0%			8.0%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	435	4.0%	-3.0%	0.0%	3.3%	7.9%	13.0%
	M	411	3.5%	-3.8%	0.0%	3.0%	7.6%	12.3%
	U	43	3.5%	-3.8%	0.6%	3.4%	7.4%	11.9%
Top Administrative Position								
	F	18	4.0%		2.1%	3.1%	5.6%	
	M	23	1.8%	-3.9%	-1.3%	2.0%	4.9%	6.9%
Top Business Position								
	M	46	5.5%	0.1%	1.9%	3.2%	7.0%	13.6%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
Between \$1 million and \$5 million								
Top Development Position								
	F	13	4.9%		2.5%	3.7%	7.1%	
	M	5	1.2%			-1.3%		
Top Education Position								
	M	13	3.8%		2.4%	3.3%	6.1%	
Top Facilities Position								
	M	5	0.5%			1.2%		
Top Finance Position								
	F	73	2.4%	-3.4%	-1.0%	2.4%	4.9%	11.1%
	M	79	3.3%	-4.0%	0.4%	3.1%	5.9%	10.0%
Top Legal Position								
	M	5	-0.6%			0.0%		
Top Operations Position								
	F	24	5.1%	-3.0%	0.2%	4.8%	11.0%	13.9%
	M	20	4.8%	0.7%	2.4%	5.0%	7.0%	10.0%
Top Program Position								
	F	10	4.0%		0.8%	3.4%	5.7%	
Top Technology Position								
	M	7	3.8%			4.0%		
Greater than \$5 million								
CEO/Executive Director								
	F	234	3.4%	-6.0%	-1.1%	2.8%	7.8%	15.1%
	M	422	4.4%	-4.0%	0.0%	3.7%	8.6%	15.1%
	U	20	2.7%	-2.3%	-0.2%	1.1%	6.1%	13.2%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
Greater than \$5 million								
Top Administrative Position								
	F	36	2.4%	-4.1%	0.3%	2.5%	6.5%	8.0%
	M	54	4.0%	-2.5%	1.7%	3.8%	6.9%	11.3%
Top Business Position								
	F	10	4.3%		1.6%	3.9%	6.8%	
	M	21	3.6%	-1.8%	2.1%	3.2%	4.7%	7.3%
Top Development Position								
	F	36	5.8%	0.1%	2.7%	4.4%	9.4%	11.5%
	M	30	2.4%	-4.8%	-1.3%	0.3%	5.4%	12.8%
Top Education Position								
	F	21	7.0%	0.1%	1.5%	5.2%	8.5%	17.3%
	M	16	0.2%		-3.0%	1.0%	2.7%	
Top Facilities Position								
	M	34	3.9%	-2.7%	0.8%	3.9%	6.6%	11.8%
Top Finance Position								
	F	164	4.7%	-3.9%	0.9%	4.0%	9.3%	13.8%
	M	241	4.7%	-5.8%	0.6%	4.2%	9.7%	15.8%
	U	13	2.6%		-2.0%	0.0%	7.0%	
Top Human Resources Position								
	F	44	6.6%	0.1%	2.6%	4.0%	11.4%	17.7%
	M	21	5.5%	0.2%	2.2%	4.6%	9.0%	12.4%
Top Legal Position								
	F	26	3.5%	-7.8%	1.3%	3.8%	6.9%	16.0%
	M	30	1.1%	-8.8%	-1.4%	2.4%	4.8%	9.9%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
Greater than \$5 million								
Top Marketing Position								
	F	24	4.5%	-5.2%	2.8%	5.1%	7.3%	11.9%
	M	20	4.6%	-4.2%	1.3%	3.8%	7.4%	15.9%
Top Operations Position								
	F	64	6.8%	-3.9%	0.7%	5.2%	11.9%	20.3%
	M	84	7.2%	-0.7%	3.2%	6.9%	11.4%	16.1%
Top PR/Communications Position								
	F	21	6.5%	-0.4%	2.7%	6.7%	10.9%	13.7%
	M	13	5.6%		2.8%	4.7%	14.0%	
Top Program Position								
	F	18	3.6%		-0.6%	3.2%	8.1%	
Top Technology Position								
	F	15	5.2%		1.0%	4.6%	7.4%	
	M	73	4.4%	-1.3%	0.7%	4.0%	7.8%	13.8%
Indiana								
\$500 thousand or less								
CEO/Executive Director								
	F	248	3.3%	-2.4%	0.0%	2.3%	5.5%	12.5%
	M	184	1.6%	-9.1%	-0.3%	1.4%	6.1%	11.4%
	U	24	1.3%	-4.6%	-0.1%	0.3%	2.6%	9.2%
Top Administrative Position								
	F	8	0.0%			2.2%		
	M	12	5.1%		0.1%	1.5%	7.5%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana								
\$500 thousand or less								
Top Finance Position								
	F	12	3.6%		1.0%	2.9%	5.4%	
	M	12	3.6%		-0.2%	0.9%	5.2%	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	141	2.9%	-4.3%	0.0%	2.6%	5.3%	12.6%
	M	114	2.7%	-6.0%	0.0%	2.1%	5.4%	12.3%
	U	8	9.2%			12.2%		
Top Administrative Position								
	F	7	2.0%			3.3%		
	M	5	-0.6%			-0.3%		
Top Business Position								
	M	5	4.6%			2.5%		
Top Finance Position								
	F	7	-0.6%			0.0%		
Top Operations Position								
	F	5	5.4%			5.0%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	204	3.2%	-4.7%	0.0%	2.7%	5.7%	12.8%
	M	239	3.6%	-3.3%	0.0%	2.6%	6.5%	12.9%
	U	6	-0.7%			1.5%		
Top Administrative Position								
	M	9	1.8%			2.4%		
Top Business Position								
	M	18	3.6%		1.7%	2.3%	4.8%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana								
Between \$1 million and \$5 million								
Top Education Position								
	M	5	1.5%			2.3%		
Top Finance Position								
	F	36	5.0%	-0.4%	1.4%	4.2%	6.9%	15.6%
	M	26	4.7%	0.0%	1.6%	4.3%	7.4%	14.0%
Top Operations Position								
	F	15	5.6%		2.5%	6.6%	9.2%	
	M	11	1.8%		-5.0%	1.6%	10.3%	
Greater than \$5 million								
CEO/Executive Director								
	F	102	4.8%	-2.6%	1.1%	4.0%	8.5%	13.3%
	M	208	3.7%	-3.0%	0.2%	3.5%	6.6%	13.0%
Top Administrative Position								
	F	8	3.9%			3.8%		
	M	12	5.9%		1.4%	5.6%	7.7%	
Top Business Position								
	M	10	4.9%		1.2%	3.8%	6.4%	
Top Development Position								
	F	10	3.2%		0.4%	4.1%	6.3%	
	M	11	5.0%		3.0%	5.3%	7.6%	
Top Education Position								
	M	7	2.2%			3.0%		
Top Finance Position								
	F	87	4.7%	-2.0%	0.1%	4.5%	8.3%	12.5%
	M	94	4.7%	-2.5%	1.6%	4.2%	7.5%	11.1%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana								
Greater than \$5 million								
Top Human Resources Position								
	F	12	5.7%		0.2%	5.8%	10.4%	
Top Marketing Position								
	F	8	6.9%			6.1%		
Top Operations Position								
	F	22	2.3%	-7.7%	-1.2%	2.8%	7.0%	12.8%
	M	35	3.6%	-2.8%	0.6%	4.2%	6.8%	10.5%
Top Technology Position								
	M	16	8.7%		4.2%	8.2%	12.7%	
Iowa								
\$500 thousand or less								
CEO/Executive Director								
	F	143	3.2%	-2.5%	0.0%	2.7%	6.0%	13.1%
	M	87	2.7%	-4.8%	0.0%	2.3%	5.3%	12.3%
	U	12	5.9%		0.9%	3.9%	11.4%	
Top Administrative Position								
	F	6	-1.9%			0.0%		
Top Finance Position								
	F	6	-2.7%			-3.2%		
	M	5	3.8%			2.3%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	67	3.3%	-1.1%	0.4%	2.9%	4.7%	8.8%
	M	72	3.9%	-1.4%	0.7%	3.7%	6.6%	10.0%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa								
Between \$500 thousand and \$1 million								
Top Business Position								
	M	6	3.2%			3.0%		
Top Finance Position								
	F	6	-2.1%			2.2%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	117	3.6%	-2.7%	0.3%	3.0%	6.7%	11.8%
	M	127	3.5%	-3.2%	0.1%	3.4%	7.2%	12.3%
	U	5	5.9%			0.1%		
Top Administrative Position								
	F	14	-1.2%		-4.1%	0.5%	3.6%	
	M	15	4.5%		0.3%	2.6%	9.2%	
Top Finance Position								
	F	23	5.7%	0.0%	1.8%	4.4%	7.8%	14.4%
	M	16	2.6%		0.0%	2.6%	6.6%	
Top Operations Position								
	F	9	4.2%			2.5%		
Greater than \$5 million								
CEO/Executive Director								
	F	69	3.8%	-4.4%	-1.7%	3.3%	9.3%	13.6%
	M	144	3.2%	-7.7%	0.0%	3.4%	7.7%	11.5%
	U	8	3.7%			4.8%		
Top Administrative Position								
	F	15	4.7%		-0.6%	5.7%	9.5%	
	M	23	4.3%	0.3%	1.7%	3.3%	6.5%	9.3%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa								
Greater than \$5 million								
Top Business Position								
	F	7	2.2%			2.1%		
Top Development Position								
	M	10	4.8%		1.0%	2.1%	4.1%	
Top Education Position								
	M	6	3.2%			1.2%		
Top Finance Position								
	F	73	5.0%	-1.6%	2.2%	4.2%	8.7%	14.3%
	M	59	2.5%	-4.7%	0.3%	3.2%	6.4%	11.8%
	U	9	4.0%			3.6%		
Top Human Resources Position								
	F	7	2.9%			4.7%		
Top Operations Position								
	F	17	0.4%		-4.4%	2.0%	6.3%	
	M	13	5.1%		0.6%	4.6%	8.9%	
Top Technology Position								
	M	14	3.4%		1.5%	3.9%	7.2%	

Kansas

\$500 thousand or less

CEO/Executive Director

F	138	3.2%	-3.2%	0.0%	2.0%	5.1%	15.1%
M	66	1.1%	-7.5%	-0.9%	0.6%	5.2%	9.0%
U	10	4.6%		1.4%	3.4%	8.1%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas								
\$500 thousand or less								
Top Administrative Position								
	F	5	2.5%			3.4%		
Top Finance Position								
	F	8	3.7%			0.3%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	56	4.3%	-0.7%	0.6%	3.0%	6.1%	10.5%
	M	47	3.0%	-3.8%	0.0%	2.0%	8.6%	13.2%
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	104	3.7%	-4.1%	-0.1%	3.8%	7.6%	12.9%
	M	84	2.0%	-12.5%	-1.9%	2.2%	6.5%	13.3%
	U	11	3.3%		-1.1%	3.5%	5.2%	
Top Administrative Position								
	F	13	5.3%		2.0%	8.3%	10.2%	
Top Finance Position								
	F	22	4.7%	-0.8%	0.1%	3.6%	6.7%	13.3%
	M	13	4.4%		2.9%	4.0%	11.9%	
Top Operations Position								
	F	5	2.9%			2.9%		
Greater than \$5 million								
CEO/Executive Director								
	F	57	4.7%	-2.0%	1.6%	4.6%	7.8%	11.1%
	M	114	4.2%	-5.3%	0.5%	4.8%	8.8%	13.6%
	U	8	3.4%			3.9%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas								
Greater than \$5 million								
Top Administrative Position								
	F	12	5.8%		3.4%	4.9%	8.6%	
	M	12	5.6%		2.7%	5.6%	9.1%	
Top Development Position								
	F	5	9.3%			9.1%		
Top Facilities Position								
	M	7	0.5%			0.5%		
Top Finance Position								
	F	47	5.2%	-2.8%	1.8%	5.0%	8.7%	14.7%
	M	62	3.3%	-3.9%	1.2%	3.3%	5.9%	11.8%
	U	5	3.4%			3.1%		
Top Human Resources Position								
	F	5	6.6%			3.4%		
Top Marketing Position								
	F	5	2.6%			2.8%		
Top Operations Position								
	F	9	5.9%			6.5%		
	M	22	3.6%	-3.4%	0.0%	3.1%	6.5%	11.0%
Top Technology Position								
	M	15	6.2%		2.1%	5.1%	10.7%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky								
\$500 thousand or less								
CEO/Executive Director								
	F	148	3.5%	-1.2%	0.0%	2.5%	6.4%	13.0%
	M	82	1.8%	-5.5%	-0.1%	1.2%	4.8%	10.7%
	U	9	2.8%			0.3%		
Top Finance Position								
	F	12	3.4%		0.0%	2.8%	4.5%	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	48	3.3%	-0.4%	0.8%	3.6%	6.7%	9.4%
	M	61	2.8%	-2.3%	0.0%	3.2%	5.4%	8.3%
	U	5	2.0%			0.0%		
Top Business Position								
	M	5	1.8%			0.2%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	111	4.1%	-2.2%	0.2%	3.3%	7.3%	12.4%
	M	90	2.7%	-3.9%	0.0%	2.1%	6.0%	12.4%
Top Administrative Position								
	F	6	5.1%			1.6%		
	M	7	2.8%			3.2%		
Top Finance Position								
	F	17	0.1%		-2.9%	0.0%	6.9%	
	M	16	4.8%		0.0%	1.7%	5.7%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky								
Greater than \$5 million								
CEO/Executive Director								
	F	57	4.8%	-3.1%	0.0%	3.2%	10.0%	16.1%
	M	124	2.7%	-6.3%	-0.5%	2.0%	6.4%	12.6%
	U	5	3.1%			2.6%		
Top Administrative Position								
	F	15	5.2%		2.7%	5.1%	8.4%	
	M	10	0.2%		-2.3%	1.4%	4.6%	
Top Business Position								
	M	8	3.9%			5.4%		
Top Development Position								
	M	9	2.5%			2.0%		
Top Education Position								
	F	7	3.9%			4.3%		
Top Facilities Position								
	M	8	0.7%			0.6%		
Top Finance Position								
	F	39	4.6%	-1.7%	1.5%	3.7%	9.5%	13.2%
	M	76	3.3%	-7.4%	0.0%	3.0%	7.9%	11.2%
Top Human Resources Position								
	F	9	5.3%			6.4%		
Top Legal Position								
	M	7	3.5%			1.5%		
Top Operations Position								
	F	11	0.9%		-0.2%	2.1%	3.3%	
	M	21	2.7%	-4.9%	0.2%	3.3%	6.2%	9.7%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky								
Greater than \$5 million								
Top Technology Position								
	M	14	2.8%		-1.2%	1.3%	7.4%	
Louisiana								
\$500 thousand or less								
CEO/Executive Director								
	F	133	1.8%	-6.1%	-1.2%	0.7%	5.3%	14.4%
	M	100	1.5%	-6.7%	-1.2%	0.0%	4.4%	10.2%
	U	13	-0.9%		-7.7%	0.8%	5.0%	
Top Finance Position								
	F	6	4.6%			2.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	69	3.6%	-2.7%	0.0%	3.0%	6.8%	12.1%
	M	58	2.4%	-6.2%	0.0%	1.8%	6.3%	12.1%
	U	7	3.0%			1.4%		
Top Finance Position								
	F	6	4.0%			3.6%		
	M	7	1.3%			0.8%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	113	3.6%	-4.7%	-0.1%	3.2%	8.3%	13.8%
	M	112	3.4%	-7.2%	0.0%	3.1%	8.2%	13.0%
	U	13	4.0%		0.1%	1.2%	6.3%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana								
Between \$1 million and \$5 million								
Top Administrative Position								
	M	11	0.7%		-2.0%	1.0%	5.3%	
Top Finance Position								
	F	15	4.1%		2.7%	3.9%	5.8%	
	M	14	5.0%		1.1%	4.7%	8.4%	
Top Operations Position								
	M	5	-3.2%			-1.1%		
Greater than \$5 million								
CEO/Executive Director								
	F	64	3.8%	-8.9%	0.0%	3.4%	9.2%	15.5%
	M	90	4.6%	-1.9%	0.0%	3.0%	9.1%	14.3%
	U	6	7.0%			6.4%		
Top Administrative Position								
	F	7	2.4%			3.8%		
	M	12	6.1%		1.2%	5.0%	9.3%	
Top Finance Position								
	F	36	4.4%	-1.1%	1.6%	4.2%	7.3%	11.8%
	M	32	1.7%	-8.3%	0.1%	2.2%	5.4%	7.9%
Top Operations Position								
	F	17	3.6%		-0.5%	3.6%	7.9%	
	M	14	4.7%		0.5%	2.5%	7.5%	
Top Technology Position								
	M	7	4.5%			2.9%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine								
\$500 thousand or less								
CEO/Executive Director								
	F	92	3.8%	-3.5%	0.0%	3.0%	8.0%	14.2%
	M	72	0.7%	-7.2%	-2.1%	0.0%	3.5%	7.6%
	U	9	3.0%			0.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	56	4.1%	-3.8%	-0.1%	3.3%	8.4%	14.8%
	M	41	2.5%	-6.7%	-2.0%	2.2%	6.8%	13.0%
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	97	4.9%	-2.3%	1.8%	4.1%	9.1%	11.7%
	M	91	3.6%	-3.2%	0.0%	2.8%	6.8%	12.8%
	U	6	3.8%			3.2%		
Top Finance Position								
	F	16	5.1%		1.1%	4.9%	7.8%	
	M	10	5.6%		2.5%	4.5%	5.2%	
Greater than \$5 million								
CEO/Executive Director								
	F	46	5.0%	-5.3%	1.5%	5.5%	10.0%	13.9%
	M	70	4.2%	-4.4%	1.0%	3.8%	8.9%	13.8%
Top Administrative Position								
	F	7	6.6%			3.9%		
	M	5	4.1%			4.0%		
Top Development Position								
	F	7	0.0%			2.2%		
	M	5	4.6%			3.5%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine								
Greater than \$5 million								
Top Finance Position								
	F	37	5.9%	-1.1%	2.1%	5.3%	9.1%	14.9%
	M	41	4.0%	-2.4%	0.9%	3.9%	7.3%	9.8%
Top Operations Position								
	F	13	7.8%		3.9%	8.2%	12.0%	
	M	15	3.8%		-0.3%	2.1%	10.0%	
Maryland								
\$500 thousand or less								
CEO/Executive Director								
	F	216	2.8%	-4.1%	0.0%	1.9%	6.2%	13.1%
	M	128	0.9%	-9.9%	-2.8%	0.2%	5.2%	12.2%
	U	13	2.7%		0.0%	0.4%	8.3%	
Top Finance Position								
	F	6	5.1%			1.1%		
	M	7	4.6%			2.1%		
Top Program Position								
	F	6	-3.8%			-0.2%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	111	2.9%	-5.3%	0.0%	1.9%	6.3%	11.9%
	M	84	3.4%	-5.8%	-0.6%	3.3%	7.0%	14.5%
	U	12	2.8%		0.0%	1.8%	5.4%	
Top Administrative Position								
	F	5	4.8%			2.3%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland								
Between \$500 thousand and \$1 million								
Top Finance Position								
	F	6	7.2%			8.2%		
	M	6	2.3%			0.7%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	251	3.5%	-4.9%	-0.2%	3.0%	7.3%	13.1%
	M	205	3.4%	-3.9%	0.2%	2.5%	6.9%	12.5%
	U	16	-1.1%		-3.9%	0.5%	3.1%	
Top Administrative Position								
	F	6	6.4%			6.9%		
	M	8	4.6%			3.1%		
Top Business Position								
	F	6	1.8%			-1.3%		
	M	13	1.9%		-1.1%	2.5%	4.1%	
Top Development Position								
	F	6	7.7%			7.7%		
Top Education Position								
	M	6	3.1%			3.8%		
Top Finance Position								
	F	39	3.4%	-3.6%	-0.4%	3.1%	8.0%	11.7%
	M	28	5.3%	-0.9%	2.0%	4.0%	6.6%	16.2%
Top Operations Position								
	F	19	3.9%		0.3%	3.0%	6.9%	
	M	7	7.1%			6.7%		
Top Program Position								
	F	10	6.5%		-0.2%	6.0%	11.3%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland								
Greater than \$5 million								
CEO/Executive Director								
	F	139	5.3%	-2.6%	0.4%	4.4%	9.3%	15.9%
	M	253	3.5%	-5.9%	0.0%	3.5%	7.6%	13.0%
	U	12	1.7%		-3.5%	3.3%	5.4%	
Top Administrative Position								
	F	14	5.3%		1.0%	5.2%	8.2%	
	M	27	5.8%	-0.2%	1.6%	5.1%	7.5%	14.1%
Top Business Position								
	F	14	4.4%		0.8%	4.4%	7.2%	
	M	12	1.7%		-1.5%	1.9%	7.3%	
Top Development Position								
	F	25	2.5%	-3.3%	-1.3%	2.8%	5.1%	6.7%
	M	11	3.4%		1.1%	2.5%	4.8%	
Top Education Position								
	F	14	7.3%		2.8%	6.3%	9.6%	
	M	5	1.5%			1.5%		
Top Facilities Position								
	M	17	4.2%		2.5%	3.8%	7.6%	
Top Finance Position								
	F	100	4.4%	-4.0%	1.0%	3.9%	7.7%	12.2%
	M	127	3.6%	-5.4%	-0.4%	3.3%	7.5%	14.0%
	U	12	5.6%		-0.5%	4.0%	9.3%	
Top Human Resources Position								
	F	31	3.8%	-2.9%	1.2%	4.6%	6.9%	8.7%
	M	7	5.1%			2.2%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland								
Greater than \$5 million								
Top Legal Position								
	F	8	5.6%			5.6%		
	M	11	3.8%		0.5%	3.2%	5.3%	
Top Marketing Position								
	F	13	6.3%		3.5%	5.6%	10.0%	
Top Operations Position								
	F	53	3.8%	-3.4%	0.4%	4.1%	7.9%	10.4%
	M	43	3.3%	-5.4%	-0.7%	3.1%	6.6%	11.5%
	U	5	3.3%			3.9%		
Top PR/Communications Position								
	F	14	2.3%		0.3%	2.5%	4.0%	
	M	8	7.7%			9.1%		
Top Program Position								
	F	14	2.3%		2.1%	2.8%	4.3%	
	M	8	3.7%			2.7%		
Top Technology Position								
	F	5	6.8%			9.5%		
	M	43	3.8%	-0.4%	0.6%	3.1%	5.5%	8.5%

Massachusetts

\$500 thousand or less

CEO/Executive Director

F	307	2.7%	-5.2%	0.0%	2.6%	6.2%	11.3%
M	171	2.4%	-6.1%	-0.9%	1.1%	6.3%	14.5%
U	35	2.7%	-3.2%	0.0%	0.9%	5.0%	10.0%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts								
\$500 thousand or less								
Top Business Position	M	9	1.6%			2.6%		
Top Finance Position	F	19	0.8%		-1.2%	0.6%	5.9%	
	M	10	2.9%		0.0%	1.6%	4.6%	
Top Operations Position	F	5	8.5%			0.4%		
Top Program Position	F	7	3.2%			4.2%		
Between \$500 thousand and \$1 million								
CEO/Executive Director	F	190	4.5%	-5.0%	0.0%	3.0%	9.0%	16.4%
	M	147	3.3%	-5.0%	0.0%	3.0%	6.8%	10.6%
	U	14	4.6%		0.2%	3.2%	9.8%	
Top Business Position	M	6	1.1%			3.3%		
Top Finance Position	F	10	2.3%		0.0%	0.8%	2.9%	
	M	17	5.6%		1.7%	4.9%	9.5%	
Between \$1 million and \$5 million								
CEO/Executive Director	F	347	3.2%	-5.2%	-0.4%	2.8%	7.1%	12.1%
	M	357	3.2%	-6.0%	-0.3%	2.6%	6.8%	13.8%
	U	22	4.4%	-3.2%	-1.2%	1.0%	5.7%	16.3%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts								
Between \$1 million and \$5 million								
Top Administrative Position								
	F	13	7.7%		4.5%	5.8%	10.8%	
	M	25	3.4%	-2.8%	-1.6%	1.8%	5.8%	13.1%
Top Business Position								
	F	8	-0.9%			2.3%		
	M	11	2.7%		0.4%	2.3%	7.3%	
Top Development Position								
	F	13	3.3%		0.8%	4.5%	6.0%	
	M	5	0.1%			0.4%		
Top Facilities Position								
	M	10	2.2%		2.1%	2.8%	4.6%	
Top Finance Position								
	F	55	4.4%	-3.0%	0.8%	3.6%	8.1%	15.1%
	M	57	2.0%	-5.2%	-0.3%	2.8%	5.9%	9.0%
	U	5	-1.7%			-0.4%		
Top Legal Position								
	M	5	3.9%			2.7%		
Top Operations Position								
	F	24	3.6%	-1.6%	0.9%	3.3%	3.8%	9.9%
	M	16	4.4%		0.7%	5.1%	7.4%	
Top Program Position								
	F	8	8.1%			6.5%		
Top Technology Position								
	M	5	4.5%			2.0%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts								
Greater than \$5 million								
CEO/Executive Director								
	F	206	4.8%	-2.4%	0.2%	3.5%	9.4%	15.0%
	M	397	3.6%	-4.6%	0.1%	3.1%	7.1%	13.5%
	U	22	1.5%	-9.8%	-5.2%	1.3%	4.8%	16.3%
Top Administrative Position								
	F	31	5.7%	-2.9%	1.6%	5.0%	9.8%	16.3%
	M	46	1.2%	-7.0%	-2.0%	1.3%	4.1%	10.5%
Top Business Position								
	F	13	4.7%		0.3%	3.3%	9.8%	
	M	16	1.3%		-1.7%	0.8%	4.3%	
Top Development Position								
	F	65	2.9%	-2.9%	0.3%	2.8%	5.9%	11.3%
	M	38	4.2%	-2.8%	1.8%	3.2%	8.2%	11.5%
Top Education Position								
	F	16	3.8%		2.1%	5.0%	7.4%	
	M	18	2.2%		0.4%	2.4%	5.5%	
Top Facilities Position								
	M	32	2.8%	-5.5%	1.2%	3.4%	5.4%	7.5%
Top Finance Position								
	F	164	4.8%	-5.3%	0.2%	4.2%	9.8%	15.4%
	M	224	4.5%	-4.1%	0.8%	4.0%	8.8%	14.4%
	U	17	6.3%		1.3%	7.0%	8.8%	
Top Human Resources Position								
	F	34	2.4%	-3.5%	-1.2%	1.4%	6.5%	8.2%
	M	15	5.0%		2.0%	4.0%	9.0%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts								
Greater than \$5 million								
Top Legal Position								
	F	17	4.0%		1.6%	3.8%	7.6%	
	M	12	4.0%		0.4%	2.4%	8.9%	
Top Marketing Position								
	F	19	1.4%		-2.7%	2.0%	5.3%	
	M	10	2.6%		-3.4%	3.7%	6.9%	
Top Operations Position								
	F	77	3.7%	-3.3%	-0.3%	3.9%	6.7%	13.3%
	M	84	4.6%	-1.3%	1.7%	3.9%	8.8%	13.9%
	U	7	5.6%			5.2%		
Top PR/Communications Position								
	F	16	2.3%		-5.3%	2.1%	7.0%	
	M	5	5.8%			6.1%		
Top Program Position								
	F	8	-2.1%			-2.0%		
	M	10	6.2%		1.6%	4.5%	8.9%	
Top Technology Position								
	F	13	4.7%		2.8%	3.9%	5.0%	
	M	69	3.6%	-1.7%	1.0%	3.1%	5.2%	15.7%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan								
\$500 thousand or less								
CEO/Executive Director								
	F	339	2.6%	-5.8%	0.0%	1.9%	6.9%	13.3%
	M	221	2.5%	-6.5%	-0.4%	1.3%	6.5%	15.5%
	U	28	1.7%	-1.4%	0.0%	0.4%	3.3%	9.0%
Top Administrative Position								
	F	12	-1.0%		-5.6%	0.9%	2.4%	
	M	6	-3.8%			-1.8%		
Top Business Position								
	M	5	0.4%			1.9%		
Top Finance Position								
	F	19	4.0%		2.1%	5.2%	8.9%	
	M	5	6.9%			4.6%		
Top Operations Position								
	F	5	0.3%			0.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	189	3.7%	-4.6%	0.0%	3.0%	7.2%	14.9%
	M	121	3.0%	-2.9%	-0.4%	1.8%	6.0%	12.5%
	U	8	7.8%			3.5%		
Top Administrative Position								
	F	10	0.9%		-0.9%	0.0%	2.1%	
	M	6	0.0%			1.6%		
Top Business Position								
	M	8	1.7%			1.7%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan								
Between \$500 thousand and \$1 million								
Top Finance Position								
	F	21	2.8%	-9.7%	-1.5%	2.7%	7.9%	17.0%
	M	8	3.9%			2.8%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	280	3.7%	-5.4%	0.0%	3.2%	7.8%	13.4%
	M	333	2.9%	-5.9%	0.0%	2.6%	6.2%	11.9%
	U	19	5.0%		-0.3%	3.2%	8.7%	
Top Administrative Position								
	F	17	2.2%		-2.0%	5.1%	7.9%	
	M	20	1.1%	-7.1%	0.0%	1.5%	2.7%	5.5%
Top Business Position								
	M	22	2.5%	-0.6%	0.9%	1.9%	4.2%	8.1%
Top Development Position								
	F	6	-0.8%			-1.1%		
Top Finance Position								
	F	65	4.2%	-4.3%	0.0%	2.9%	7.6%	18.2%
	M	52	2.8%	-3.7%	0.6%	2.9%	5.5%	11.0%
Top Operations Position								
	F	14	4.5%		1.0%	3.6%	12.0%	
	M	11	4.0%		-2.0%	5.5%	11.0%	
Greater than \$5 million								
CEO/Executive Director								
	F	163	4.1%	-5.5%	-0.3%	3.8%	9.2%	15.2%
	M	267	3.7%	-6.1%	-0.2%	3.8%	8.2%	13.6%
	U	14	6.8%		1.1%	6.7%	12.6%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan								
Greater than \$5 million								
Top Administrative Position								
	F	12	4.7%		2.3%	3.3%	7.3%	
	M	17	3.5%		-0.8%	3.1%	7.7%	
Top Business Position								
	F	6	5.9%			6.8%		
	M	9	5.5%			6.8%		
Top Development Position								
	F	16	3.1%		-0.5%	4.5%	9.8%	
	M	16	2.6%		0.4%	2.0%	6.7%	
Top Education Position								
	F	7	3.1%			5.6%		
	M	5	9.3%			7.9%		
Top Facilities Position								
	M	13	3.4%		1.5%	1.9%	3.7%	
Top Finance Position								
	F	113	4.5%	-3.8%	0.1%	3.9%	9.0%	15.7%
	M	135	4.6%	-3.7%	0.2%	4.8%	8.3%	15.8%
	U	12	1.9%		0.1%	2.4%	5.4%	
Top Human Resources Position								
	F	24	5.0%	-1.3%	2.5%	4.6%	8.1%	12.7%
	M	13	9.4%		5.9%	7.5%	12.3%	
Top Legal Position								
	M	7	4.2%			6.0%		
Top Marketing Position								
	F	6	1.5%			0.7%		
	M	11	2.6%		-0.5%	2.3%	6.5%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan								
Greater than \$5 million								
Top Operations Position								
	F	38	6.2%	-4.4%	2.1%	7.8%	11.6%	15.5%
	M	50	3.3%	-5.8%	-1.6%	1.9%	8.4%	13.8%
	U	6	7.3%			6.8%		
Top Program Position								
	F	6	6.8%			3.8%		
Top Technology Position								
	M	37	4.8%	-3.9%	0.0%	3.6%	8.5%	13.3%

Minnesota

\$500 thousand or less								
CEO/Executive Director								
	F	268	4.1%	-2.8%	0.0%	3.3%	8.2%	15.0%
	M	205	1.8%	-8.1%	0.0%	2.1%	5.9%	10.4%
	U	20	2.8%	-17.4%	-2.2%	4.4%	9.8%	13.4%
Top Administrative Position								
	F	9	2.9%			4.7%		
Top Finance Position								
	F	7	3.0%			3.3%		
	M	9	3.1%			2.4%		
Top Program Position								
	F	7	6.6%			5.8%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	156	4.0%	-2.2%	0.5%	3.1%	6.3%	13.1%
	M	93	3.0%	-4.6%	0.4%	2.7%	4.4%	12.1%
	U	13	3.6%		-2.8%	2.7%	7.8%	
Top Business Position								
	M	5	2.0%			2.7%		
Top Finance Position								
	F	8	5.1%			3.8%		
	M	11	2.8%		0.9%	2.5%	6.9%	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	267	4.1%	-5.5%	0.1%	3.9%	8.0%	14.8%
	M	261	3.9%	-2.9%	0.0%	3.2%	7.4%	12.7%
	U	19	3.8%		0.8%	2.2%	4.6%	
Top Administrative Position								
	F	18	6.1%		2.6%	5.7%	9.0%	
	M	17	3.2%		-1.1%	2.9%	6.4%	
Top Business Position								
	F	11	2.2%		-4.8%	3.0%	4.5%	
	M	9	3.4%			3.0%		
Top Development Position								
	F	6	10.1%			8.0%		
Top Finance Position								
	F	54	3.3%	-4.7%	-0.9%	3.4%	6.4%	14.2%
	M	46	2.4%	-4.9%	0.0%	2.4%	4.5%	8.7%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota								
Between \$1 million and \$5 million								
Top Operations Position								
	F	12	6.5%		1.0%	2.4%	16.5%	
	M	11	1.5%		-1.9%	0.1%	5.0%	
Greater than \$5 million								
CEO/Executive Director								
	F	133	5.2%	-2.9%	1.2%	4.0%	8.2%	14.5%
	M	240	4.2%	-4.8%	-0.1%	3.8%	8.8%	14.3%
	U	15	4.8%		3.3%	4.8%	7.0%	
Top Administrative Position								
	F	31	4.7%	-4.1%	0.7%	5.8%	8.2%	13.4%
	M	30	4.1%	-3.5%	-0.7%	3.0%	7.8%	13.5%
Top Business Position								
	F	11	4.6%		2.3%	6.0%	7.3%	
	M	11	5.6%		3.6%	4.0%	6.4%	
Top Development Position								
	F	20	5.0%	-5.0%	1.0%	5.5%	7.2%	17.1%
	M	19	2.9%		1.3%	2.4%	5.7%	
Top Education Position								
	F	7	0.5%			1.9%		
Top Facilities Position								
	M	5	-3.5%			0.4%		
Top Finance Position								
	F	112	4.7%	-2.6%	1.1%	4.3%	9.1%	13.2%
	M	109	4.9%	-2.1%	1.9%	4.5%	7.9%	12.8%
	U	7	-1.7%			-1.5%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota								
Greater than \$5 million								
Top Human Resources Position								
	F	24	8.4%	1.2%	3.4%	7.3%	10.9%	20.0%
	M	5	5.8%			5.1%		
Top Legal Position								
	F	8	0.4%			2.9%		
	M	7	6.3%			5.4%		
Top Marketing Position								
	F	6	8.9%			5.6%		
	M	8	10.8%			10.7%		
Top Operations Position								
	F	37	5.2%	-3.1%	1.2%	5.6%	8.3%	14.7%
	M	37	4.7%	-3.6%	0.7%	4.9%	8.5%	16.5%
Top PR/Communications Position								
	F	6	7.0%			8.3%		
Top Program Position								
	F	6	6.8%			5.5%		
Top Technology Position								
	M	22	5.2%	-1.3%	1.1%	2.8%	8.7%	18.0%
Mississippi								
\$500 thousand or less								
CEO/Executive Director								
	F	80	1.5%	-3.4%	-0.3%	0.0%	3.2%	7.4%
	M	52	1.2%	-5.5%	-0.9%	0.0%	2.7%	9.2%
	U	8	1.2%			0.0%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi								
\$500 thousand or less								
Top Finance Position	F	5	2.0%			0.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director	F	34	2.3%	-3.2%	0.0%	2.0%	5.0%	7.4%
	M	35	2.0%	-7.8%	0.1%	2.1%	5.6%	11.5%
Top Business Position	M	5	10.2%			10.0%		
Between \$1 million and \$5 million								
CEO/Executive Director	F	51	2.3%	-6.0%	0.0%	1.4%	6.5%	9.8%
	M	59	2.3%	-1.7%	0.0%	1.6%	3.8%	8.5%
Top Finance Position	F	16	3.8%		0.0%	3.1%	5.6%	
Greater than \$5 million								
CEO/Executive Director	F	20	4.4%	-3.6%	-0.3%	1.6%	7.9%	17.8%
	M	70	2.6%	-5.9%	0.0%	3.6%	6.6%	11.2%
Top Administrative Position	M	14	4.1%		2.4%	4.4%	7.6%	
Top Finance Position	F	28	1.4%	-4.4%	0.1%	1.2%	3.6%	6.5%
	M	23	5.6%	0.0%	2.3%	4.2%	9.5%	11.5%
Top Operations Position	M	7	0.6%			2.1%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi								
Greater than \$5 million								
Top Technology Position								
	M	5	8.1%			5.3%		
Missouri								
\$500 thousand or less								
CEO/Executive Director								
	F	213	3.0%	-5.4%	0.0%	2.4%	6.3%	12.4%
	M	148	0.4%	-12.3%	-2.5%	0.0%	5.4%	12.0%
Top Administrative Position								
	F	10	6.1%		1.7%	4.3%	8.0%	
Top Business Position								
	M	5	0.6%			1.3%		
Top Finance Position								
	F	11	2.1%		-1.4%	1.9%	6.9%	
	M	6	4.3%			1.1%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	121	2.2%	-4.9%	0.0%	2.1%	5.9%	10.9%
	M	92	3.6%	-4.5%	0.0%	2.7%	6.4%	13.6%
	U	8	4.0%			4.3%		
Top Administrative Position								
	F	6	2.2%			2.7%		
Top Business Position								
	M	7	-0.4%			-0.1%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri								
Between \$500 thousand and \$1 million								
Top Finance Position								
	M	7	9.7%			6.3%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	199	4.0%	-4.4%	0.0%	4.2%	7.9%	13.2%
	M	204	3.2%	-4.8%	-0.2%	2.4%	7.4%	13.0%
	U	13	5.7%		2.5%	4.1%	5.0%	
Top Administrative Position								
	F	17	0.5%		-3.4%	0.0%	5.0%	
	M	17	4.2%		0.8%	2.7%	6.1%	
Top Business Position								
	M	16	2.3%		0.8%	2.1%	2.6%	
Top Finance Position								
	F	27	4.6%	-0.6%	1.1%	4.9%	8.4%	11.0%
	M	38	3.0%	-5.7%	0.1%	2.0%	5.0%	11.4%
Top Operations Position								
	F	13	5.2%		2.9%	3.9%	8.5%	
	M	11	1.4%		-1.3%	0.0%	3.4%	
Greater than \$5 million								
CEO/Executive Director								
	F	97	2.6%	-5.8%	0.0%	2.9%	6.5%	10.3%
	M	214	4.2%	-4.3%	0.0%	3.9%	8.6%	13.8%
	U	15	0.3%		-4.6%	0.8%	3.8%	
Top Administrative Position								
	F	21	5.6%	-1.0%	-0.1%	3.3%	10.6%	16.3%
	M	34	3.0%	-5.2%	-1.5%	3.3%	6.7%	13.3%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri								
Greater than \$5 million								
Top Business Position								
	F	10	6.2%		3.3%	4.1%	8.7%	
	M	12	5.1%		3.1%	4.5%	9.9%	
Top Development Position								
	F	14	5.4%		2.2%	3.9%	8.1%	
	M	14	2.6%		0.0%	3.1%	8.4%	
Top Education Position								
	F	5	5.7%			2.5%		
	M	6	-1.3%			1.9%		
Top Facilities Position								
	M	6	0.1%			-0.3%		
Top Finance Position								
	F	96	4.6%	-2.3%	1.0%	3.5%	8.7%	16.0%
	M	85	4.7%	-4.2%	0.8%	3.9%	8.5%	14.7%
	U	10	4.2%		1.4%	4.9%	8.7%	
Top Human Resources Position								
	F	22	3.7%	-5.4%	-1.3%	4.0%	10.1%	11.8%
	M	8	5.6%			2.6%		
Top Legal Position								
	M	8	2.1%			2.5%		
Top Marketing Position								
	F	8	7.9%			3.9%		
Top Operations Position								
	F	27	4.4%	-0.2%	0.7%	3.4%	7.5%	11.1%
	M	43	5.2%	-1.7%	1.5%	5.0%	9.4%	11.4%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri								
Greater than \$5 million								
Top Technology Position								
	M	28	5.9%	0.9%	2.5%	4.4%	9.5%	11.4%
Montana								
\$500 thousand or less								
CEO/Executive Director								
	F	97	3.1%	-5.2%	0.0%	2.9%	7.9%	12.0%
	M	76	3.6%	-4.6%	0.0%	2.4%	8.1%	13.3%
	U	7	0.2%			2.4%		
Top Administrative Position								
	M	8	2.6%			4.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	41	4.3%	-2.6%	0.0%	4.0%	7.6%	15.4%
	M	39	1.2%	-12.1%	-5.0%	2.0%	4.8%	12.2%
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	75	3.8%	-1.7%	0.3%	4.8%	7.5%	11.9%
	M	57	5.6%	-1.3%	0.2%	3.9%	11.6%	17.8%
Top Administrative Position								
	M	5	3.0%			3.3%		
Top Finance Position								
	F	10	5.3%		1.1%	4.3%	5.3%	
	M	5	-8.7%			-5.6%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana								
Between \$1 million and \$5 million								
Top Operations Position								
	F	6	0.8%			0.9%		
Greater than \$5 million								
CEO/Executive Director								
	F	29	4.2%	0.0%	1.7%	3.9%	6.4%	10.3%
	M	53	4.0%	-5.6%	0.6%	4.2%	7.4%	12.5%
Top Administrative Position								
	M	14	5.6%		4.3%	6.4%	8.5%	
Top Finance Position								
	F	38	5.0%	-0.3%	1.3%	4.0%	7.3%	10.9%
	M	24	1.3%	-8.9%	-1.9%	0.9%	5.6%	14.2%
Top Human Resources Position								
	F	5	8.6%			6.2%		
Top Operations Position								
	F	13	2.2%		-2.8%	1.5%	5.5%	
	M	6	6.4%			2.8%		
Top Technology Position								
	M	5	3.1%			2.7%		

Nebraska

\$500 thousand or less

CEO/Executive Director

F	111	2.7%	-4.7%	0.0%	3.0%	5.8%	13.8%
M	69	0.9%	-10.4%	-3.6%	0.5%	6.0%	13.9%
U	6	5.2%			4.6%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska								
\$500 thousand or less								
Top Finance Position								
	M	7	6.1%			3.9%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	48	2.9%	-0.5%	0.1%	2.4%	4.7%	10.6%
	M	23	4.4%	-2.9%	-1.4%	2.8%	5.9%	13.9%
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	78	4.8%	-1.1%	1.2%	4.2%	9.0%	13.2%
	M	75	3.2%	-3.7%	0.1%	1.9%	5.6%	9.6%
	U	6	5.0%			4.1%		
Top Finance Position								
	F	17	2.4%		1.3%	3.2%	9.1%	
Top Operations Position								
	F	5	7.7%			3.6%		
Greater than \$5 million								
CEO/Executive Director								
	F	34	3.5%	-5.3%	0.3%	2.4%	7.1%	11.2%
	M	59	3.6%	-6.2%	-0.2%	3.6%	8.0%	13.4%
Top Administrative Position								
	M	5	1.0%			2.2%		
Top Development Position								
	F	7	2.2%			4.0%		
Top Education Position								
	M	5	0.1%			2.0%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska								
Greater than \$5 million								
Top Finance Position								
	F	30	4.6%	-2.3%	1.4%	3.2%	6.4%	9.6%
	M	30	7.4%	2.3%	2.9%	5.2%	11.6%	16.2%
Top Human Resources Position								
	F	6	4.6%			4.7%		
Top Operations Position								
	F	5	8.7%			6.6%		
	M	11	9.3%		3.1%	8.3%	13.6%	
Top Technology Position								
	M	9	3.7%			2.0%		
Nevada								
\$500 thousand or less								
CEO/Executive Director								
	F	46	3.2%	-1.8%	0.0%	3.0%	6.8%	11.0%
	M	22	1.4%	-8.2%	-0.9%	0.2%	4.5%	10.4%
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	30	6.5%	-1.4%	0.0%	4.5%	12.5%	18.2%
	M	21	6.1%	-2.5%	2.0%	6.1%	12.5%	15.7%
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	53	3.6%	-2.3%	0.7%	3.3%	5.9%	12.3%
	M	56	4.8%	-2.4%	1.1%	4.4%	8.9%	14.9%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada								
Between \$1 million and \$5 million								
Top Finance Position								
	F	17	6.0%		2.7%	5.4%	8.2%	
	M	10	3.3%		0.8%	4.3%	5.8%	
Greater than \$5 million								
CEO/Executive Director								
	F	16	2.7%		-2.8%	1.4%	7.9%	
	M	35	4.8%	-1.7%	-0.2%	3.3%	8.5%	15.4%
Top Finance Position								
	F	16	5.5%		1.9%	4.6%	12.3%	
	M	14	4.7%		1.2%	5.2%	9.5%	
Top Operations Position								
	F	6	0.4%			3.6%		
	M	12	8.0%		4.3%	6.0%	10.1%	
New Hampshire								
\$500 thousand or less								
CEO/Executive Director								
	F	97	2.8%	-5.6%	-0.4%	2.1%	6.9%	11.1%
	M	35	3.1%	-2.9%	0.0%	3.1%	6.7%	14.0%
	U	5	6.3%			5.3%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	45	4.9%	-2.8%	0.1%	4.3%	9.1%	15.1%
	M	29	4.6%	-2.3%	0.4%	2.9%	8.5%	12.1%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	69	4.2%	-2.1%	0.2%	3.5%	7.8%	14.4%
	M	57	4.0%	-2.5%	0.4%	2.9%	8.1%	14.4%
Top Finance Position								
	F	11	8.3%		3.9%	8.3%	13.0%	
Top Operations Position								
	F	5	11.9%			13.4%		
Greater than \$5 million								
CEO/Executive Director								
	F	30	4.5%	-1.3%	0.6%	4.1%	6.6%	11.4%
	M	61	4.1%	-4.1%	-0.1%	4.3%	7.9%	12.3%
Top Administrative Position								
	M	5	3.7%			0.9%		
Top Finance Position								
	F	26	3.2%	-4.8%	1.6%	3.3%	5.8%	10.8%
	M	33	4.0%	-0.6%	1.5%	3.3%	6.5%	12.2%
Top Human Resources Position								
	F	9	7.6%			10.0%		
Top Operations Position								
	F	6	4.8%			3.9%		
	M	8	7.4%			5.5%		
Top Technology Position								
	M	11	1.0%		-3.9%	-0.4%	4.0%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey								
\$500 thousand or less								
CEO/Executive Director								
	F	181	1.2%	-7.0%	0.0%	0.2%	5.0%	9.1%
	M	130	1.6%	-7.5%	-0.2%	0.0%	4.9%	15.0%
	U	14	3.2%		0.3%	3.2%	5.5%	
Top Finance Position								
	F	10	-1.0%		-6.4%	-2.7%	7.2%	
	M	9	4.3%			1.3%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	121	3.5%	-2.3%	0.0%	2.7%	5.9%	11.8%
	M	88	2.5%	-3.9%	-0.1%	2.1%	5.1%	13.2%
	U	10	6.4%		0.2%	3.6%	11.5%	
Top Finance Position								
	F	8	-0.7%			0.3%		
	M	10	1.7%		0.0%	1.8%	3.0%	
Top Operations Position								
	F	6	2.1%			1.0%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	242	2.8%	-4.5%	0.0%	2.2%	6.4%	12.4%
	M	272	3.3%	-5.0%	-0.1%	2.7%	7.3%	13.7%
	U	16	3.9%		1.0%	4.2%	6.6%	
Top Administrative Position								
	F	8	4.2%			3.9%		
	M	10	3.5%		-0.6%	0.2%	8.7%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey								
Between \$1 million and \$5 million								
Top Business Position								
	F	7	6.2%			5.0%		
	M	9	4.6%			4.6%		
Top Education Position								
	M	6	4.3%			1.4%		
Top Facilities Position								
	M	5	0.7%			0.6%		
Top Finance Position								
	F	50	4.3%	-1.6%	1.2%	3.7%	7.0%	13.3%
	M	36	3.6%	-3.2%	0.0%	2.6%	7.2%	15.2%
Top Operations Position								
	F	16	2.0%		-0.8%	3.6%	6.2%	
	M	11	-2.5%		-6.5%	0.9%	3.1%	
Top Program Position								
	F	5	3.2%			2.0%		
Greater than \$5 million								
CEO/Executive Director								
	F	138	3.5%	-3.5%	0.0%	2.8%	6.5%	13.7%
	M	248	3.6%	-3.6%	0.0%	3.3%	7.2%	12.1%
	U	12	3.2%		-5.6%	5.7%	8.6%	
Top Administrative Position								
	F	19	4.3%		1.7%	3.1%	6.8%	
	M	33	3.6%	-7.2%	0.0%	3.3%	8.1%	11.5%
Top Business Position								
	F	8	6.3%			7.2%		
	M	17	2.8%		-0.3%	2.0%	5.7%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey								
Greater than \$5 million								
Top Development Position								
	F	21	6.1%	-0.3%	3.8%	4.9%	9.8%	10.8%
	M	21	5.5%	-0.3%	3.0%	3.9%	8.9%	12.6%
Top Education Position								
	F	11	2.7%		1.0%	2.2%	4.3%	
	M	9	3.5%			5.0%		
Top Facilities Position								
	M	33	3.9%	-4.9%	0.0%	3.3%	7.9%	12.4%
Top Finance Position								
	F	93	3.3%	-3.8%	0.3%	3.2%	6.5%	10.4%
	M	124	3.6%	-3.5%	0.3%	3.8%	7.5%	10.5%
	U	14	5.7%		1.1%	5.0%	9.8%	
Top Human Resources Position								
	F	27	4.5%	-2.4%	1.1%	2.7%	7.2%	17.0%
	M	8	2.2%			2.2%		
Top Legal Position								
	F	6	5.4%			2.8%		
	M	16	5.6%		3.6%	5.9%	7.5%	
Top Marketing Position								
	F	8	4.7%			3.2%		
	M	6	5.6%			5.4%		
Top Operations Position								
	F	41	3.4%	-3.7%	0.0%	2.5%	8.6%	11.4%
	M	50	3.4%	-6.0%	-1.2%	2.9%	8.3%	12.6%
Top PR/Communications Position								
	F	7	3.4%			3.0%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey								
Greater than \$5 million								
Top Program Position								
	F	8	7.6%			4.5%		
Top Technology Position								
	M	32	2.6%	-5.0%	-1.8%	3.2%	5.8%	11.5%
New Mexico								
\$500 thousand or less								
CEO/Executive Director								
	F	91	1.2%	-7.5%	-1.8%	1.3%	5.3%	14.0%
	M	69	1.1%	-8.6%	-0.6%	0.0%	5.0%	9.0%
	U	14	2.0%		-2.7%	1.3%	8.3%	
Top Administrative Position								
	F	6	0.9%			0.3%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	46	4.6%	-2.5%	0.0%	4.1%	7.9%	14.1%
	M	41	3.8%	-2.9%	0.0%	3.2%	5.0%	10.8%
	U	6	2.5%			5.3%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	74	2.5%	-6.2%	-1.3%	1.4%	6.6%	12.8%
	M	71	2.9%	-2.5%	0.0%	2.2%	5.8%	8.5%
Top Finance Position								
	F	23	2.7%	-2.8%	-0.8%	1.0%	5.7%	8.0%
	M	9	7.1%			6.2%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico								
Between \$1 million and \$5 million								
Top Operations Position								
	F	9	4.9%			4.4%		
Greater than \$5 million								
CEO/Executive Director								
	F	25	3.4%	-7.1%	0.0%	2.2%	8.8%	16.5%
	M	43	3.6%	-6.0%	-1.5%	3.8%	8.2%	13.8%
Top Administrative Position								
	M	7	6.0%			6.8%		
Top Finance Position								
	F	18	5.6%		0.7%	5.4%	10.6%	
	M	18	4.2%		-1.1%	2.0%	10.2%	
Top Human Resources Position								
	F	5	6.9%			3.7%		
Top Operations Position								
	F	6	-2.6%			-1.9%		
Top Technology Position								
	M	5	8.0%			6.8%		

New York

\$500 thousand or less

CEO/Executive Director

F	574	2.1%	-8.3%	-0.4%	1.6%	6.7%	13.0%
M	377	1.6%	-8.5%	-1.9%	0.6%	5.7%	13.6%
U	36	-0.7%	-16.1%	-0.3%	0.0%	5.8%	9.2%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
\$500 thousand or less								
Top Administrative Position								
	F	10	1.5%		0.0%	1.0%	3.2%	
	M	11	1.5%		0.0%	0.6%	4.4%	
Top Business Position								
	M	8	-2.8%			1.6%		
Top Finance Position								
	F	34	-0.1%	-13.6%	-3.4%	0.7%	3.6%	11.3%
	M	18	0.3%		-6.1%	0.9%	6.2%	
Top Operations Position								
	F	5	3.0%			4.0%		
	M	6	2.0%			3.3%		
Top Program Position								
	F	12	0.8%		-1.6%	1.6%	5.6%	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	394	3.4%	-5.0%	0.0%	3.1%	7.6%	13.0%
	M	296	3.2%	-3.7%	0.0%	2.5%	6.5%	12.2%
	U	27	4.1%	-1.7%	0.0%	1.3%	9.4%	12.3%
Top Administrative Position								
	F	7	1.9%			4.7%		
	M	5	6.3%			7.9%		
Top Business Position								
	M	14	-0.4%		-0.2%	1.1%	1.6%	
Top Finance Position								
	F	33	5.6%	-1.9%	0.0%	4.0%	8.3%	18.3%
	M	29	2.1%	-9.6%	-2.9%	2.0%	7.0%	11.0%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
Between \$500 thousand and \$1 million								
Top Operations Position								
	F	7	7.1%			5.9%		
	M	6	0.6%			0.6%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	839	3.8%	-3.5%	0.0%	3.0%	7.5%	13.3%
	M	751	2.9%	-4.5%	0.0%	2.5%	6.3%	12.2%
	U	67	3.5%	-3.0%	0.0%	2.8%	5.8%	14.8%
Top Administrative Position								
	F	39	4.3%	-2.1%	1.2%	3.6%	6.2%	10.9%
	M	60	2.7%	-3.5%	0.1%	2.6%	6.3%	8.4%
	U	10	4.8%		0.6%	5.0%	9.7%	
Top Business Position								
	F	6	2.0%			3.3%		
	M	36	2.6%	-1.7%	0.9%	2.5%	4.3%	9.8%
Top Development Position								
	F	40	3.3%	-8.0%	-0.5%	1.5%	6.4%	16.0%
	M	10	5.0%		2.4%	4.7%	7.5%	
Top Education Position								
	F	12	4.2%		0.9%	3.3%	5.5%	
	M	13	4.5%		2.0%	3.4%	5.7%	
Top Facilities Position								
	M	10	-2.8%		-9.8%	-0.3%	4.9%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
Between \$1 million and \$5 million								
Top Finance Position								
	F	150	4.3%	-7.0%	0.8%	3.9%	9.3%	14.6%
	M	164	3.2%	-3.2%	0.0%	2.6%	6.5%	11.9%
	U	18	2.6%		-0.8%	2.3%	5.5%	
Top Human Resources Position								
	F	6	6.4%			6.6%		
Top Legal Position								
	F	8	2.6%			2.4%		
	M	13	5.7%		2.4%	2.4%	9.1%	
Top Marketing Position								
	F	8	3.2%			4.1%		
Top Operations Position								
	F	48	3.5%	-9.0%	-0.9%	3.3%	9.2%	16.5%
	M	47	4.8%	-4.7%	-0.4%	4.5%	9.1%	14.3%
	U	5	6.2%			6.4%		
Top PR/Communications Position								
	F	7	5.2%			4.8%		
Top Program Position								
	F	26	2.0%	-10.6%	-0.2%	3.1%	8.5%	12.9%
	M	17	2.2%		-2.1%	0.0%	4.5%	
Greater than \$5 million								
CEO/Executive Director								
	F	625	4.2%	-3.1%	0.7%	3.4%	7.9%	13.9%
	M	955	3.6%	-5.4%	-0.3%	3.1%	8.2%	13.8%
	U	74	3.7%	-5.3%	-0.1%	3.1%	8.4%	15.4%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
Greater than \$5 million								
Top Administrative Position								
	F	75	3.2%	-5.3%	0.5%	3.2%	6.9%	11.6%
	M	141	3.1%	-3.1%	-0.4%	2.5%	6.6%	10.1%
	U	8	9.9%			5.5%		
Top Business Position								
	F	26	4.4%	-3.6%	1.3%	2.9%	7.4%	13.6%
	M	48	3.5%	-4.3%	1.6%	3.3%	7.0%	12.1%
Top Development Position								
	F	131	4.7%	-2.8%	2.0%	3.9%	7.4%	15.5%
	M	81	3.2%	-7.2%	0.0%	3.4%	6.7%	13.3%
	U	7	1.7%			2.0%		
Top Education Position								
	F	29	2.8%	-5.4%	-0.6%	1.8%	6.3%	11.3%
	M	41	2.8%	-6.0%	-0.7%	2.5%	4.5%	14.3%
	U	7	2.9%			1.6%		
Top Facilities Position								
	M	81	3.4%	-2.7%	1.1%	3.2%	6.6%	9.6%
Top Finance Position								
	F	421	4.3%	-2.6%	0.9%	3.8%	7.9%	13.0%
	M	562	4.5%	-3.6%	0.8%	4.2%	8.2%	14.4%
	U	43	3.7%	-6.2%	0.0%	3.2%	8.8%	15.0%
Top Human Resources Position								
	F	84	5.3%	-1.8%	0.5%	3.6%	9.1%	15.5%
	M	47	5.0%	-3.7%	0.3%	4.3%	10.7%	16.6%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
Greater than \$5 million								
Top Legal Position								
	F	53	5.1%	-2.9%	1.8%	4.2%	9.6%	13.4%
	M	70	4.4%	-1.9%	0.8%	3.9%	7.0%	10.7%
Top Marketing Position								
	F	28	6.2%	-0.7%	2.2%	4.2%	9.4%	17.2%
	M	19	4.2%		0.5%	4.0%	8.3%	
Top Operations Position								
	F	190	6.0%	-1.5%	1.3%	5.0%	10.2%	15.9%
	M	168	5.5%	-1.8%	1.0%	4.6%	10.2%	14.9%
	U	21	7.4%	-4.3%	0.9%	4.6%	13.3%	21.0%
Top PR/Communications Position								
	F	31	5.1%	-3.8%	1.6%	3.6%	10.2%	14.1%
	M	27	4.7%	-0.8%	2.0%	3.0%	7.8%	14.1%
Top Program Position								
	F	54	3.7%	-2.4%	0.7%	2.8%	7.6%	11.0%
	M	38	0.5%	-8.5%	-2.9%	0.5%	2.7%	15.3%
	U	8	6.1%			4.6%		
Top Technology Position								
	F	26	2.8%	-1.0%	1.9%	3.3%	5.3%	6.6%
	M	116	3.5%	-1.8%	0.7%	3.3%	6.2%	12.0%
	U	7	8.2%			4.0%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina								
\$500 thousand or less								
CEO/Executive Director								
	F	388	2.3%	-7.4%	-0.3%	2.0%	6.6%	12.3%
	M	244	2.0%	-8.9%	-1.2%	0.9%	6.9%	15.3%
	U	31	1.3%	-3.1%	-0.4%	0.0%	4.3%	6.0%
Top Administrative Position								
	F	11	2.5%		0.0%	2.5%	5.0%	
	M	9	0.6%			2.9%		
Top Finance Position								
	F	14	0.0%		-1.5%	1.1%	4.3%	
	M	7	2.5%			0.0%		
Top Program Position								
	F	5	6.0%			4.9%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	179	2.6%	-6.2%	0.0%	2.4%	5.6%	13.5%
	M	138	2.8%	-4.9%	-0.1%	2.8%	7.4%	12.4%
	U	15	5.5%		1.0%	5.7%	12.0%	
Top Finance Position								
	F	10	0.9%		-3.6%	1.0%	4.1%	
	M	6	-0.5%			3.7%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	284	3.3%	-5.1%	0.0%	3.0%	6.8%	12.2%
	M	291	3.1%	-6.7%	-0.1%	2.3%	7.6%	13.5%
	U	18	7.5%		1.9%	5.5%	15.4%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina								
Between \$1 million and \$5 million								
Top Administrative Position								
	F	11	5.3%		1.6%	4.3%	6.8%	
	M	17	0.7%		-1.3%	1.0%	4.0%	
Top Business Position								
	F	5	1.8%			3.4%		
Top Finance Position								
	F	63	2.2%	-8.4%	-1.1%	2.5%	7.1%	14.5%
	M	35	3.8%	-3.9%	0.1%	3.7%	7.3%	14.5%
Top Operations Position								
	F	11	0.5%		-2.3%	0.8%	2.5%	
	M	8	3.5%			1.9%		
Greater than \$5 million								
CEO/Executive Director								
	F	137	4.0%	-2.9%	-0.1%	3.1%	8.1%	13.7%
	M	255	4.1%	-5.1%	0.1%	3.4%	8.9%	13.6%
	U	17	5.3%		0.0%	2.5%	9.3%	
Top Administrative Position								
	F	11	3.5%		-0.6%	1.0%	8.5%	
	M	30	4.7%	-0.5%	0.4%	4.3%	7.0%	12.5%
Top Business Position								
	M	7	0.8%			0.6%		
Top Development Position								
	F	19	2.9%		0.0%	3.5%	4.2%	
	M	16	2.5%		0.4%	2.1%	4.4%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina								
Greater than \$5 million								
Top Education Position								
	F	5	2.8%			3.5%		
	M	6	2.8%			1.8%		
Top Facilities Position								
	M	16	5.9%		2.2%	4.7%	9.3%	
Top Finance Position								
	F	98	4.9%	-1.9%	1.5%	4.1%	7.8%	14.0%
	M	109	4.6%	-2.4%	0.9%	3.9%	8.4%	12.4%
	U	10	4.6%		0.6%	4.1%	6.7%	
Top Human Resources Position								
	F	12	6.3%		3.9%	6.4%	7.0%	
	M	9	5.7%			6.1%		
Top Legal Position								
	F	5	6.9%			4.7%		
Top Marketing Position								
	F	7	4.6%			2.8%		
Top Operations Position								
	F	33	5.5%	-1.5%	1.8%	4.5%	9.3%	15.8%
	M	54	4.7%	-4.3%	0.2%	4.8%	9.1%	14.7%
Top Program Position								
	F	5	5.1%			3.3%		
Top Technology Position								
	F	7	6.5%			5.0%		
	M	21	4.0%	-2.2%	2.4%	3.8%	6.8%	9.4%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota								
\$500 thousand or less								
CEO/Executive Director								
	F	50	3.7%	-2.1%	0.0%	2.8%	6.5%	13.7%
	M	31	1.1%	-8.0%	0.0%	2.7%	4.8%	8.2%
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	30	2.7%	-5.8%	0.0%	3.3%	7.1%	10.1%
	M	17	2.5%		0.1%	2.9%	4.8%	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	39	2.7%	-5.3%	-0.1%	3.4%	6.6%	9.7%
	M	44	5.2%	-0.6%	2.0%	3.8%	9.6%	14.5%
Top Administrative Position								
	F	5	6.7%			6.4%		
	M	6	4.2%			1.5%		
Top Business Position								
	F	5	4.1%			1.3%		
Top Finance Position								
	F	13	4.2%		1.9%	2.5%	6.3%	
	M	7	2.8%			0.5%		
Greater than \$5 million								
CEO/Executive Director								
	F	14	4.4%		0.0%	3.9%	7.9%	
	M	40	5.2%	-4.7%	-1.8%	4.6%	11.2%	16.4%
Top Administrative Position								
	F	7	-0.1%			-3.5%		
	M	10	6.9%		6.2%	9.5%	11.1%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota								
Greater than \$5 million								
Top Finance Position								
	F	17	5.5%		3.0%	4.8%	8.1%	
	M	20	3.4%	-0.8%	0.3%	2.0%	5.6%	12.1%
Top Operations Position								
	M	14	-0.1%		-2.0%	2.3%	4.2%	
Ohio								
\$500 thousand or less								
CEO/Executive Director								
	F	480	2.4%	-5.4%	0.0%	2.3%	5.8%	10.7%
	M	264	1.5%	-10.8%	-1.4%	1.2%	5.8%	14.5%
	U	29	0.7%	-16.1%	-2.2%	0.0%	3.9%	17.9%
Top Administrative Position								
	F	18	6.0%		2.6%	4.3%	10.0%	
	M	9	-0.6%			0.0%		
Top Business Position								
	M	8	-2.0%			0.3%		
Top Finance Position								
	F	29	0.9%	-8.8%	-0.7%	1.0%	5.0%	9.0%
	M	15	2.2%		0.0%	1.2%	3.8%	
Top Program Position								
	F	8	-2.1%			0.0%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	223	3.3%	-5.2%	0.0%	3.0%	6.6%	12.7%
	M	153	2.3%	-6.4%	-0.1%	2.3%	5.6%	11.1%
	U	16	2.0%		-2.1%	0.3%	5.6%	
Top Administrative Position								
	F	7	2.1%			2.6%		
	M	11	2.6%		0.0%	1.9%	4.4%	
Top Business Position								
	M	13	5.7%		1.9%	2.7%	4.9%	
Top Education Position								
	M	5	7.8%			3.7%		
Top Finance Position								
	F	18	3.5%		0.1%	2.2%	4.9%	
	M	24	3.5%	-0.9%	0.8%	2.7%	7.0%	11.8%
Top Operations Position								
	F	5	0.0%			1.3%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	353	3.3%	-4.2%	0.0%	2.8%	6.8%	13.1%
	M	428	2.7%	-6.9%	-0.6%	2.9%	7.1%	12.4%
	U	24	4.0%	-0.1%	0.3%	3.5%	4.8%	8.2%
Top Administrative Position								
	F	16	2.9%		0.7%	3.2%	5.4%	
	M	36	3.4%	-5.2%	-0.2%	3.4%	7.6%	14.1%
Top Business Position								
	M	27	2.3%	-0.7%	1.2%	2.4%	3.1%	6.0%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio								
Between \$1 million and \$5 million								
Top Development Position								
	M	5	9.2%			12.4%		
Top Facilities Position								
	M	6	1.9%			4.1%		
Top Finance Position								
	F	71	2.4%	-2.8%	-0.1%	1.9%	4.4%	9.3%
	M	93	3.6%	-4.7%	0.3%	3.0%	7.8%	13.9%
	U	8	3.7%			3.4%		
Top Operations Position								
	F	26	3.2%	-5.1%	-0.2%	2.9%	5.9%	11.4%
	M	17	6.2%		1.5%	4.6%	12.8%	
Greater than \$5 million								
CEO/Executive Director								
	F	197	3.3%	-4.8%	-0.2%	2.9%	7.1%	12.5%
	M	360	3.9%	-4.1%	0.4%	3.7%	7.4%	12.8%
	U	12	8.3%		2.3%	4.1%	13.8%	
Top Administrative Position								
	F	19	7.5%		3.6%	6.5%	11.2%	
	M	36	2.1%	-9.6%	-0.9%	2.3%	6.4%	9.3%
Top Business Position								
	M	14	4.5%		0.2%	2.2%	9.5%	
Top Development Position								
	F	36	2.6%	0.2%	1.4%	3.0%	4.7%	5.9%
	M	20	1.7%	-8.4%	-0.4%	1.9%	6.4%	11.5%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio								
Greater than \$5 million								
Top Education Position								
	F	8	0.1%			2.1%		
	M	12	4.6%		0.9%	3.1%	7.1%	
Top Facilities Position								
	M	13	3.4%		-0.3%	0.8%	3.8%	
Top Finance Position								
	F	154	4.4%	-1.7%	0.7%	3.4%	7.0%	13.2%
	M	197	4.1%	-2.7%	0.0%	3.0%	7.9%	12.6%
	U	12	3.9%		1.9%	3.7%	6.9%	
Top Human Resources Position								
	F	28	4.1%	-2.7%	2.1%	4.8%	8.4%	10.4%
	M	10	6.4%		2.3%	7.1%	8.9%	
Top Legal Position								
	F	11	4.6%		1.5%	3.0%	4.3%	
	M	14	1.0%		0.3%	1.7%	3.7%	
Top Marketing Position								
	F	16	4.7%		1.7%	5.3%	10.2%	
	M	9	2.8%			1.6%		
Top Operations Position								
	F	58	5.7%	-1.1%	2.0%	4.5%	8.0%	13.1%
	M	57	3.5%	-5.2%	-0.6%	3.1%	8.9%	12.8%
	U	8	3.8%			5.8%		
Top PR/Communications Position								
	F	9	7.8%			6.2%		
Top Program Position								
	F	7	1.8%			1.8%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio								
Greater than \$5 million								
Top Technology Position								
	F	8	3.7%			4.1%		
	M	35	3.7%	-1.4%	0.7%	4.4%	6.5%	9.6%
Oklahoma								
\$500 thousand or less								
CEO/Executive Director								
	F	123	3.0%	-5.5%	-0.9%	2.1%	7.5%	12.0%
	M	117	0.0%	-10.4%	-4.0%	0.0%	4.2%	10.5%
	U	13	3.7%		0.0%	4.0%	8.0%	
Top Administrative Position								
	M	5	-1.9%			0.0%		
Top Finance Position								
	F	5	-3.8%			-3.9%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	59	3.0%	-5.1%	-0.2%	1.7%	7.8%	13.4%
	M	47	3.0%	-6.4%	-1.4%	0.9%	8.4%	14.8%
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	91	3.2%	-6.2%	0.0%	3.2%	7.2%	15.5%
	M	92	3.7%	-2.9%	0.0%	2.5%	6.9%	13.6%
	U	7	-0.8%			0.7%		
Top Administrative Position								
	F	7	1.0%			2.2%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma								
Between \$1 million and \$5 million								
Top Finance Position								
	F	15	6.3%		0.5%	3.7%	12.8%	
	M	16	5.2%		0.0%	5.7%	12.8%	
Top Operations Position								
	F	6	3.2%			6.7%		
Greater than \$5 million								
CEO/Executive Director								
	F	36	4.4%	-1.3%	0.3%	4.1%	8.5%	13.0%
	M	81	3.7%	-3.8%	-0.2%	2.5%	5.7%	14.4%
Top Administrative Position								
	F	7	4.3%			3.2%		
	M	10	8.1%		4.1%	5.5%	13.6%	
Top Development Position								
	M	5	2.7%			0.4%		
Top Finance Position								
	F	29	9.3%	-0.5%	2.2%	10.2%	16.4%	18.7%
	M	29	5.6%	-2.3%	1.9%	3.8%	9.7%	16.8%
	U	5	-7.6%			-5.1%		
Top Operations Position								
	F	10	5.4%		-3.7%	2.4%	15.5%	
	M	21	3.1%	-8.7%	-2.0%	4.3%	8.1%	12.7%
Top Technology Position								
	M	7	10.3%			11.3%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon								
\$500 thousand or less								
CEO/Executive Director								
	F	217	2.5%	-9.8%	-0.1%	2.3%	6.9%	14.7%
	M	163	1.0%	-12.0%	-2.0%	0.2%	6.1%	13.2%
	U	17	3.6%		-2.3%	2.1%	9.6%	
Top Administrative Position								
	F	14	3.2%		0.5%	5.7%	7.4%	
Top Finance Position								
	F	9	-2.5%			0.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	119	3.9%	-4.9%	0.0%	2.4%	7.8%	16.1%
	M	94	3.6%	-4.4%	0.0%	2.7%	6.8%	16.1%
	U	11	5.2%		0.3%	5.6%	9.4%	
Top Administrative Position								
	F	7	6.7%			5.4%		
Top Finance Position								
	F	5	6.5%			5.2%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	189	4.7%	-3.3%	1.1%	4.7%	8.8%	13.5%
	M	192	4.7%	-5.8%	0.0%	4.4%	10.2%	16.1%
	U	12	4.7%		-2.0%	4.3%	8.7%	
Top Administrative Position								
	F	11	3.4%		-4.7%	4.7%	8.2%	
	M	13	4.1%		-1.0%	6.4%	9.0%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon								
Between \$1 million and \$5 million								
Top Business Position								
	M	5	2.9%			4.1%		
Top Finance Position								
	F	37	4.0%	-3.8%	0.0%	3.0%	7.5%	10.3%
	M	23	1.6%	-6.0%	-0.8%	1.6%	5.1%	7.0%
Top Operations Position								
	F	12	5.3%		1.9%	4.3%	8.2%	
	M	5	7.0%			6.9%		
Greater than \$5 million								
CEO/Executive Director								
	F	87	3.4%	-6.2%	-0.4%	3.3%	7.1%	12.7%
	M	131	4.3%	-3.9%	0.1%	3.8%	9.5%	13.9%
	U	5	-2.8%			-1.1%		
Top Administrative Position								
	F	8	8.1%			6.7%		
	M	13	7.0%		2.6%	7.9%	13.2%	
Top Development Position								
	F	12	4.4%		-1.1%	3.0%	10.4%	
	M	5	5.8%			2.0%		
Top Finance Position								
	F	57	5.4%	-3.0%	2.4%	5.2%	9.8%	18.0%
	M	39	5.5%	-4.2%	1.2%	4.9%	9.2%	15.1%
	U	7	4.7%			4.5%		
Top Human Resources Position								
	F	10	3.6%		-1.5%	4.0%	5.1%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon								
Greater than \$5 million								
Top Marketing Position								
	F	7	4.0%			1.7%		
Top Operations Position								
	F	25	8.4%	0.2%	3.9%	7.9%	13.0%	16.6%
	M	23	4.9%	-2.3%	-0.1%	4.9%	7.4%	12.9%
Top Technology Position								
	M	17	5.4%		1.9%	5.1%	7.4%	
Pennsylvania								
\$500 thousand or less								
CEO/Executive Director								
	F	469	2.1%	-6.4%	-0.5%	1.8%	5.6%	11.8%
	M	319	1.5%	-8.4%	-1.2%	0.7%	5.4%	11.6%
	U	33	2.0%	-6.2%	0.0%	2.0%	4.6%	10.9%
Top Administrative Position								
	F	15	1.1%		-0.3%	2.6%	3.4%	
	M	8	1.3%			0.1%		
Top Business Position								
	M	6	1.9%			1.8%		
Top Finance Position								
	F	19	2.3%		-1.9%	1.5%	5.5%	
	M	27	1.4%	-6.0%	-2.3%	0.0%	2.2%	11.7%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	270	2.9%	-3.7%	0.0%	2.6%	6.1%	10.7%
	M	246	2.1%	-6.5%	-0.1%	1.9%	6.0%	11.0%
	U	29	4.9%	-0.3%	0.0%	4.1%	8.8%	13.1%
Top Administrative Position								
	F	9	2.4%			1.9%		
	M	16	5.8%		0.6%	2.6%	11.1%	
Top Business Position								
	M	10	2.9%		1.4%	2.6%	3.9%	
Top Finance Position								
	F	17	3.2%		-0.7%	1.9%	7.8%	
	M	19	3.1%		0.5%	3.0%	4.2%	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	467	3.2%	-4.6%	-0.4%	2.9%	6.5%	12.1%
	M	501	2.7%	-5.8%	0.0%	2.3%	6.1%	12.1%
	U	42	3.4%	-3.3%	0.0%	3.0%	5.3%	9.9%
Top Administrative Position								
	F	20	2.7%	-5.7%	-0.4%	3.3%	5.1%	9.1%
	M	33	3.7%	-5.3%	-0.2%	3.2%	7.0%	16.5%
Top Business Position								
	M	32	2.1%	-0.7%	0.7%	2.3%	5.4%	6.9%
Top Development Position								
	F	12	4.0%		0.8%	3.1%	6.1%	
Top Facilities Position								
	M	16	1.9%		-0.7%	1.1%	4.3%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania								
Between \$1 million and \$5 million								
Top Finance Position								
	F	92	4.4%	-2.7%	0.9%	3.2%	7.0%	14.0%
	M	97	1.7%	-10.9%	0.1%	2.6%	5.0%	10.4%
	U	7	4.9%			4.0%		
Top Legal Position								
	M	7	0.0%			1.7%		
Top Operations Position								
	F	26	6.0%	-2.0%	2.2%	5.0%	9.5%	13.5%
	M	24	5.8%	-2.0%	0.9%	3.1%	10.7%	14.6%
Top Program Position								
	F	8	2.0%			2.3%		
Top Technology Position								
	M	7	2.2%			-1.0%		
Greater than \$5 million								
CEO/Executive Director								
	F	301	4.5%	-3.2%	0.7%	4.0%	8.4%	13.6%
	M	515	3.2%	-5.3%	-0.1%	3.0%	7.6%	12.3%
	U	25	3.2%	-3.0%	-1.1%	2.3%	7.6%	15.0%
Top Administrative Position								
	F	28	4.5%	-1.7%	-0.5%	3.9%	9.0%	10.5%
	M	46	5.1%	-0.6%	2.4%	3.7%	7.5%	13.9%
Top Business Position								
	F	14	2.9%		-0.4%	3.1%	7.6%	
	M	30	2.1%	-8.0%	-1.7%	3.5%	7.2%	8.8%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania								
Greater than \$5 million								
Top Development Position								
	F	56	5.0%	-3.9%	0.9%	3.8%	7.6%	15.7%
	M	44	2.4%	-3.7%	0.9%	2.3%	3.9%	7.2%
Top Education Position								
	F	16	7.9%		3.3%	5.8%	12.0%	
	M	23	5.5%	-1.3%	-0.1%	5.9%	10.5%	15.9%
Top Facilities Position								
	M	25	1.7%	-6.6%	-0.7%	2.2%	5.1%	8.5%
Top Finance Position								
	F	175	4.7%	-1.1%	1.8%	4.4%	8.0%	13.4%
	M	293	3.9%	-2.6%	0.8%	3.3%	6.5%	11.5%
	U	15	0.3%		-0.2%	1.0%	2.7%	
Top Human Resources Position								
	F	54	5.2%	-1.5%	0.6%	3.5%	8.3%	15.5%
	M	24	2.2%	-4.2%	-1.2%	3.0%	5.6%	7.7%
Top Legal Position								
	F	21	4.3%	-5.2%	0.8%	3.8%	10.0%	12.3%
	M	14	9.5%		5.1%	10.0%	13.4%	
Top Marketing Position								
	F	24	6.4%	-2.5%	2.7%	5.2%	10.9%	15.2%
	M	16	4.9%		2.7%	3.7%	6.5%	
Top Operations Position								
	F	74	3.9%	-6.6%	0.8%	3.7%	7.2%	13.5%
	M	91	4.2%	-3.8%	0.7%	4.3%	7.5%	12.3%
	U	6	6.3%			3.9%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania								
Greater than \$5 million								
Top PR/Communications Position								
	F	11	4.8%		1.9%	3.5%	5.8%	
	M	11	2.7%		0.2%	1.9%	4.2%	
Top Program Position								
	F	14	0.4%		-0.4%	1.1%	2.4%	
	M	5	3.9%			4.3%		
Top Technology Position								
	F	10	5.2%		1.8%	3.7%	4.4%	
	M	69	3.1%	-4.1%	-0.5%	3.3%	7.4%	11.8%

Puerto Rico

\$500 thousand or less

CEO/Executive Director

F	18	2.9%		-0.1%	1.0%	4.7%
M	8	5.6%			6.6%	

Between \$500 thousand and \$1 million

CEO/Executive Director

F	13	1.8%		-1.8%	0.2%	4.2%
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Between \$1 million and \$5 million

CEO/Executive Director

F	21	1.5%	-1.4%	0.0%	0.0%	1.8%	4.8%
M	9	2.2%			0.6%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Puerto Rico								
Greater than \$5 million								
CEO/Executive Director								
	F	13	-0.4%		-2.8%	0.0%	6.2%	
	M	18	0.7%		-1.1%	1.0%	6.0%	
Top Finance Position								
	F	5	8.9%			10.7%		
	M	8	-1.2%			1.3%		
Top Human Resources Position								
	F	8	3.6%			1.0%		
Rhode Island								
\$500 thousand or less								
CEO/Executive Director								
	F	50	2.9%	-11.9%	0.0%	3.5%	7.6%	14.0%
	M	37	3.1%	-5.1%	0.0%	2.7%	6.8%	11.9%
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	29	2.3%	-2.1%	0.0%	3.0%	4.8%	7.6%
	M	23	3.0%	-2.9%	-0.5%	2.9%	6.0%	12.0%
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	62	2.6%	-2.9%	0.0%	2.7%	5.3%	8.6%
	M	56	2.3%	-3.5%	0.0%	2.0%	4.7%	10.7%
Top Administrative Position								
	F	5	4.4%			2.6%		
	M	5	5.6%			4.5%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island								
Between \$1 million and \$5 million								
Top Business Position								
	M	5	2.0%			3.6%		
Top Finance Position								
	F	12	5.2%		0.2%	2.0%	11.2%	
	M	10	3.1%		1.2%	2.6%	5.5%	
Top Operations Position								
	F	7	3.4%			1.7%		
Greater than \$5 million								
CEO/Executive Director								
	F	23	3.2%	-1.3%	0.2%	3.9%	5.5%	7.2%
	M	54	3.4%	-4.2%	-1.0%	2.4%	6.1%	12.2%
Top Administrative Position								
	F	7	2.4%			1.2%		
	M	6	-0.6%			0.7%		
Top Finance Position								
	F	18	5.0%		2.4%	4.0%	7.1%	
	M	32	4.5%	-2.3%	1.2%	3.7%	9.9%	12.3%
Top Human Resources Position								
	F	5	2.1%			3.8%		
Top Operations Position								
	F	16	1.9%		-1.3%	1.5%	4.5%	
	M	10	3.8%		-0.3%	2.0%	7.2%	
Top Technology Position								
	M	11	4.0%		1.8%	3.9%	6.0%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina								
\$500 thousand or less								
CEO/Executive Director								
	F	166	3.0%	-4.7%	0.0%	2.2%	6.6%	14.9%
	M	109	2.3%	-7.9%	0.0%	0.5%	5.8%	14.3%
	U	17	0.8%		-0.4%	0.3%	4.8%	
Top Finance Position								
	F	9	2.3%			0.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	77	2.7%	-3.8%	0.0%	2.8%	5.3%	11.7%
	M	53	3.5%	-6.1%	0.0%	1.7%	8.8%	13.7%
	U	5	2.3%			0.3%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	120	3.8%	-3.6%	0.0%	2.7%	7.6%	13.5%
	M	132	3.5%	-3.0%	0.0%	2.8%	7.3%	10.7%
	U	8	3.4%			4.8%		
Top Administrative Position								
	M	9	2.3%			1.1%		
Top Finance Position								
	F	13	2.0%		-1.0%	2.7%	7.4%	
	M	8	5.8%			4.7%		
Top Operations Position								
	F	5	-2.5%			1.2%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina								
Greater than \$5 million								
CEO/Executive Director								
	F	43	5.0%	-1.3%	0.4%	5.8%	9.1%	11.7%
	M	94	5.3%	-4.5%	1.0%	5.3%	9.5%	14.7%
	U	5	3.4%			1.3%		
Top Administrative Position								
	F	5	4.5%			3.9%		
	M	9	4.1%			3.8%		
Top Development Position								
	M	7	2.8%			3.0%		
Top Education Position								
	F	5	2.2%			1.4%		
Top Finance Position								
	F	47	6.9%	0.7%	2.2%	5.8%	10.0%	17.5%
	M	26	6.1%	-4.0%	2.5%	4.5%	9.5%	19.2%
Top Human Resources Position								
	F	6	3.0%			5.1%		
Top Operations Position								
	F	16	7.6%		2.8%	7.4%	10.5%	
	M	21	3.7%	-4.7%	1.6%	3.8%	6.5%	14.2%
Top Technology Position								
	M	8	6.8%			7.7%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota								
\$500 thousand or less								
CEO/Executive Director								
	F	61	1.5%	-6.7%	-0.4%	1.7%	4.3%	10.3%
	M	31	4.9%	-6.7%	0.3%	4.1%	9.1%	19.0%
	U	5	1.0%			0.8%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	26	1.6%	-9.4%	-4.0%	3.3%	6.6%	10.2%
	M	23	-1.3%	-14.2%	-6.3%	3.0%	4.2%	8.8%
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	40	4.9%	-0.1%	1.5%	5.7%	7.6%	13.2%
	M	36	2.8%	-6.1%	-0.5%	2.7%	6.7%	11.1%
Top Administrative Position								
	F	8	9.7%			7.7%		
	M	11	4.2%		1.1%	5.5%	6.2%	
Top Finance Position								
	F	12	7.1%		3.0%	5.7%	9.0%	
Greater than \$5 million								
CEO/Executive Director								
	F	20	4.2%	-1.5%	-0.5%	3.6%	6.2%	11.1%
	M	51	4.0%	-2.5%	1.2%	3.9%	7.6%	10.7%
Top Administrative Position								
	M	18	6.3%		4.2%	6.8%	9.1%	
Top Business Position								
	F	6	4.2%			3.5%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota								
Greater than \$5 million								
Top Finance Position								
	F	21	4.8%	0.0%	1.2%	2.8%	7.2%	13.7%
	M	18	4.1%		2.7%	5.6%	8.5%	
Top Operations Position								
	M	10	5.3%		1.9%	4.6%	7.6%	
Tennessee								
\$500 thousand or less								
CEO/Executive Director								
	F	235	1.9%	-8.5%	-0.2%	1.3%	6.3%	12.4%
	M	222	1.2%	-9.9%	-1.4%	0.0%	6.3%	10.3%
	U	14	2.7%		-2.8%	0.0%	7.2%	
Top Administrative Position								
	F	10	2.5%		-0.3%	1.9%	5.2%	
	M	6	-2.8%			0.0%		
Top Finance Position								
	F	17	3.2%		-1.6%	1.1%	5.9%	
	M	8	1.6%			2.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	109	3.0%	-3.2%	0.0%	1.7%	5.6%	12.1%
	M	91	2.6%	-10.4%	-0.2%	2.8%	6.9%	14.1%
Top Finance Position								
	F	6	3.0%			1.5%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee								
Between \$500 thousand and \$1 million								
Top Operations Position								
	F	5	6.8%			4.4%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	157	3.3%	-4.8%	0.0%	3.7%	6.6%	11.2%
	M	219	3.6%	-4.8%	-0.1%	3.0%	7.3%	15.4%
	U	19	6.5%		1.4%	4.8%	7.6%	
Top Administrative Position								
	F	8	5.7%			3.8%		
	M	19	3.4%		0.1%	2.8%	6.4%	
Top Business Position								
	M	6	-2.6%			-2.6%		
Top Finance Position								
	F	34	3.3%	-4.0%	-0.1%	2.1%	6.0%	9.4%
	M	39	5.2%	-3.4%	0.8%	3.6%	11.3%	19.0%
Top Operations Position								
	F	10	5.4%		0.3%	2.8%	5.8%	
	M	16	3.5%		-1.1%	3.1%	7.1%	
Greater than \$5 million								
CEO/Executive Director								
	F	75	4.9%	-6.0%	0.1%	3.9%	10.2%	15.6%
	M	225	3.0%	-6.2%	0.1%	3.3%	7.5%	12.4%
	U	9	2.0%			1.6%		
Top Administrative Position								
	F	12	5.4%		1.9%	4.9%	6.8%	
	M	23	2.6%	-6.1%	0.0%	2.5%	5.2%	10.6%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee								
Greater than \$5 million								
Top Business Position								
	F	5	4.9%			4.1%		
Top Development Position								
	F	17	1.2%		0.4%	1.5%	3.4%	
	M	22	3.0%	0.0%	0.7%	4.0%	7.1%	11.4%
Top Education Position								
	F	10	6.1%		1.8%	4.8%	9.8%	
	M	8	4.8%			2.7%		
Top Facilities Position								
	M	8	4.4%			1.6%		
Top Finance Position								
	F	79	5.8%	-1.3%	1.8%	4.7%	9.3%	17.3%
	M	98	5.3%	-2.8%	0.8%	4.8%	9.5%	14.8%
	U	6	7.8%			6.8%		
Top Human Resources Position								
	F	8	4.2%			4.6%		
Top Marketing Position								
	F	6	5.0%			4.7%		
Top Operations Position								
	F	25	5.3%	-1.8%	1.8%	6.3%	8.3%	12.7%
	M	40	5.8%	1.5%	2.7%	5.0%	7.5%	14.6%
Top Technology Position								
	M	20	4.4%	-1.5%	0.8%	3.1%	7.0%	13.0%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
\$500 thousand or less								
CEO/Executive Director								
	F	590	2.4%	-5.8%	0.0%	2.0%	6.0%	12.6%
	M	449	0.9%	-11.7%	-3.4%	0.0%	5.9%	13.5%
	U	58	2.8%	-7.5%	0.0%	2.1%	7.1%	14.9%
Top Administrative Position								
	F	27	1.2%	-4.3%	0.0%	0.5%	4.3%	6.9%
	M	6	4.3%			4.5%		
Top Business Position								
	M	5	5.2%			2.9%		
Top Finance Position								
	F	30	2.0%	-0.5%	0.0%	1.1%	5.4%	10.8%
	M	14	0.0%		-1.4%	0.3%	4.3%	
Top Operations Position								
	F	5	5.5%			3.3%		
	M	5	-2.0%			4.8%		
Top Program Position								
	F	11	3.8%		-0.6%	2.4%	9.1%	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	293	3.2%	-4.0%	0.0%	2.7%	7.0%	11.1%
	M	225	2.9%	-5.9%	0.0%	2.2%	8.1%	13.7%
	U	23	6.2%	-2.1%	0.2%	3.6%	11.7%	17.9%
Top Administrative Position								
	F	12	5.7%		1.4%	5.5%	9.2%	
	M	7	4.1%			0.0%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
Between \$500 thousand and \$1 million								
Top Finance Position								
	F	16	3.6%		0.0%	1.4%	6.9%	
	M	10	-1.6%		-6.4%	-0.1%	2.0%	
Top Operations Position								
	F	5	5.3%			4.4%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	507	4.1%	-2.7%	0.0%	3.2%	7.9%	13.6%
	M	534	3.2%	-5.9%	-0.2%	2.6%	7.0%	14.6%
	U	49	2.4%	-5.3%	0.0%	2.2%	4.8%	13.7%
Top Administrative Position								
	F	27	4.2%	-0.1%	1.2%	3.8%	4.4%	10.4%
	M	33	2.7%	-4.7%	-0.4%	2.3%	8.0%	9.5%
Top Business Position								
	F	8	4.4%			1.7%		
	M	13	3.0%		-1.0%	3.2%	4.6%	
Top Development Position								
	F	12	6.9%		2.8%	6.9%	8.5%	
Top Finance Position								
	F	103	4.3%	-4.0%	0.0%	3.5%	7.4%	13.6%
	M	63	3.3%	-2.5%	0.0%	2.8%	5.7%	12.6%
	U	7	7.3%			3.8%		
Top Operations Position								
	F	28	7.5%	0.6%	3.1%	6.7%	11.8%	13.9%
	M	29	3.4%	-4.4%	0.0%	2.9%	7.2%	12.1%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
Between \$1 million and \$5 million								
Top Technology Position								
	M	8	8.0%			5.3%		
Greater than \$5 million								
CEO/Executive Director								
	F	268	3.7%	-5.0%	-0.3%	3.1%	8.2%	15.4%
	M	459	4.0%	-4.4%	0.0%	3.5%	8.0%	13.9%
	U	19	3.6%		-1.7%	3.1%	7.3%	
Top Administrative Position								
	F	35	3.3%	-8.0%	-1.2%	1.8%	8.7%	15.7%
	M	89	4.1%	-2.2%	0.4%	3.4%	7.2%	9.7%
	U	7	2.5%			0.8%		
Top Business Position								
	F	14	3.5%		0.1%	2.9%	4.8%	
	M	14	-0.4%		0.0%	0.7%	4.9%	
Top Development Position								
	F	40	4.3%	-1.6%	0.6%	4.1%	7.1%	10.0%
	M	33	3.3%	-1.5%	0.1%	2.3%	5.7%	10.3%
Top Education Position								
	F	12	3.7%		0.7%	3.9%	6.5%	
	M	11	1.6%		1.2%	1.5%	6.1%	
	U	5	1.7%			1.9%		
Top Facilities Position								
	M	20	4.4%	-1.8%	-0.1%	3.9%	6.1%	10.0%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
Greater than \$5 million								
Top Finance Position								
	F	194	5.1%	-3.0%	0.3%	4.7%	8.9%	16.8%
	M	219	4.1%	-4.8%	0.0%	4.0%	8.1%	14.8%
	U	20	2.5%	-4.6%	-1.0%	1.0%	5.0%	8.0%
Top Human Resources Position								
	F	32	3.1%	-3.7%	-0.2%	2.0%	6.8%	11.1%
	M	13	6.2%		3.4%	5.7%	11.6%	
Top Legal Position								
	F	12	3.9%		1.2%	4.6%	7.7%	
	M	22	3.2%	-1.9%	0.0%	2.5%	6.4%	12.9%
Top Marketing Position								
	F	16	9.8%		2.3%	10.0%	14.9%	
	M	17	4.4%		1.4%	3.7%	7.8%	
Top Operations Position								
	F	71	5.3%	-3.7%	0.9%	4.8%	10.6%	17.1%
	M	113	4.6%	-3.1%	1.5%	4.7%	8.6%	12.2%
	U	8	4.9%			1.1%		
Top PR/Communications Position								
	F	11	5.9%		2.3%	6.9%	10.0%	
	M	10	4.4%		2.0%	3.8%	5.8%	
Top Program Position								
	F	13	5.5%		-1.9%	4.7%	9.8%	
	M	10	7.5%		3.5%	7.0%	14.5%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
Greater than \$5 million								
Top Technology Position								
	F	12	-0.7%		-3.8%	-0.4%	5.4%	
	M	56	4.4%	-6.9%	-0.4%	3.9%	9.7%	17.5%
	U	5	11.2%			11.1%		
Utah								
\$500 thousand or less								
CEO/Executive Director								
	F	62	3.2%	-4.6%	-0.2%	0.2%	5.8%	15.4%
	M	39	0.9%	-16.9%	-2.1%	0.0%	6.4%	15.3%
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	33	3.9%	-4.2%	-0.4%	1.8%	8.7%	14.4%
	M	28	6.1%	-4.0%	0.0%	5.4%	10.4%	18.4%
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	59	3.1%	-6.7%	-0.1%	3.0%	8.5%	13.3%
	M	72	5.0%	-1.8%	0.0%	3.4%	7.7%	14.4%
	U	10	3.3%		-1.2%	1.5%	12.3%	
Top Finance Position								
	F	5	7.2%			7.0%		
	M	13	5.9%		2.2%	5.2%	7.8%	
Top Operations Position								
	F	5	3.6%			4.1%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah								
Greater than \$5 million								
CEO/Executive Director								
	F	18	2.0%		-2.5%	0.0%	3.7%	
	M	46	4.6%	-3.6%	-0.4%	5.1%	10.2%	14.3%
Top Development Position								
	F	5	10.8%			7.1%		
Top Finance Position								
	F	15	1.6%		-0.9%	1.5%	3.4%	
	M	27	5.4%	-2.9%	0.4%	6.2%	10.8%	15.6%
Top Operations Position								
	M	6	9.7%			9.2%		
Top Technology Position								
	M	5	7.3%			4.8%		
Vermont								
\$500 thousand or less								
CEO/Executive Director								
	F	97	2.2%	-7.2%	-1.5%	1.7%	5.4%	10.7%
	M	51	0.1%	-11.3%	-4.9%	0.0%	4.6%	7.3%
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	51	2.1%	-5.8%	-0.6%	2.2%	5.6%	10.4%
	M	31	3.3%	-3.9%	-1.4%	1.8%	9.0%	13.6%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	59	1.9%	-6.9%	-2.2%	1.9%	4.4%	12.7%
	M	62	1.6%	-4.8%	-0.9%	1.8%	4.9%	9.9%
Top Finance Position								
	F	5	4.2%			5.0%		
	M	5	0.3%			6.3%		
Greater than \$5 million								
CEO/Executive Director								
	F	25	4.5%	-2.8%	0.3%	2.9%	9.8%	12.6%
	M	52	5.2%	-2.6%	0.5%	4.0%	12.1%	16.3%
Top Finance Position								
	F	22	4.8%	-2.4%	1.0%	4.0%	10.4%	12.4%
	M	25	5.5%	-1.7%	2.4%	6.5%	10.3%	13.9%
Top Operations Position								
	F	6	4.1%			8.2%		
Top Technology Position								
	M	6	-2.4%			-1.2%		

Virginia

\$500 thousand or less

CEO/Executive Director

F	260	2.3%	-7.0%	-0.2%	2.0%	7.2%	13.8%
M	177	1.7%	-7.0%	-0.1%	0.8%	5.0%	12.3%
U	21	2.9%	-7.5%	0.0%	2.6%	7.0%	10.7%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia								
\$500 thousand or less								
Top Administrative Position								
	M	6	0.3%			3.2%		
Top Finance Position								
	F	14	2.5%		0.0%	1.4%	5.1%	
	M	11	-2.9%		-7.1%	0.3%	2.0%	
Top Program Position								
	F	5	-3.8%			0.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	172	3.8%	-2.4%	0.2%	3.3%	7.4%	11.6%
	M	126	3.1%	-4.2%	0.0%	2.3%	8.3%	14.0%
	U	13	1.8%		0.0%	3.4%	5.9%	
Top Administrative Position								
	F	5	7.4%			3.9%		
	M	5	2.4%			0.0%		
Top Finance Position								
	F	8	2.3%			2.1%		
	M	7	-2.9%			0.0%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	326	3.8%	-3.2%	0.0%	2.9%	6.9%	13.0%
	M	332	3.3%	-4.5%	0.0%	3.2%	7.7%	12.5%
	U	33	3.1%	-7.3%	0.0%	2.8%	6.9%	12.4%
Top Administrative Position								
	F	13	2.3%		0.1%	1.8%	5.7%	
	M	15	5.4%		2.0%	3.8%	6.4%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia								
Between \$1 million and \$5 million								
Top Development Position								
	F	6	-0.2%			2.4%		
Top Finance Position								
	F	58	4.6%	-3.8%	0.8%	4.7%	9.9%	14.8%
	M	37	3.1%	-4.4%	0.0%	3.5%	6.8%	9.7%
	U	7	-1.3%			1.3%		
Top Marketing Position								
	F	8	4.9%			1.6%		
Top Operations Position								
	F	25	5.6%	-2.6%	2.8%	5.1%	9.0%	17.1%
	M	22	1.7%	-8.2%	-0.3%	3.1%	5.9%	8.3%
Top PR/Communications Position								
	F	7	6.5%			3.2%		
Top Program Position								
	F	6	6.0%			5.0%		
Top Technology Position								
	M	11	2.9%		1.8%	2.9%	5.0%	
Greater than \$5 million								
CEO/Executive Director								
	F	157	4.4%	-3.6%	0.2%	3.7%	8.2%	13.8%
	M	335	3.9%	-4.4%	0.0%	3.2%	7.8%	14.6%
	U	21	0.9%	-10.4%	-1.1%	3.0%	3.8%	6.1%
Top Administrative Position								
	F	24	6.1%	-0.3%	2.1%	5.0%	9.7%	16.5%
	M	29	3.3%	-1.8%	0.9%	2.8%	4.4%	10.1%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia								
Greater than \$5 million								
Top Business Position								
	F	14	4.1%		-0.6%	3.7%	10.5%	
	M	12	3.3%		-2.4%	2.9%	7.5%	
Top Development Position								
	F	24	4.8%	-2.3%	2.2%	5.1%	8.2%	12.2%
	M	28	3.4%	-2.1%	-0.5%	2.3%	6.1%	11.2%
Top Education Position								
	F	16	1.8%		0.8%	2.2%	4.1%	
	M	10	4.9%		2.4%	2.8%	4.1%	
Top Facilities Position								
	M	18	3.8%		1.2%	3.0%	5.8%	
Top Finance Position								
	F	122	5.1%	-1.2%	1.1%	3.8%	8.8%	13.8%
	M	159	4.0%	-4.0%	0.4%	3.9%	7.5%	12.9%
	U	14	2.8%		1.7%	4.1%	6.1%	
Top Human Resources Position								
	F	45	3.8%	-2.0%	2.3%	4.6%	6.7%	9.2%
	M	13	4.8%		3.0%	4.7%	6.9%	
Top Legal Position								
	F	17	4.7%		-3.6%	5.4%	13.7%	
	M	27	6.9%	-0.7%	2.7%	6.5%	10.6%	15.2%
Top Marketing Position								
	F	18	5.2%		2.3%	4.1%	6.6%	
	M	14	4.1%		0.7%	3.5%	10.5%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia								
Greater than \$5 million								
Top Operations Position								
	F	52	4.1%	-3.3%	0.4%	3.5%	7.2%	11.7%
	M	77	4.5%	-3.2%	0.5%	4.1%	8.8%	12.0%
Top PR/Communications Position								
	F	25	5.6%	0.4%	2.2%	4.2%	8.1%	14.4%
	M	21	5.1%	-1.2%	2.1%	4.0%	10.5%	13.8%
Top Program Position								
	F	10	3.2%		1.2%	2.2%	3.7%	
	M	5	1.6%			2.5%		
Top Technology Position								
	F	7	2.5%			3.1%		
	M	55	4.0%	-3.2%	1.2%	3.5%	7.6%	14.8%
Washington								
\$500 thousand or less								
CEO/Executive Director								
	F	249	3.2%	-8.9%	0.0%	2.0%	8.0%	16.6%
	M	185	0.8%	-12.7%	-2.8%	0.6%	7.2%	11.9%
	U	24	2.7%	-9.2%	-1.2%	0.1%	8.9%	17.9%
Top Administrative Position								
	F	13	3.8%		-0.2%	4.4%	7.1%	
	M	5	1.2%			0.0%		
Top Finance Position								
	F	11	-0.6%		0.0%	0.2%	2.9%	
	M	6	6.4%			4.2%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	146	3.8%	-6.0%	0.0%	3.4%	8.1%	15.2%
	M	121	2.7%	-9.3%	-1.2%	2.3%	6.6%	17.6%
	U	11	7.1%		3.5%	6.3%	9.7%	
Top Administrative Position								
	F	5	8.5%			6.6%		
Top Finance Position								
	F	12	5.8%		0.9%	7.4%	10.4%	
	M	6	1.9%			2.4%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	259	4.8%	-3.0%	0.2%	3.9%	9.2%	14.3%
	M	248	3.5%	-6.4%	0.0%	2.9%	8.2%	14.3%
	U	27	3.6%	-1.9%	0.1%	2.4%	5.5%	11.6%
Top Administrative Position								
	F	8	8.1%			4.0%		
	M	16	8.3%		2.7%	5.9%	13.9%	
Top Business Position								
	F	11	4.4%		1.7%	5.2%	7.1%	
	M	9	9.7%			8.3%		
Top Finance Position								
	F	47	4.8%	-2.6%	1.4%	3.0%	8.6%	14.7%
	M	42	3.6%	-1.2%	0.6%	2.7%	6.7%	9.3%
	U	6	4.1%			4.5%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington								
Between \$1 million and \$5 million								
Top Operations Position								
	F	13	3.3%		-4.2%	4.6%	6.8%	
	M	12	6.6%		2.3%	5.2%	9.4%	
Top Program Position								
	M	5	2.3%			0.0%		
Greater than \$5 million								
CEO/Executive Director								
	F	106	5.2%	-3.6%	0.9%	4.6%	8.5%	16.7%
	M	190	4.2%	-4.5%	0.4%	3.8%	7.8%	15.3%
	U	12	8.6%		2.8%	10.3%	12.1%	
Top Administrative Position								
	F	11	0.9%		-5.0%	4.9%	6.0%	
	M	22	8.1%	0.1%	3.0%	6.9%	13.5%	17.9%
Top Business Position								
	M	11	6.4%		3.1%	5.0%	9.2%	
Top Development Position								
	F	16	4.1%		0.7%	3.0%	5.7%	
	M	12	4.1%		2.2%	3.6%	8.2%	
Top Education Position								
	F	5	4.8%			4.9%		
	M	5	8.1%			4.4%		
Top Facilities Position								
	M	7	11.1%			12.0%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington								
Greater than \$5 million								
Top Finance Position								
	F	107	5.4%	-5.7%	1.8%	4.9%	9.6%	16.5%
	M	89	4.3%	-3.2%	0.5%	3.9%	7.4%	12.5%
	U	16	6.8%		2.6%	5.4%	9.2%	
Top Human Resources Position								
	F	19	4.1%		2.1%	5.0%	7.8%	
Top Legal Position								
	M	6	5.4%			2.7%		
Top Marketing Position								
	F	9	6.6%			5.4%		
	M	7	4.1%			4.0%		
Top Operations Position								
	F	36	6.1%	0.1%	2.4%	6.0%	8.1%	15.2%
	M	41	7.8%	-1.5%	1.2%	6.0%	12.3%	22.1%
	U	5	4.7%			4.9%		
Top PR/Communications Position								
	M	6	2.5%			2.5%		
Top Program Position								
	F	7	10.2%			8.7%		
	M	7	1.7%			2.7%		
Top Technology Position								
	M	28	6.4%	-1.4%	2.0%	5.2%	9.1%	15.8%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia								
\$500 thousand or less								
CEO/Executive Director								
	F	81	3.0%	-4.5%	-1.1%	1.6%	6.4%	11.9%
	M	43	2.9%	-6.5%	0.0%	1.9%	6.8%	12.8%
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	45	0.6%	-7.3%	-1.3%	0.1%	2.4%	8.5%
	M	26	1.1%	-4.7%	0.0%	1.9%	3.5%	6.9%
Top Business Position								
	M	5	1.3%			2.8%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	74	3.4%	-3.7%	0.0%	2.0%	7.2%	15.9%
	M	67	3.3%	-4.3%	-0.6%	2.0%	7.5%	15.2%
Top Business Position								
	M	5	4.2%			3.0%		
Top Finance Position								
	F	20	3.6%	-2.2%	-0.1%	2.6%	6.6%	12.5%
	M	7	0.2%			2.0%		
Greater than \$5 million								
CEO/Executive Director								
	F	33	3.0%	-2.8%	-0.2%	2.3%	5.5%	8.5%
	M	37	4.9%	-3.9%	0.4%	5.1%	8.1%	14.3%
Top Finance Position								
	F	22	5.9%	-0.8%	1.3%	4.1%	10.2%	14.2%
	M	24	4.2%	-1.6%	-1.0%	3.0%	6.8%	12.5%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia								
Greater than \$5 million								
Top Operations Position								
	M	10	2.1%		0.4%	3.0%	6.0%	
Top Technology Position								
	M	5	7.7%			5.2%		
Wisconsin								
\$500 thousand or less								
CEO/Executive Director								
	F	264	2.5%	-7.5%	-0.1%	1.9%	5.3%	13.8%
	M	158	3.0%	-7.1%	0.0%	2.7%	6.4%	11.9%
	U	11	5.5%		0.8%	3.4%	10.0%	
Top Administrative Position								
	F	8	3.7%			4.6%		
Top Finance Position								
	F	15	1.6%		0.0%	1.2%	5.7%	
	M	5	6.5%			4.3%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	139	3.8%	-3.7%	0.0%	2.6%	7.1%	14.8%
	M	111	3.2%	-3.4%	0.0%	2.0%	7.1%	11.9%
	U	5	1.6%			1.8%		
Top Administrative Position								
	M	6	4.0%			3.7%		
Top Finance Position								
	M	6	-0.1%			0.7%		

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	229	3.9%	-4.7%	0.0%	3.0%	7.0%	14.5%
	M	238	3.3%	-3.4%	0.0%	3.0%	6.2%	11.0%
	U	16	3.0%		0.0%	1.2%	4.5%	
Top Administrative Position								
	F	9	5.9%			7.6%		
	M	19	2.2%		0.1%	2.3%	5.8%	
Top Business Position								
	M	15	2.4%		2.9%	3.9%	7.0%	
Top Finance Position								
	F	47	3.1%	-4.5%	-0.3%	3.4%	6.3%	10.2%
	M	25	3.7%	-5.9%	1.9%	3.4%	8.2%	13.6%
Top Operations Position								
	F	13	1.8%		-0.4%	1.3%	2.6%	
	M	6	5.1%			5.1%		
Greater than \$5 million								
CEO/Executive Director								
	F	110	3.9%	-5.3%	0.0%	3.7%	8.4%	13.3%
	M	179	4.7%	-3.9%	0.5%	3.7%	8.6%	15.1%
	U	8	1.7%			2.3%		
Top Administrative Position								
	F	18	1.0%		-1.0%	2.1%	3.9%	
	M	17	5.8%		0.9%	7.0%	12.7%	
Top Business Position								
	F	7	5.2%			4.0%		
	M	11	6.3%		2.6%	4.2%	8.7%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin								
Greater than \$5 million								
Top Development Position								
	F	12	0.3%		-0.4%	1.3%	5.3%	
	M	6	2.2%			2.0%		
Top Education Position								
	F	5	1.8%			2.6%		
	M	6	12.3%			13.0%		
Top Finance Position								
	F	85	3.9%	-3.1%	0.9%	3.7%	6.2%	11.9%
	M	87	6.3%	-0.8%	2.5%	5.7%	9.9%	15.7%
	U	9	4.4%			6.6%		
Top Human Resources Position								
	F	11	2.0%		-3.1%	4.5%	8.4%	
Top Legal Position								
	M	6	6.4%			2.4%		
Top Marketing Position								
	F	9	2.2%			2.9%		
Top Operations Position								
	F	31	5.4%	-9.5%	-0.1%	7.1%	11.1%	17.5%
	M	38	4.6%	-4.9%	0.4%	4.5%	7.7%	13.6%
Top Technology Position								
	F	6	10.8%			11.0%		
	M	24	4.3%	-3.4%	1.4%	3.5%	7.1%	16.2%

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming								
\$500 thousand or less								
CEO/Executive Director								
	F	62	2.0%	-4.5%	-0.6%	1.2%	4.3%	8.7%
	M	19	2.3%		0.0%	0.0%	6.0%	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	26	6.7%	0.0%	1.8%	4.9%	10.3%	16.2%
	M	8	-1.9%			1.9%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	33	4.2%	-4.4%	0.0%	3.4%	8.0%	15.4%
	M	35	1.5%	-10.5%	-1.4%	1.4%	7.0%	8.6%
Top Finance Position								
	F	5	-1.2%			-3.0%		
	M	5	4.7%			7.0%		
Greater than \$5 million								
CEO/Executive Director								
	F	5	2.8%			5.3%		
	M	21	4.5%	-5.6%	-1.9%	4.5%	10.9%	15.6%
Top Administrative Position								
	M	6	4.7%			4.8%		
Top Finance Position								
	F	10	5.5%		0.9%	4.5%	9.2%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	6	-2.7%			0.0%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	20	2.2%	-5.3%	0.0%	0.9%	6.3%	8.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.9%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.8%			2.6%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	6	0.0%			-0.9%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	10	-0.5%		0.3%	2.3%	4.1%	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	13	2.7%		0.0%	0.7%	3.0%	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	2.7%			1.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.9%			3.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	17	2.1%		0.0%	0.0%	5.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-0.5%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	1.0%		-4.2%	1.0%	7.0%	
Greater than \$5 million							
CEO/Executive Director	16	1.3%		-2.1%	-0.1%	5.7%	
Top Finance Position	10	4.3%		0.6%	2.9%	7.3%	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	9	1.6%			2.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.1%			0.0%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	6	5.4%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.6%		2.0%	3.4%	5.4%	
Greater than \$5 million							
CEO/Executive Director	21	7.2%	-0.6%	0.4%	3.4%	10.8%	22.5%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Health—General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	6	2.5%			0.4%		
Top Operations Position	5	1.4%			1.4%		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	7	1.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-4.9%			0.0%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	38	2.3%	-7.6%	0.0%	1.7%	7.0%	13.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	1.9%		-0.2%	1.0%	3.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	41	3.1%	-0.9%	0.0%	1.8%	5.3%	9.7%
Greater than \$5 million							
CEO/Executive Director	25	3.2%	-3.9%	0.0%	3.5%	6.7%	12.8%
Top Finance Position	14	4.5%		-0.2%	5.8%	8.9%	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	6	-1.5%			-0.1%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	13	3.8%		0.0%	2.6%	6.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	-0.6%		-4.0%	0.0%	0.9%	
Greater than \$5 million							
CEO/Executive Director	6	4.2%			4.5%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	5	3.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.5%			0.1%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	2.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.9%			5.4%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	52	1.9%	-7.5%	-2.3%	0.0%	4.2%	18.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.0%			-0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.4%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	11	3.2%		-0.5%	1.3%	7.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.3%			1.2%		
Alaska							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	16	3.2%		0.0%	3.6%	9.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	-0.1%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.6%			8.9%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	6.3%			4.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-3.0%			-6.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	8.2%			8.3%		
Greater than \$5 million							
CEO/Executive Director	5	1.4%			1.4%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	-0.9%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-0.6%			0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.6%			2.3%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.9%			4.9%		
Greater than \$5 million							
CEO/Executive Director	13	6.5%		3.4%	7.5%	9.9%	
Top Finance Position	10	7.0%		3.8%	6.9%	11.1%	
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.0%			0.0%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	-0.2%		-3.2%	0.0%	3.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-0.2%			-1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	3.2%		0.2%	3.6%	6.3%	
Greater than \$5 million							
CEO/Executive Director	13	3.6%		0.0%	4.8%	7.3%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Human Services—Multipurpose and Other							
Greater than \$5 million							
Top Finance Position	6	6.6%			7.1%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	4.3%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.1%			2.9%		
Arizona							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.1%			11.4%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	25	2.9%	-9.3%	-0.8%	0.0%	9.8%	15.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	6.2%		2.2%	5.0%	14.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	11	1.7%		-0.3%	1.0%	5.5%	
Greater than \$5 million							
CEO/Executive Director	6	6.2%			7.3%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	14	2.5%		0.0%	1.5%	5.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	11.1%			14.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.6%			2.9%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	5	1.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	0.1%			-0.4%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	18	-0.7%		0.0%	0.3%	2.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	0.8%		-0.1%	3.3%	5.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	80	3.2%	-7.5%	-1.7%	2.4%	8.0%	17.5%
Top Finance Position	7	1.0%			2.5%		
Greater than \$5 million							
CEO/Executive Director	48	3.3%	-2.7%	0.0%	2.0%	6.4%	10.6%
Top Administrative Position	10	3.9%		-0.4%	2.2%	4.6%	
Top Finance Position	14	3.6%		0.9%	2.0%	7.3%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	5	0.3%			-1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.3%			3.4%		
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.9%			3.3%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	14	0.9%		-0.4%	0.7%	5.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.5%			6.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	6.6%		1.8%	3.3%	11.7%	
Greater than \$5 million							
CEO/Executive Director	37	5.1%	-1.2%	0.4%	4.9%	9.0%	14.0%
Top Finance Position	23	4.7%	-7.0%	-2.3%	7.0%	9.4%	18.0%
Top Legal Position	5	3.7%			2.7%		
Top Operations Position	16	7.1%		-1.9%	11.0%	15.2%	
Top Technology Position	7	11.9%			13.3%		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	7.9%			2.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-2.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.8%			1.9%		
Greater than \$5 million							
CEO/Executive Director	6	2.3%			5.1%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	42	2.5%	-4.5%	-0.9%	0.0%	6.4%	13.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	2.7%	-8.2%	0.0%	2.0%	7.0%	13.6%
Between \$1 million and \$5 million							
CEO/Executive Director	55	2.9%	-4.1%	-1.6%	1.9%	7.2%	12.5%
Top Finance Position	6	3.5%			3.8%		
Top Operations Position	5	3.3%			4.1%		
Greater than \$5 million							
CEO/Executive Director	52	6.3%	-3.6%	0.0%	5.3%	12.5%	19.1%
Top Finance Position	22	4.5%	-3.9%	-0.3%	2.0%	10.3%	18.6%
Top Operations Position	8	2.3%			2.0%		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	5	-1.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.3%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	-0.2%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	-1.2%			-0.5%		
Greater than \$5 million							
CEO/Executive Director	14	5.0%		1.1%	6.9%	10.1%	
Top Finance Position	8	4.5%			3.0%		
Top Operations Position	6	-2.7%			-5.2%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.0%			2.3%		
Greater than \$5 million							
CEO/Executive Director	7	8.1%			3.2%		
Top Finance Position	5	2.7%			4.2%		
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.9%			0.9%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	8	2.9%			0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.8%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	37	0.1%	-16.6%	-3.1%	0.0%	5.9%	15.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	-0.6%		-3.5%	0.0%	1.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	5.2%		-0.2%	3.3%	11.9%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	18	6.5%		1.4%	4.8%	9.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.2%			4.3%		
Arkansas							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	16	4.4%		0.0%	1.2%	4.4%	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	8	1.2%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-2.7%			-1.6%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	1.8%		-0.4%	0.1%	2.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.7%			4.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	3.1%	-6.5%	0.0%	3.0%	6.0%	12.6%
Greater than \$5 million							
CEO/Executive Director	18	3.6%		0.7%	3.8%	5.4%	
Top Finance Position	11	8.5%		1.9%	6.0%	15.4%	
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	25	3.3%	-8.6%	-0.4%	4.0%	10.4%	12.9%
Top Administrative Position	6	10.3%			10.0%		
Top Finance Position	17	7.5%		3.5%	5.6%	11.7%	
Top Operations Position	8	4.9%			3.8%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.0%			4.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	26	2.7%	-5.0%	0.0%	2.4%	6.7%	12.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	0.8%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	26	3.5%	-2.1%	-0.5%	1.7%	4.9%	12.0%
Top Finance Position	5	7.4%			4.5%		
Greater than \$5 million							
CEO/Executive Director	23	1.9%	-5.0%	-3.5%	1.5%	6.0%	8.6%
Top Finance Position	8	5.1%			4.6%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	1.2%			0.2%		
Greater than \$5 million							
CEO/Executive Director	8	4.4%			5.4%		
Top Finance Position	5	3.2%			3.2%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	18	-1.2%		-7.0%	-2.3%	8.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.5%			8.6%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	8	3.0%			0.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	29	-0.2%	-9.5%	-3.1%	0.0%	3.0%	8.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	6.1%		1.9%	3.8%	7.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	62	1.2%	-9.2%	-2.8%	0.7%	6.5%	11.5%
Top Finance Position	5	3.1%			5.4%		
Greater than \$5 million							
CEO/Executive Director	27	6.7%	-0.9%	1.9%	5.8%	11.0%	18.7%
Top Development Position	9	3.2%			5.3%		
Top Finance Position	14	7.5%		4.7%	7.2%	12.7%	
Top Operations Position	10	5.5%		1.1%	4.0%	7.5%	
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	212	2.3%	-8.7%	-1.7%	0.7%	6.7%	16.2%
Top Finance Position	8	0.9%			-1.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	120	2.7%	-4.7%	-0.4%	0.7%	6.8%	12.0%
Top Finance Position	5	-3.0%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	182	3.0%	-4.4%	0.0%	3.0%	6.2%	13.3%
Top Administrative Position	7	3.5%			3.0%		
Top Development Position	7	2.9%			3.5%		
Top Finance Position	16	4.4%		-0.2%	5.3%	8.3%	
Top Operations Position	10	0.5%		-0.4%	0.5%	7.0%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	68	4.6%	-1.9%	0.0%	3.8%	8.7%	14.2%
Top Administrative Position	12	4.4%		0.2%	4.1%	9.3%	
Top Development Position	32	4.8%	-2.6%	0.7%	3.3%	9.2%	14.8%
Top Education Position	6	5.5%			5.7%		
Top Finance Position	47	5.2%	0.2%	1.9%	5.6%	8.8%	11.5%
Top Marketing Position	12	4.1%		0.9%	2.6%	6.1%	
Top Operations Position	24	3.0%	-1.5%	1.1%	4.5%	5.4%	6.9%
Top PR/Communications Position	5	6.7%			6.3%		
Top Technology Position	11	3.9%		2.4%	3.7%	6.1%	
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	21	2.9%	-14.0%	-0.2%	5.0%	9.1%	15.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	3.1%	-0.7%	0.0%	1.7%	4.8%	11.1%
Between \$1 million and \$5 million							
CEO/Executive Director	51	4.3%	-3.2%	0.0%	3.2%	9.9%	12.6%
Top Finance Position	12	5.4%		1.3%	3.0%	9.5%	
Top Operations Position	5	3.6%			0.4%		
Greater than \$5 million							
CEO/Executive Director	19	6.1%		2.0%	4.5%	9.8%	
Top Finance Position	11	8.2%		3.4%	9.4%	17.0%	
Top Legal Position	7	3.9%			2.8%		
Top Operations Position	5	8.8%			7.6%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	54	1.3%	-9.0%	-1.6%	0.0%	4.5%	14.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	4.5%	-2.8%	0.0%	3.5%	8.3%	11.6%
Between \$1 million and \$5 million							
CEO/Executive Director	73	2.9%	-8.1%	-1.5%	2.3%	8.5%	15.7%
Top Finance Position	13	3.5%		-3.1%	0.0%	8.1%	
Top Operations Position	5	3.8%			2.0%		
Greater than \$5 million							
CEO/Executive Director	28	2.8%	-1.9%	0.2%	2.8%	5.7%	8.4%
Top Finance Position	13	3.9%		0.0%	5.7%	11.0%	
Top Operations Position	6	9.2%			7.1%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	24	2.4%	-7.9%	-1.7%	0.0%	8.3%	15.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	3.0%		0.0%	1.8%	5.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	44	4.3%	-3.4%	0.5%	3.6%	6.8%	13.5%
Top Finance Position	8	2.9%			4.1%		
Top Legal Position	6	2.4%			0.8%		
Greater than \$5 million							
CEO/Executive Director	10	6.7%		1.4%	5.1%	10.2%	
Top Finance Position	5	6.0%			4.7%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	39	0.9%	-9.2%	-2.3%	0.5%	6.3%	10.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	7.2%	-3.3%	0.0%	7.4%	15.5%	21.3%
Between \$1 million and \$5 million							
CEO/Executive Director	31	1.4%	-4.1%	0.0%	0.8%	4.5%	8.8%
Greater than \$5 million							
CEO/Executive Director	19	5.6%		1.7%	4.6%	7.7%	
Top Finance Position	8	7.0%			6.1%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	144	2.1%	-10.9%	-1.7%	1.2%	8.2%	15.8%
Top Administrative Position	6	-1.9%			2.5%		
Top Finance Position	10	0.9%		-2.6%	0.4%	4.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	102	1.9%	-13.1%	-1.6%	2.0%	7.8%	15.6%
Top Finance Position	8	0.6%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	337	4.3%	-4.2%	0.0%	3.7%	8.8%	15.9%
Top Administrative Position	14	1.7%		0.0%	1.5%	5.0%	
Top Business Position	11	0.0%		-10.4%	4.2%	7.7%	
Top Development Position	6	4.8%			5.5%		
Top Education Position	10	0.3%		-5.9%	2.4%	5.9%	
Top Finance Position	47	4.3%	-2.0%	0.5%	3.6%	10.1%	15.9%
Top Operations Position	16	0.4%		-1.2%	2.3%	5.0%	
Top Program Position	7	7.2%			5.4%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	429	4.1%	-4.7%	0.0%	3.6%	8.2%	14.9%
Top Administrative Position	38	3.1%	-4.1%	-1.3%	4.1%	7.3%	11.2%
Top Business Position	30	2.6%	-9.6%	0.0%	2.9%	7.8%	16.1%
Top Development Position	68	4.9%	-0.8%	0.8%	3.9%	8.2%	13.0%
Top Education Position	45	3.6%	-4.3%	0.0%	2.1%	7.1%	14.2%
Top Facilities Position	7	2.8%			2.9%		
Top Finance Position	185	5.6%	-2.7%	1.5%	4.8%	9.1%	16.8%
Top Human Resources Position	19	8.4%		2.5%	7.5%	14.4%	
Top Legal Position	11	1.7%		-1.2%	1.7%	6.2%	
Top Marketing Position	6	4.4%			4.2%		
Top Operations Position	73	4.8%	-2.8%	1.8%	4.8%	8.6%	12.2%
Top PR/Communications Position	8	-0.9%			1.5%		
Top Program Position	8	3.6%			2.7%		
Top Technology Position	36	4.2%	-4.9%	1.8%	5.1%	8.2%	10.2%
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	9	4.1%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	3.7%		-1.7%	3.6%	10.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	30	3.3%	-1.2%	0.4%	3.0%	5.2%	7.9%
Top Finance Position	6	8.1%			6.2%		
Greater than \$5 million							
CEO/Executive Director	34	2.2%	-4.1%	-1.2%	2.1%	4.3%	8.0%
Top Finance Position	18	4.4%		0.4%	5.5%	8.5%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Employment, Job-Related							
Greater than \$5 million							
Top Human Resources Position	6	6.2%			5.6%		
Top Operations Position	6	0.2%			0.6%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	54	2.0%	-9.4%	-3.8%	2.3%	8.1%	13.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	53	6.1%	-3.5%	2.4%	4.9%	10.8%	14.9%
Between \$1 million and \$5 million							
CEO/Executive Director	104	5.4%	-1.8%	0.0%	4.0%	9.5%	16.0%
Top Development Position	8	5.9%			4.6%		
Top Finance Position	16	4.6%		1.4%	4.0%	7.2%	
Greater than \$5 million							
CEO/Executive Director	33	4.8%	-1.2%	1.0%	3.8%	6.4%	13.0%
Top Development Position	6	8.8%			8.2%		
Top Finance Position	19	-0.2%		-5.0%	3.3%	4.7%	
Top Operations Position	7	3.9%			4.5%		
Top Program Position	6	3.5%			3.8%		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	20	3.2%	-15.1%	-0.8%	2.3%	13.2%	16.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	2.7%		0.0%	2.6%	6.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	33	4.8%	-2.9%	-0.1%	3.5%	5.1%	17.1%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Food, Agriculture, and Nutrition							
Greater than \$5 million							
CEO/Executive Director	19	3.0%		0.0%	2.9%	7.0%	
Top Finance Position	10	8.2%		2.8%	5.7%	16.3%	
Top Operations Position	6	2.6%			2.0%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	50	4.8%	-6.3%	0.0%	4.6%	8.6%	20.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	-0.2%	-5.9%	-0.6%	0.0%	2.0%	6.1%
Between \$1 million and \$5 million							
CEO/Executive Director	105	3.5%	-5.5%	-1.3%	2.0%	9.9%	15.2%
Top Finance Position	9	7.6%			6.6%		
Greater than \$5 million							
CEO/Executive Director	166	4.3%	-7.7%	-0.5%	3.9%	11.0%	17.1%
Top Administrative Position	8	6.0%			4.6%		
Top Business Position	5	7.7%			6.3%		
Top Development Position	10	7.5%		2.9%	6.2%	12.2%	
Top Finance Position	125	5.0%	-6.6%	-0.3%	4.7%	11.2%	17.1%
Top Human Resources Position	25	7.6%	-1.1%	2.4%	6.6%	13.7%	18.0%
Top Legal Position	6	3.6%			7.2%		
Top Operations Position	68	5.0%	-5.7%	-0.4%	4.5%	9.4%	17.8%
Top Technology Position	26	2.1%	-7.8%	-1.0%	2.4%	4.9%	9.5%
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	45	2.5%	-6.9%	-2.4%	0.8%	6.9%	16.6%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	7.0%	-2.9%	0.4%	8.1%	14.0%	19.0%
Between \$1 million and \$5 million							
CEO/Executive Director	90	3.8%	-5.5%	-0.2%	2.9%	8.5%	13.8%
Top Finance Position	20	4.6%	-4.4%	-1.0%	4.7%	10.6%	17.6%
Top Operations Position	7	1.5%			2.3%		
Greater than \$5 million							
CEO/Executive Director	75	3.9%	-4.0%	0.0%	3.3%	7.1%	13.7%
Top Development Position	9	3.0%			3.0%		
Top Finance Position	41	4.8%	-3.2%	1.3%	4.2%	8.0%	12.1%
Top Human Resources Position	8	1.6%			4.6%		
Top Operations Position	12	7.8%		2.0%	4.9%	16.1%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	172	2.7%	-7.1%	-0.1%	2.0%	6.6%	14.5%
Top Administrative Position	5	2.9%			0.0%		
Top Finance Position	5	1.7%			1.1%		
Top Program Position	7	-1.8%			2.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	158	2.2%	-9.9%	-0.2%	2.0%	7.7%	11.7%
Top Finance Position	6	5.4%			6.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	395	3.6%	-5.4%	0.0%	2.3%	7.9%	14.3%
Top Administrative Position	8	-1.2%			0.0%		
Top Finance Position	66	3.5%	-5.2%	0.0%	2.5%	8.7%	13.6%
Top Operations Position	12	4.9%		-0.4%	4.1%	8.9%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	337	4.0%	-5.3%	0.0%	3.5%	7.6%	14.7%
Top Administrative Position	17	1.3%		-4.7%	0.7%	7.6%	
Top Business Position	5	8.1%			3.2%		
Top Development Position	38	1.3%	-4.4%	-0.3%	2.5%	4.5%	8.4%
Top Facilities Position	5	7.8%			9.6%		
Top Finance Position	183	4.7%	-6.1%	0.3%	4.3%	9.0%	14.8%
Top Human Resources Position	41	4.8%	-0.2%	1.5%	4.7%	8.1%	10.9%
Top Marketing Position	16	2.7%		0.4%	3.1%	6.9%	
Top Operations Position	59	5.0%	-5.5%	1.2%	4.4%	9.0%	15.6%
Top PR/Communications Position	5	9.4%			7.6%		
Top Program Position	39	4.9%	-4.1%	-0.5%	5.2%	9.5%	12.3%
Top Technology Position	28	4.5%	-2.8%	-0.1%	3.9%	8.7%	12.6%
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	25	-0.5%	-12.5%	-4.2%	0.0%	6.4%	9.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	-3.6%		-9.8%	-2.1%	2.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	28	3.2%	-2.8%	-0.2%	0.4%	5.3%	11.4%
Top Operations Position	5	-0.1%			0.1%		
Greater than \$5 million							
CEO/Executive Director	16	0.7%		-4.4%	0.3%	5.0%	
Top Finance Position	8	4.3%			6.1%		
Top Operations Position	6	7.5%			8.8%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Medical Research							
\$500 thousand or less							
CEO/Executive Director	10	1.5%		-0.1%	0.0%	7.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.2%			4.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	2.9%		0.4%	1.9%	3.0%	
Greater than \$5 million							
CEO/Executive Director	7	0.5%			2.5%		
Top Finance Position	5	5.8%			2.5%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	36	-0.9%	-13.9%	-5.2%	0.0%	2.6%	11.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	0.6%	-10.2%	-4.2%	0.3%	3.9%	8.7%
Between \$1 million and \$5 million							
CEO/Executive Director	89	2.9%	-6.8%	-0.7%	2.0%	7.8%	14.9%
Top Finance Position	17	2.8%		0.0%	2.2%	6.0%	
Greater than \$5 million							
CEO/Executive Director	77	4.2%	-3.0%	-0.1%	2.8%	8.5%	13.6%
Top Administrative Position	6	-1.4%			-4.1%		
Top Finance Position	49	6.1%	-0.8%	2.0%	5.5%	7.5%	15.8%
Top Human Resources Position	11	3.8%		2.0%	4.0%	6.5%	
Top Operations Position	17	3.5%		0.0%	4.3%	7.8%	
Top Program Position	7	4.2%			5.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Mutual/Membership Benefit Organizations, Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.2%			4.5%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	32	4.4%	-6.0%	0.0%	5.9%	9.9%	14.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	-0.4%	-7.8%	-3.0%	0.0%	3.8%	6.2%
Between \$1 million and \$5 million							
CEO/Executive Director	58	4.3%	-6.0%	0.1%	3.4%	9.0%	16.9%
Top Finance Position	6	5.1%			4.2%		
Greater than \$5 million							
CEO/Executive Director	42	4.4%	-0.1%	2.0%	3.8%	7.7%	8.7%
Top Development Position	6	8.5%			5.8%		
Top Finance Position	21	7.3%	1.2%	3.6%	6.2%	10.6%	19.3%
Top Operations Position	11	6.9%		3.9%	6.3%	13.3%	
Top Technology Position	5	-1.5%			0.8%		
Public Safety, Disaster Preparedness, and Relief							
\$500 thousand or less							
CEO/Executive Director	8	-0.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.9%			1.7%		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	25	2.0%	-9.7%	-2.7%	1.9%	9.0%	15.8%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Public, Society Benefit—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	3.8%		0.3%	4.3%	7.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	37	3.0%	-5.5%	0.0%	3.1%	7.2%	13.7%
Top Finance Position	7	1.6%			3.3%		
Greater than \$5 million							
CEO/Executive Director	29	5.4%	-5.7%	-0.3%	4.4%	10.5%	18.3%
Top Finance Position	13	8.0%		2.5%	6.6%	12.9%	
Top Operations Position	5	4.3%			3.2%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	71	1.9%	-14.4%	-0.9%	0.0%	8.6%	15.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	5.0%	-2.5%	0.0%	3.2%	6.8%	22.3%
Top Finance Position	5	-2.2%			-1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	43	2.8%	-5.3%	0.0%	2.0%	6.1%	11.7%
Top Finance Position	5	-2.4%			0.0%		
Greater than \$5 million							
CEO/Executive Director	20	4.9%	0.0%	0.8%	3.5%	10.4%	13.4%
Top Finance Position	12	1.8%		-5.0%	2.4%	6.9%	
Top Operations Position	6	11.2%			7.8%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	191	-0.1%	-13.6%	-4.6%	0.0%	4.0%	12.8%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Religion-Related, Spiritual Development							
\$500 thousand or less							
Top Finance Position	16	1.2%		0.0%	0.0%	4.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	3.1%	-4.3%	-0.3%	0.9%	6.3%	12.8%
Top Finance Position	5	-2.2%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	52	1.3%	-7.1%	-2.3%	1.5%	6.7%	8.9%
Top Finance Position	16	-2.3%		-5.0%	1.2%	3.0%	
Top Operations Position	5	2.8%			1.6%		
Greater than \$5 million							
CEO/Executive Director	19	4.4%		-1.8%	2.4%	8.8%	
Top Finance Position	9	2.1%			1.5%		
Science and Technology Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	8	0.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	22	2.3%	-5.2%	-0.9%	0.8%	8.3%	12.3%
Top Finance Position	5	8.9%			7.2%		
Greater than \$5 million							
CEO/Executive Director	8	6.6%			7.4%		
Top Finance Position	8	3.3%			5.0%		
Top Technology Position	5	9.0%			8.2%		
Social Science Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	9	-1.8%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Social Science Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.6%			4.0%		
Greater than \$5 million							
CEO/Executive Director	5	0.6%			0.0%		
Unknown							
\$500 thousand or less							
CEO/Executive Director	15	-0.2%		-13.1%	0.0%	11.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	3.7%		0.4%	0.9%	3.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	3.0%	-2.4%	-1.5%	0.9%	7.8%	9.4%
Greater than \$5 million							
CEO/Executive Director	8	5.8%			5.0%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	69	2.3%	-8.7%	-2.1%	0.9%	9.4%	15.9%
Top Finance Position	7	5.6%			7.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	72	2.4%	-7.1%	-0.6%	1.7%	6.6%	11.1%
Between \$1 million and \$5 million							
CEO/Executive Director	126	4.1%	-4.2%	-0.3%	3.1%	9.2%	14.3%
Top Finance Position	15	2.2%		-0.9%	0.5%	5.7%	
Top Operations Position	7	6.1%			4.7%		
Greater than \$5 million							
CEO/Executive Director	45	2.1%	-8.7%	-0.3%	2.8%	7.2%	9.7%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Youth Development							
Greater than \$5 million							
Top Development Position	10	6.0%		3.2%	5.2%	7.2%	
Top Finance Position	19	3.2%		-0.4%	4.0%	8.4%	
Colorado							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	6	0.1%			1.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	9.0%			6.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.5%			3.6%		
Greater than \$5 million							
CEO/Executive Director	5	2.8%			3.1%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	42	5.3%	-4.5%	-1.2%	3.2%	12.2%	15.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	2.2%	-9.4%	-0.2%	3.0%	7.1%	12.5%
Between \$1 million and \$5 million							
CEO/Executive Director	46	4.5%	-6.2%	-0.3%	4.2%	10.1%	16.6%
Greater than \$5 million							
CEO/Executive Director	12	1.8%		-2.6%	4.2%	7.6%	
Top Finance Position	5	2.5%			1.4%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	7	1.0%			3.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.2%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	6.3%			3.2%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	23	3.4%	-5.7%	-0.5%	2.4%	9.6%	10.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	2.1%		0.0%	1.2%	7.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.7%		0.3%	2.6%	9.6%	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	7	2.6%			1.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.8%			5.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.5%			4.5%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	13	-3.1%		-6.6%	0.0%	1.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-0.8%			2.8%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	38	1.6%	-11.1%	-1.6%	2.7%	5.7%	13.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	2.5%	-9.0%	-1.6%	1.4%	7.3%	13.8%
Between \$1 million and \$5 million							
CEO/Executive Director	66	3.1%	-1.2%	0.3%	2.8%	6.4%	9.5%
Top Administrative Position	5	5.5%			5.1%		
Greater than \$5 million							
CEO/Executive Director	61	6.7%	-2.3%	1.9%	4.4%	11.2%	19.6%
Top Development Position	7	3.5%			5.3%		
Top Education Position	6	8.8%			7.2%		
Top Finance Position	24	5.0%	-1.7%	2.6%	5.4%	7.3%	10.7%
Top Operations Position	9	7.3%			5.7%		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.7%			2.9%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	25	4.5%	-5.1%	0.0%	3.1%	11.1%	17.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	6.2%		1.0%	4.6%	9.3%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	28	2.0%	-10.3%	-4.7%	3.1%	8.1%	16.8%
Greater than \$5 million							
CEO/Executive Director	10	4.9%		2.8%	4.9%	8.6%	
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.3%			0.0%		
Greater than \$5 million							
CEO/Executive Director	6	1.7%			1.5%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	9	3.2%			2.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	4.3%		-0.1%	3.8%	5.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	30	5.9%	-0.5%	2.0%	3.9%	8.3%	17.1%
Top Finance Position	7	1.2%			3.4%		
Greater than \$5 million							
CEO/Executive Director	33	6.1%	-1.3%	0.2%	4.9%	9.2%	17.2%
Top Finance Position	25	4.5%	-3.7%	0.6%	5.1%	6.7%	15.4%
Top Operations Position	12	7.5%		0.8%	6.2%	12.4%	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	7	4.4%			6.4%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	5.6%		1.6%	4.4%	9.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	26	5.4%	-1.4%	1.8%	5.0%	10.3%	13.5%
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	81	1.8%	-10.4%	-0.9%	1.1%	6.8%	14.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	48	3.0%	-5.5%	-1.9%	2.6%	8.1%	14.1%
Top Finance Position	5	5.3%			5.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	73	4.3%	-3.6%	0.0%	4.0%	8.0%	12.7%
Greater than \$5 million							
CEO/Executive Director	51	3.3%	-6.7%	0.0%	3.6%	8.1%	11.7%
Top Development Position	6	-0.5%			-0.9%		
Top Finance Position	29	3.8%	-4.0%	0.0%	3.5%	6.8%	12.7%
Top Operations Position	9	2.5%			2.2%		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	9	5.3%			5.0%		
Greater than \$5 million							
CEO/Executive Director	6	5.5%			3.7%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	14	6.4%		0.0%	4.1%	12.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.0%			0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	4.7%		-1.0%	2.9%	9.5%	
Greater than \$5 million							
CEO/Executive Director	11	5.6%		1.5%	2.2%	8.8%	
Top Finance Position	5	4.9%			6.2%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	10	2.5%		-1.1%	0.2%	3.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	4.8%		0.5%	3.1%	10.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	14	7.2%		2.6%	5.8%	11.8%	
Greater than \$5 million							
CEO/Executive Director	10	7.3%		3.1%	6.8%	11.5%	
Public, Society Benefit—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.6%			3.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.6%			3.3%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	18	1.5%		-6.2%	0.0%	8.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	4.6%		2.3%	2.8%	7.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	26	3.2%	-3.7%	-0.5%	4.3%	7.8%	8.7%
Greater than \$5 million							
CEO/Executive Director	13	7.3%		1.3%	10.2%	16.4%	
Top Finance Position	8	5.4%			6.8%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	80	-0.1%	-14.8%	-3.5%	0.0%	5.5%	14.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.8%		-2.8%	1.8%	10.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	0.7%		-0.1%	1.9%	4.4%	
Greater than \$5 million							
CEO/Executive Director	5	8.4%			9.4%		
Top Operations Position	5	8.2%			6.8%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	26	4.2%	-3.2%	-0.3%	2.9%	7.8%	18.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	0.9%		-3.0%	1.2%	5.3%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.5%		0.7%	3.2%	5.1%	
Greater than \$5 million							
CEO/Executive Director	5	8.1%			6.1%		
Connecticut							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	39	0.2%	-8.4%	-1.0%	0.1%	3.3%	7.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	3.6%		-0.1%	0.5%	9.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	27	3.3%	-2.9%	-0.8%	2.9%	5.9%	14.1%
Greater than \$5 million							
CEO/Executive Director	12	8.1%		4.1%	6.1%	10.4%	
Top Finance Position	7	5.4%			2.4%		
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.6%			5.8%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	7	2.0%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.3%			1.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	14	-1.0%		-5.7%	0.0%	4.6%	
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	6	7.0%			3.3%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	23	0.6%	-5.6%	-3.7%	0.0%	4.1%	6.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	0.1%	-9.5%	-1.0%	0.6%	2.9%	6.5%
Between \$1 million and \$5 million							
CEO/Executive Director	49	2.4%	-6.5%	-0.5%	2.2%	5.7%	9.9%
Greater than \$5 million							
CEO/Executive Director	74	3.8%	-3.1%	0.6%	2.5%	6.3%	11.3%
Top Business Position	8	2.2%			1.3%		
Top Development Position	26	3.1%	-0.4%	1.2%	2.5%	5.9%	7.7%
Top Education Position	16	3.5%		2.0%	3.0%	4.1%	
Top Facilities Position	5	3.5%			3.8%		
Top Finance Position	44	4.8%	-4.0%	1.7%	4.6%	8.5%	16.0%
Top Operations Position	7	1.5%			5.1%		
Top Technology Position	7	3.0%			2.9%		
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	8	8.1%			3.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Employment, Job-Related							
Greater than \$5 million							
Top Finance Position	5	3.2%			4.4%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	7	0.3%			0.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.3%			4.9%		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	6	6.1%			6.3%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	14	0.0%		0.0%	0.0%	2.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	1.9%	-3.1%	-1.5%	1.5%	5.3%	10.9%
Greater than \$5 million							
CEO/Executive Director	42	4.4%	-4.6%	0.9%	4.1%	8.6%	16.0%
Top Administrative Position	9	3.0%			2.3%		
Top Development Position	7	5.4%			2.2%		
Top Finance Position	26	4.0%	-3.6%	0.6%	2.9%	6.7%	12.7%
Top Human Resources Position	8	8.2%			6.8%		
Top Operations Position	13	7.8%		5.6%	6.5%	11.1%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	7.1%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	5.2%	-0.3%	0.3%	3.9%	8.7%	15.8%
Top Finance Position	5	7.6%			8.2%		
Greater than \$5 million							
CEO/Executive Director	7	0.8%			-1.9%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	30	0.2%	-10.8%	-2.1%	0.7%	6.4%	9.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	3.8%	-6.1%	-1.1%	2.3%	8.4%	17.4%
Between \$1 million and \$5 million							
CEO/Executive Director	64	1.4%	-8.8%	-0.6%	0.8%	5.2%	9.2%
Top Finance Position	9	2.4%			1.4%		
Greater than \$5 million							
CEO/Executive Director	74	2.7%	-2.6%	-0.8%	3.1%	5.1%	9.8%
Top Finance Position	44	3.6%	-2.6%	0.1%	2.0%	5.3%	11.8%
Top Operations Position	16	4.1%		2.1%	2.7%	5.1%	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	9	0.9%			0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	1.3%		-1.1%	1.4%	5.1%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	22	0.3%	-7.3%	-5.0%	0.1%	5.6%	7.7%
Top Finance Position	14	1.8%		-1.7%	3.7%	4.5%	
Top Operations Position	5	5.4%			9.4%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.5%			4.7%		
Greater than \$5 million							
CEO/Executive Director	7	3.4%			1.3%		
Public, Society Benefit—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	11.7%			11.1%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.0%			5.9%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	-2.8%			-0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.5%			5.6%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	-3.0%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	4.7%		-0.1%	2.0%	10.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	3.7%		0.7%	3.3%	6.4%	
Top Finance Position	5	4.8%			0.9%		
Delaware							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	-1.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.7%			6.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.5%			1.3%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	3.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.6%			6.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.2%			2.5%		
Greater than \$5 million							
CEO/Executive Director	10	6.0%		1.2%	2.4%	9.5%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware							
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Finance Position	5	-3.1%			0.0%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	11	6.2%		1.1%	3.1%	12.9%	
Top Finance Position	6	1.8%			1.2%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	13	-2.1%		-1.9%	-1.1%	0.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.4%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	3.2%		0.6%	1.7%	5.3%	
Greater than \$5 million							
CEO/Executive Director	10	1.7%		0.4%	1.9%	5.1%	
Top Finance Position	6	4.8%			2.6%		
District of Columbia							
Animal-Related							
Greater than \$5 million							
Top Finance Position	5	4.5%			4.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	18	3.3%		0.3%	3.3%	4.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	5.6%	-3.2%	1.9%	3.7%	11.5%	14.9%
Between \$1 million and \$5 million							
CEO/Executive Director	35	3.0%	-5.3%	-2.2%	0.7%	8.1%	13.7%
Greater than \$5 million							
CEO/Executive Director	17	4.1%		0.2%	5.6%	7.4%	
Top Administrative Position	5	5.7%			3.0%		
Top Development Position	10	1.2%		-1.8%	1.2%	4.4%	
Top Finance Position	17	3.7%		0.6%	2.8%	7.1%	
Top Legal Position	7	2.3%			3.2%		
Top Operations Position	5	3.4%			4.0%		
Top Technology Position	6	1.4%			1.8%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	11	0.2%		-4.2%	0.1%	8.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	3.9%		-1.2%	4.0%	8.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	46	3.6%	-4.3%	0.0%	4.1%	6.9%	11.0%
Top Finance Position	5	2.2%			4.1%		
Top Legal Position	8	4.8%			1.7%		
Top Operations Position	7	-0.2%			0.6%		
Greater than \$5 million							
CEO/Executive Director	20	2.1%	-10.2%	-2.9%	2.9%	6.5%	10.8%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Civil Rights, Social Action, Advocacy							
Greater than \$5 million							
Top Administrative Position	5	-2.7%			1.2%		
Top Finance Position	13	2.2%		1.6%	4.0%	5.1%	
Top PR/Communications Position	7	5.2%			2.9%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	7	7.4%			2.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.7%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	25	0.6%	-9.3%	-0.6%	0.6%	4.4%	6.7%
Top Operations Position	5	4.4%			4.1%		
Greater than \$5 million							
CEO/Executive Director	13	4.0%		0.3%	4.0%	8.5%	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	6	-1.3%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.9%		-1.6%	4.1%	7.1%	
Greater than \$5 million							
CEO/Executive Director	8	4.5%			2.9%		
Top Finance Position	5	8.0%			6.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	9	0.9%			0.3%		
Greater than \$5 million							
CEO/Executive Director	9	5.6%			4.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	14	0.3%		-1.2%	0.4%	9.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	2.4%	-12.8%	-1.2%	1.1%	9.0%	18.0%
Between \$1 million and \$5 million							
CEO/Executive Director	58	4.8%	-0.2%	1.2%	3.5%	7.9%	13.0%
Top Finance Position	6	6.1%			4.7%		
Top Operations Position	9	3.5%			2.9%		
Greater than \$5 million							
CEO/Executive Director	84	3.2%	-6.3%	0.2%	3.5%	6.6%	12.6%
Top Administrative Position	7	3.4%			1.3%		
Top Development Position	13	5.8%		3.7%	5.1%	9.0%	
Top Education Position	11	5.9%		2.5%	5.1%	8.0%	
Top Finance Position	30	3.2%	-4.1%	0.3%	2.7%	5.8%	11.5%
Top Human Resources Position	7	3.9%			2.8%		
Top Legal Position	11	6.8%		4.2%	8.2%	9.6%	
Top Operations Position	31	5.2%	-3.9%	0.6%	4.3%	8.9%	16.9%
Top PR/Communications Position	8	7.1%			6.0%		
Top Technology Position	12	2.3%		-0.4%	4.0%	5.6%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.0%			4.6%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	-1.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.5%		0.9%	1.5%	5.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	30	5.3%	-0.1%	0.5%	3.4%	9.0%	16.4%
Top Finance Position	8	4.0%			0.5%		
Greater than \$5 million							
CEO/Executive Director	23	7.8%	-0.5%	1.7%	4.3%	14.5%	18.8%
Top Development Position	8	5.3%			4.2%		
Top Finance Position	13	2.2%		-2.5%	3.7%	6.6%	
Top Operations Position	14	6.5%		3.1%	6.3%	10.4%	
Top PR/Communications Position	9	5.8%			6.3%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	21	2.9%	-10.2%	-0.7%	1.5%	4.6%	21.8%
Greater than \$5 million							
CEO/Executive Director	19	6.8%		0.9%	3.7%	13.6%	
Top Finance Position	15	4.0%		0.2%	3.3%	8.5%	
Top Operations Position	7	8.2%			7.0%		
Top Technology Position	6	6.1%			5.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.8%		0.8%	1.3%	3.0%	
Greater than \$5 million							
CEO/Executive Director	8	0.7%			2.7%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	20	3.4%	-0.5%	0.0%	1.7%	8.2%	10.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.7%			0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	39	2.6%	-5.3%	0.0%	2.0%	4.8%	8.8%
Greater than \$5 million							
CEO/Executive Director	24	1.3%	-8.1%	-0.9%	1.9%	5.7%	8.2%
Top Finance Position	12	3.9%		0.4%	2.7%	5.9%	
Top Operations Position	6	4.1%			3.7%		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	17	1.9%		-2.1%	0.0%	3.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	0.9%		-1.9%	0.5%	4.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	48	4.3%	-3.0%	0.6%	4.2%	7.9%	14.8%
Top Finance Position	9	5.9%			3.6%		
Top Operations Position	6	5.1%			3.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
International, Foreign Affairs, and National Security							
Greater than \$5 million							
CEO/Executive Director	43	2.6%	-12.0%	-2.2%	4.2%	9.5%	14.6%
Top Finance Position	18	4.7%		2.0%	4.0%	7.7%	
Top Operations Position	9	7.4%			4.7%		
Top Program Position	7	5.6%			4.7%		
Medical Research							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.9%			2.4%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.5%		2.9%	3.5%	7.7%	
Greater than \$5 million							
CEO/Executive Director	6	3.6%			4.0%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.2%		-0.3%	0.4%	6.9%	
Greater than \$5 million							
CEO/Executive Director	7	4.1%			4.4%		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	7.4%			2.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	5.0%		2.3%	8.2%	11.8%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	37	1.5%	-10.4%	-0.8%	2.8%	5.3%	9.4%
Greater than \$5 million							
CEO/Executive Director	20	4.9%	0.2%	1.4%	6.3%	8.0%	10.5%
Top Development Position	5	4.8%			3.8%		
Top Finance Position	12	3.2%		2.2%	3.3%	7.5%	
Top Legal Position	6	6.2%			2.6%		
Top Operations Position	11	5.3%		1.0%	7.0%	8.8%	
Top PR/Communications Position	6	8.0%			6.7%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.5%			4.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	6.2%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.4%			4.8%		
Greater than \$5 million							
CEO/Executive Director	5	3.6%			3.1%		
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.7%			4.4%		
Greater than \$5 million							
CEO/Executive Director	16	4.0%		0.0%	1.8%	5.7%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Science and Technology Research Institutes, Services							
Greater than \$5 million							
Top Finance Position	7	6.0%			5.1%		
Top Program Position	7	5.7%			11.2%		
Social Science Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.7%		0.0%	3.5%	9.0%	
Greater than \$5 million							
CEO/Executive Director	12	4.2%		0.9%	3.8%	7.1%	
Top Finance Position	10	4.1%		2.2%	5.1%	6.1%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	11	4.4%		-0.7%	4.2%	10.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	4.5%		-0.9%	4.0%	9.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.7%		1.9%	7.0%	12.0%	
Greater than \$5 million							
CEO/Executive Director	8	7.5%			7.3%		
Top Finance Position	6	5.8%			7.3%		
Florida							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	17	3.3%		0.0%	1.0%	8.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Animal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.4%		0.0%	0.0%	6.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	4.0%	-1.1%	0.0%	2.7%	6.8%	13.1%
Greater than \$5 million							
CEO/Executive Director	13	6.5%		3.6%	5.5%	12.2%	
Top Finance Position	10	6.3%		3.9%	5.1%	9.0%	
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	75	1.2%	-14.6%	-1.3%	0.2%	6.1%	11.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	47	2.6%	-3.6%	0.0%	1.8%	7.0%	12.1%
Between \$1 million and \$5 million							
CEO/Executive Director	61	5.6%	-3.4%	0.0%	4.4%	8.8%	17.2%
Top Finance Position	9	3.5%			4.0%		
Top Operations Position	5	10.7%			8.5%		
Greater than \$5 million							
CEO/Executive Director	32	2.8%	-5.2%	-0.2%	2.2%	7.9%	13.7%
Top Development Position	9	5.1%			4.6%		
Top Finance Position	19	7.8%		3.4%	6.9%	12.9%	
Top Operations Position	5	6.4%			4.3%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	7	0.1%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Civil Rights, Social Action, Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.6%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	6.0%		0.0%	10.0%	14.5%	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	23	2.0%	-6.4%	0.0%	4.0%	7.6%	11.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.4%		1.2%	4.6%	7.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	6.6%	0.1%	1.3%	6.3%	11.3%	17.3%
Top Operations Position	6	2.0%			2.6%		
Greater than \$5 million							
CEO/Executive Director	5	-0.1%			0.5%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	20	1.0%	-6.9%	0.0%	0.8%	6.6%	9.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-0.1%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.7%		0.0%	1.1%	3.7%	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	14	1.3%		0.0%	0.0%	4.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Diseases, Disorders, Medical Disciplines							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.0%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	1.2%		-2.4%	0.0%	3.6%	
Greater than \$5 million							
CEO/Executive Director	8	4.2%			2.3%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	53	2.4%	-7.0%	-1.0%	0.0%	7.8%	12.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	57	2.0%	-7.7%	-1.0%	0.5%	5.5%	13.1%
Top Administrative Position	5	1.3%			1.2%		
Top Finance Position	5	-3.7%			-1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	121	2.1%	-7.2%	-0.7%	2.2%	5.2%	12.2%
Top Administrative Position	8	3.9%			2.3%		
Top Finance Position	14	4.1%		0.2%	1.5%	5.9%	
Top Operations Position	7	-4.0%			0.5%		
Greater than \$5 million							
CEO/Executive Director	115	2.9%	-4.3%	0.0%	2.6%	6.4%	12.3%
Top Administrative Position	9	5.6%			4.3%		
Top Business Position	7	4.5%			6.9%		
Top Development Position	16	4.0%		2.2%	2.9%	7.3%	
Top Education Position	11	3.9%		0.9%	2.8%	6.9%	
Top Finance Position	50	3.8%	-4.8%	0.4%	3.2%	4.9%	14.8%
Top Operations Position	15	6.4%		1.5%	4.9%	10.6%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Technology Position	8	3.9%			6.0%		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.4%			5.5%		
Top Finance Position	5	0.9%			3.6%		
Greater than \$5 million							
CEO/Executive Director	11	8.2%		-0.4%	4.0%	20.1%	
Top Finance Position	7	8.0%			8.3%		
Top Operations Position	6	6.0%			6.3%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	20	-0.3%	-10.9%	-2.7%	0.0%	3.2%	7.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	5.5%		2.3%	5.3%	10.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.9%			4.8%		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	6	8.0%			8.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	8.0%			5.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.5%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Food, Agriculture, and Nutrition							
Greater than \$5 million							
CEO/Executive Director	10	9.1%		2.5%	7.4%	16.8%	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	21	1.9%	-4.6%	0.0%	1.7%	7.4%	13.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	3.8%		0.0%	2.6%	5.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	42	4.4%	-3.3%	0.2%	4.6%	8.5%	13.8%
Greater than \$5 million							
CEO/Executive Director	72	2.3%	-8.3%	-3.9%	2.1%	6.6%	14.6%
Top Administrative Position	17	3.3%		-1.9%	3.2%	8.0%	
Top Development Position	6	7.0%			7.1%		
Top Finance Position	55	3.9%	-7.4%	-1.0%	2.8%	10.6%	15.1%
Top Human Resources Position	18	2.0%		0.0%	0.9%	4.0%	
Top Legal Position	8	5.4%			4.6%		
Top Operations Position	33	6.6%	-1.0%	0.1%	5.8%	11.9%	17.8%
Top Technology Position	21	0.8%	-6.8%	-4.0%	0.5%	5.3%	8.3%
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	17	1.6%		-3.7%	0.2%	7.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	1.7%	-10.6%	-1.3%	2.5%	8.0%	12.0%
Between \$1 million and \$5 million							
CEO/Executive Director	49	3.7%	-2.0%	0.0%	2.8%	7.4%	14.8%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Housing, Shelter							
Between \$1 million and \$5 million							
Top Finance Position	9	6.9%			6.1%		
Greater than \$5 million							
CEO/Executive Director	20	2.4%	-6.6%	0.0%	1.4%	6.5%	10.6%
Top Finance Position	6	3.5%			2.7%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	91	3.4%	-9.8%	-0.5%	1.9%	8.7%	18.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	62	4.4%	-3.6%	0.0%	2.1%	10.1%	18.5%
Between \$1 million and \$5 million							
CEO/Executive Director	157	2.3%	-7.0%	-0.9%	1.5%	6.8%	12.6%
Top Finance Position	40	2.1%	-6.0%	-1.3%	1.8%	6.4%	10.3%
Top Operations Position	11	2.6%		-0.3%	2.4%	6.1%	
Top Program Position	6	7.7%			6.7%		
Greater than \$5 million							
CEO/Executive Director	156	4.1%	-4.3%	0.3%	3.4%	7.6%	16.3%
Top Administrative Position	10	4.4%		1.8%	6.2%	8.4%	
Top Development Position	8	1.2%			2.1%		
Top Finance Position	88	3.6%	-4.4%	0.6%	3.7%	8.3%	12.0%
Top Human Resources Position	14	6.5%		5.7%	6.8%	10.6%	
Top Legal Position	5	4.1%			2.0%		
Top Marketing Position	9	2.9%			2.3%		
Top Operations Position	50	3.4%	-2.5%	0.6%	3.9%	7.2%	10.9%
Top Program Position	6	5.5%			5.4%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	9	-0.9%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.1%			2.6%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	24	-0.3%	-15.6%	-8.4%	1.2%	4.8%	13.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.1%			0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	31	0.8%	-9.5%	-2.9%	0.1%	4.7%	12.2%
Top Finance Position	6	2.7%			2.1%		
Greater than \$5 million							
CEO/Executive Director	43	2.1%	-4.8%	-1.6%	1.7%	4.2%	10.2%
Top Finance Position	22	2.1%	-6.4%	-1.0%	1.6%	6.2%	10.5%
Top Operations Position	13	1.3%		-1.2%	1.0%	3.0%	
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	20	4.2%	-0.8%	0.0%	4.2%	11.3%	14.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.4%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	4.7%	-1.3%	0.4%	1.6%	8.9%	14.3%
Greater than \$5 million							
CEO/Executive Director	28	4.4%	-2.5%	1.2%	4.0%	8.1%	12.0%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
Top Development Position	5	-2.4%			1.6%		
Top Finance Position	15	6.5%		2.1%	5.1%	10.2%	
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	1.8%		-2.1%	1.2%	6.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.6%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.8%			1.1%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	20	1.0%	-16.5%	-1.1%	0.1%	6.6%	14.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.5%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	22	3.0%	-2.5%	0.0%	2.5%	7.1%	10.3%
Greater than \$5 million							
CEO/Executive Director	9	2.3%			3.8%		
Top Finance Position	7	6.9%			6.5%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	136	0.8%	-11.0%	-4.9%	0.0%	6.3%	14.4%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	4.0%	-3.9%	-0.4%	2.3%	8.6%	13.1%
Between \$1 million and \$5 million							
CEO/Executive Director	18	5.0%		0.2%	4.2%	7.3%	
Greater than \$5 million							
CEO/Executive Director	8	0.5%			-0.9%		
Top Finance Position	5	-0.2%			2.1%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	37	0.6%	-7.9%	-3.1%	0.5%	4.4%	9.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	1.4%		-0.3%	2.8%	5.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	33	2.1%	-10.6%	-1.0%	2.9%	7.1%	14.8%
Top Finance Position	7	4.5%			4.3%		
Greater than \$5 million							
CEO/Executive Director	14	5.0%		0.4%	2.2%	11.9%	
Top Finance Position	9	2.9%			2.6%		
Georgia							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.7%			1.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	31	1.4%	-8.3%	-1.8%	0.2%	4.4%	11.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	2.2%		0.0%	0.9%	5.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	27	3.2%	-2.8%	-0.2%	2.2%	6.6%	9.2%
Greater than \$5 million							
CEO/Executive Director	5	5.8%			4.6%		
Top Finance Position	8	3.9%			6.2%		
Top Operations Position	5	1.6%			4.2%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	8	0.7%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.4%			1.1%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	12	0.7%		-4.0%	1.9%	5.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	8.7%			10.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.7%		0.4%	1.7%	5.5%	
Greater than \$5 million							
CEO/Executive Director	6	2.0%			2.2%		
Top Finance Position	6	10.2%			10.4%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	11	8.5%		2.0%	7.2%	13.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	3.1%		0.2%	2.4%	2.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.8%			4.8%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	11	0.7%		-3.8%	0.3%	2.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.0%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.3%			0.4%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	37	2.1%	-6.6%	0.0%	0.0%	7.1%	13.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	-0.5%	-11.1%	-1.6%	0.0%	2.8%	6.7%
Between \$1 million and \$5 million							
CEO/Executive Director	56	5.3%	-9.1%	0.2%	4.6%	11.8%	17.8%
Top Finance Position	8	-1.2%			0.0%		
Greater than \$5 million							
CEO/Executive Director	84	4.2%	-4.5%	0.2%	3.4%	9.0%	14.6%
Top Business Position	10	0.9%		0.1%	2.4%	3.4%	
Top Development Position	16	3.3%		-1.0%	2.2%	4.0%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Education Position	5	9.1%			9.1%		
Top Finance Position	41	4.3%	-1.5%	0.5%	4.7%	7.3%	15.7%
Top Legal Position	5	3.2%			1.1%		
Top Operations Position	11	2.7%		-0.5%	2.3%	6.6%	
Top Technology Position	5	6.2%			6.9%		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.0%			0.0%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	22	3.1%	-0.6%	0.0%	2.3%	6.3%	11.7%
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.5%			1.0%		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	5	0.0%			0.0%		
Greater than \$5 million							
CEO/Executive Director	6	1.4%			0.7%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	17	1.6%		0.0%	0.0%	2.8%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Health—General and Rehabilitative							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	7.1%		-0.1%	8.2%	16.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	3.5%	-7.0%	-0.4%	2.8%	6.6%	12.8%
Greater than \$5 million							
CEO/Executive Director	44	3.7%	-6.7%	-0.5%	4.9%	8.9%	11.8%
Top Administrative Position	10	3.2%		-1.8%	4.2%	12.1%	
Top Finance Position	32	5.4%	-3.8%	0.2%	3.4%	11.4%	14.2%
Top Operations Position	14	5.2%		0.9%	2.8%	7.6%	
Top Technology Position	6	1.2%			-1.9%		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	25	0.6%	-9.7%	-3.0%	0.4%	4.0%	10.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	5.4%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	1.8%		-1.8%	3.4%	7.6%	
Greater than \$5 million							
CEO/Executive Director	6	2.8%			-0.6%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	73	2.2%	-3.1%	0.0%	0.9%	5.0%	12.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	1.9%	-9.7%	-1.8%	1.6%	6.0%	14.3%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	80	2.7%	-6.6%	-0.1%	2.7%	6.9%	12.3%
Top Finance Position	15	0.2%		-2.2%	1.7%	3.4%	
Top Operations Position	6	4.5%			2.6%		
Greater than \$5 million							
CEO/Executive Director	49	5.9%	-1.2%	2.2%	4.4%	8.5%	14.2%
Top Finance Position	22	5.5%	-0.4%	0.9%	4.1%	12.8%	17.5%
Top Operations Position	9	3.5%			3.3%		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	11	1.5%		0.0%	0.4%	2.6%	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	15	3.9%		0.0%	0.5%	11.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	5.7%		0.1%	2.7%	12.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.2%		-0.7%	2.1%	5.5%	
Greater than \$5 million							
CEO/Executive Director	7	8.1%			6.0%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	16	5.2%		0.0%	2.6%	8.7%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.7%			0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	3.3%		0.1%	4.9%	6.2%	
Greater than \$5 million							
CEO/Executive Director	10	3.7%		0.3%	2.8%	9.0%	
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	1.9%		-2.9%	2.3%	6.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.8%			6.1%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	13	-5.4%		-15.5%	-3.2%	0.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	-1.2%		-12.3%	1.5%	9.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	-2.3%			-1.9%		
Greater than \$5 million							
CEO/Executive Director	5	7.2%			11.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	97	-0.1%	-10.9%	-4.5%	0.0%	4.0%	12.0%
Top Finance Position	8	4.2%			0.6%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	2.1%	-12.0%	0.0%	2.4%	6.9%	14.3%
Between \$1 million and \$5 million							
CEO/Executive Director	24	2.4%	-5.6%	-0.9%	1.2%	6.9%	12.2%
Top Finance Position	6	3.8%			4.8%		
Greater than \$5 million							
CEO/Executive Director	7	-0.5%			2.9%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	30	1.1%	-8.4%	-2.1%	0.0%	4.4%	10.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.2%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	7.4%		1.0%	4.9%	9.9%	
Greater than \$5 million							
CEO/Executive Director	9	1.7%			3.2%		
Hawaii							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	6.7%			3.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.0%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	1.1%		-0.1%	0.8%	4.3%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	5	4.6%			0.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	15	5.9%		1.9%	3.3%	8.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.7%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.0%		0.0%	1.3%	6.4%	
Greater than \$5 million							
CEO/Executive Director	17	4.4%		0.4%	1.8%	11.6%	
Top Finance Position	7	2.0%			2.5%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	3.3%			-1.0%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.9%		0.4%	3.2%	6.2%	
Greater than \$5 million							
CEO/Executive Director	13	4.2%		0.0%	4.8%	9.0%	
Top Finance Position	9	6.1%			8.6%		
Top Operations Position	8	4.4%			6.4%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.3%			5.7%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	5.2%		0.0%	5.8%	9.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-6.5%			-6.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	22	2.9%	-1.0%	0.0%	2.7%	5.8%	8.2%
Top Finance Position	5	5.7%			7.0%		
Greater than \$5 million							
CEO/Executive Director	9	6.2%			7.2%		
Top Finance Position	6	4.2%			2.1%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	3.6%			0.0%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.3%			1.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	11	3.6%		-2.3%	0.7%	12.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.8%			0.6%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	1.9%			3.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	5.6%			3.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.5%			0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	3.1%		1.5%	3.8%	5.0%	
Top Administrative Position	11	5.3%		1.1%	4.3%	5.3%	
Greater than \$5 million							
CEO/Executive Director	6	1.5%			-0.3%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	7	0.0%			2.0%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	14.7%			20.6%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	13	2.5%		-4.4%	2.5%	4.4%	
Top Finance Position	11	6.6%		-1.0%	9.1%	12.2%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	7.5%			2.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	2.6%		0.8%	3.1%	5.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.7%		0.9%	4.1%	10.4%	
Greater than \$5 million							
CEO/Executive Director	5	0.8%			0.5%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	0.2%			0.9%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	5.4%			5.3%		

Illinois

Animal-Related

\$500 thousand or less							
CEO/Executive Director	12	-0.9%		-2.3%	0.0%	3.8%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Animal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.1%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.7%			2.9%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	75	2.3%	-10.4%	0.0%	2.1%	6.9%	15.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	3.5%	-6.5%	0.0%	1.8%	8.2%	18.2%
Between \$1 million and \$5 million							
CEO/Executive Director	44	3.9%	-1.2%	0.3%	3.3%	7.8%	10.9%
Top Finance Position	6	0.8%			0.3%		
Greater than \$5 million							
CEO/Executive Director	19	2.3%		-0.5%	2.1%	4.8%	
Top Administrative Position	5	3.9%			2.6%		
Top Development Position	10	7.9%		3.3%	3.9%	12.7%	
Top Finance Position	14	2.1%		1.4%	2.5%	3.8%	
Top Marketing Position	5	2.8%			2.3%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	12	-1.4%		-13.1%	-0.3%	9.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.8%			-0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.6%		1.0%	5.0%	9.7%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Civil Rights, Social Action, Advocacy							
Greater than \$5 million							
CEO/Executive Director	7	4.5%			2.0%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	24	2.6%	-8.6%	0.0%	2.7%	7.4%	10.2%
Between \$1 million and \$5 million							
CEO/Executive Director	36	4.3%	-1.3%	0.0%	4.1%	7.5%	11.2%
Greater than \$5 million							
CEO/Executive Director	16	5.0%		0.1%	3.1%	9.1%	
Top Finance Position	5	7.2%			1.0%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	20	4.0%	-1.7%	-0.3%	0.6%	5.9%	15.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.0%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.1%			0.6%		
Greater than \$5 million							
CEO/Executive Director	6	12.0%			8.5%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	16	1.8%		0.0%	1.1%	4.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	4.1%		0.0%	3.4%	7.8%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	23	3.7%	-3.3%	-0.6%	3.7%	7.5%	9.3%
Greater than \$5 million							
CEO/Executive Director	20	3.1%	-5.6%	-1.3%	3.8%	9.3%	11.2%
Top Finance Position	8	5.1%			4.1%		
Top Technology Position	7	3.4%			1.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	46	0.6%	-15.7%	-3.0%	0.0%	7.3%	15.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	1.3%	-3.9%	-0.2%	1.4%	3.6%	10.6%
Top Finance Position	6	2.1%			0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	103	3.1%	-5.4%	0.0%	2.2%	7.7%	13.3%
Top Administrative Position	5	0.1%			2.0%		
Top Education Position	5	5.7%			7.0%		
Top Finance Position	14	2.5%		-1.2%	1.7%	9.4%	
Greater than \$5 million							
CEO/Executive Director	108	4.2%	-4.3%	0.0%	3.1%	9.3%	15.0%
Top Administrative Position	6	2.0%			2.5%		
Top Business Position	5	7.4%			2.9%		
Top Development Position	20	4.1%	-4.8%	-0.8%	2.4%	7.6%	12.6%
Top Education Position	19	3.5%		-0.2%	2.3%	4.0%	
Top Finance Position	62	4.7%	-7.3%	0.6%	4.0%	9.1%	15.7%
Top Human Resources Position	7	6.9%			5.5%		
Top Legal Position	5	6.9%			4.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Operations Position	18	7.5%		4.6%	6.8%	10.7%	
Top Technology Position	14	2.1%		0.7%	1.4%	4.3%	
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	6	0.8%			0.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.2%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	4.6%	-3.0%	0.9%	5.4%	8.1%	10.6%
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	0.0%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.4%		0.2%	2.6%	6.7%	
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	6	3.5%			4.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.7%			0.8%		
Greater than \$5 million							
CEO/Executive Director	7	2.5%			1.8%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	16	2.5%		0.0%	3.2%	7.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	9.0%		0.0%	6.5%	17.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	29	4.4%	-0.4%	1.9%	3.5%	6.3%	12.0%
Greater than \$5 million							
CEO/Executive Director	74	4.5%	-5.9%	-0.5%	4.4%	10.1%	14.8%
Top Administrative Position	8	-1.8%			-1.6%		
Top Finance Position	77	6.2%	-6.9%	1.5%	7.6%	11.4%	17.1%
Top Human Resources Position	17	5.4%		2.7%	5.2%	9.0%	
Top Legal Position	10	-1.6%		-8.5%	-3.9%	7.1%	
Top Operations Position	34	5.3%	-5.3%	-0.9%	5.0%	10.5%	18.1%
Top Technology Position	15	4.4%		0.0%	3.1%	6.6%	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	9	2.9%			0.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	7.6%		1.4%	6.7%	13.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	43	4.8%	-1.4%	0.4%	3.4%	7.9%	13.6%
Greater than \$5 million							
CEO/Executive Director	18	2.6%		-2.2%	3.2%	8.5%	
Top Finance Position	9	7.3%			13.1%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	86	2.2%	-8.1%	-0.5%	1.7%	7.1%	12.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	68	1.9%	-5.5%	-0.3%	1.5%	5.3%	8.3%
Between \$1 million and \$5 million							
CEO/Executive Director	154	3.0%	-4.1%	0.0%	2.7%	7.0%	12.0%
Top Finance Position	32	1.0%	-6.1%	-0.8%	2.0%	4.5%	6.5%
Top Operations Position	9	6.0%			5.5%		
Greater than \$5 million							
CEO/Executive Director	165	3.3%	-5.6%	-0.5%	2.2%	6.8%	14.9%
Top Administrative Position	8	3.9%			3.6%		
Top Business Position	7	3.0%			3.5%		
Top Development Position	14	3.4%		2.0%	4.4%	7.1%	
Top Finance Position	80	2.8%	-5.2%	-0.6%	2.3%	5.9%	13.3%
Top Human Resources Position	13	6.2%		1.4%	3.9%	7.8%	
Top Marketing Position	7	-3.1%			-4.9%		
Top Operations Position	24	8.5%	1.0%	2.4%	6.1%	13.2%	21.8%
Top Program Position	13	2.9%		-0.9%	2.2%	4.6%	
Top Technology Position	7	4.6%			4.3%		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	11	1.9%		-2.3%	0.0%	5.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.7%		1.2%	4.1%	9.7%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Medical Research							
\$500 thousand or less							
CEO/Executive Director	5	6.5%			5.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.8%			1.2%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	17	4.4%		0.0%	3.3%	9.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	6.5%		0.0%	3.2%	12.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	44	3.7%	-3.7%	0.0%	2.3%	6.9%	12.5%
Top Finance Position	7	5.5%			3.9%		
Greater than \$5 million							
CEO/Executive Director	23	2.5%	-10.8%	-0.8%	4.3%	6.5%	14.3%
Top Finance Position	10	6.1%		4.5%	4.8%	8.9%	
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	17	3.8%		0.0%	1.5%	5.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	1.7%		-1.8%	1.3%	3.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	24	4.1%	-5.3%	3.1%	4.5%	8.0%	10.6%
Top Finance Position	5	6.8%			5.8%		
Greater than \$5 million							
CEO/Executive Director	11	5.1%		1.9%	4.1%	7.0%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	1.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	5.5%		0.0%	4.6%	10.6%	
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	8.7%			6.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.5%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	2.5%	-8.2%	-1.2%	4.2%	8.6%	11.6%
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	51	0.8%	-9.3%	-3.6%	0.2%	4.1%	13.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	-1.5%		-10.6%	0.0%	4.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	5.3%	-2.7%	0.0%	4.3%	10.7%	15.6%
Greater than \$5 million							
CEO/Executive Director	13	0.9%		-2.4%	0.6%	5.7%	
Top Finance Position	8	5.1%			4.8%		
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.1%			0.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Science and Technology Research Institutes, Services							
Greater than \$5 million							
CEO/Executive Director	5	10.2%			6.2%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	32	3.2%	-2.4%	-0.3%	1.6%	8.0%	13.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	2.0%		-2.0%	3.0%	7.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	4.9%	-3.7%	0.0%	3.0%	11.4%	14.2%
Greater than \$5 million							
CEO/Executive Director	5	3.2%			1.0%		
Indiana							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	11	4.8%		0.2%	2.9%	9.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.3%			3.9%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	36	3.1%	-1.5%	0.0%	1.1%	5.0%	12.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	-0.7%		-4.7%	0.5%	2.2%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	26	2.0%	-3.4%	-1.7%	0.9%	4.1%	9.0%
Greater than \$5 million							
CEO/Executive Director	11	2.0%		-0.3%	2.0%	4.7%	
Top Finance Position	7	3.8%			5.5%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	7	6.8%			4.6%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	29	3.1%	-1.1%	0.0%	2.7%	4.8%	9.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	3.0%		0.5%	2.3%	3.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	2.9%	-0.7%	0.0%	1.2%	5.4%	10.0%
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	12	3.5%		1.6%	2.7%	5.7%	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	9	6.7%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.1%			3.4%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	33	1.0%	-5.4%	-0.1%	0.0%	3.3%	10.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.3%		-0.3%	4.8%	7.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	47	3.3%	-4.5%	-0.3%	2.1%	5.5%	15.6%
Top Finance Position	8	4.0%			5.0%		
Greater than \$5 million							
CEO/Executive Director	48	2.5%	-3.8%	0.2%	2.5%	4.8%	6.9%
Top Development Position	14	4.2%		1.6%	4.7%	6.5%	
Top Education Position	10	2.6%		1.1%	2.4%	4.7%	
Top Finance Position	26	6.2%	0.2%	2.6%	5.1%	6.7%	16.8%
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.4%			1.6%		
Greater than \$5 million							
CEO/Executive Director	11	4.9%		-0.2%	3.5%	10.1%	
Top Finance Position	6	1.7%			1.1%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	8	5.6%			2.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.0%			4.9%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	12	3.1%		0.0%	3.0%	5.2%	
Greater than \$5 million							
CEO/Executive Director	7	4.8%			3.8%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	11	3.5%		0.1%	2.6%	4.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	7.0%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	24	4.8%	-3.7%	-0.4%	3.3%	10.5%	14.0%
Top Operations Position	5	5.4%			6.9%		
Greater than \$5 million							
CEO/Executive Director	46	4.2%	-7.5%	0.0%	4.0%	9.5%	17.4%
Top Finance Position	32	5.6%	-2.0%	0.4%	5.2%	8.6%	13.1%
Top Human Resources Position	6	2.8%			3.6%		
Top Operations Position	17	3.8%		-0.2%	4.2%	6.6%	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	11	3.9%		0.0%	3.2%	10.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.7%			1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	0.9%		-1.5%	0.1%	4.2%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Housing, Shelter							
Greater than \$5 million							
CEO/Executive Director	9	4.0%			4.4%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	62	1.6%	-9.3%	0.0%	1.2%	5.8%	12.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	57	3.1%	-3.3%	0.0%	2.9%	5.1%	12.2%
Between \$1 million and \$5 million							
CEO/Executive Director	91	3.1%	-3.9%	-0.1%	2.4%	6.1%	12.9%
Top Finance Position	12	7.2%		1.3%	4.4%	15.8%	
Top Operations Position	5	5.0%			2.0%		
Greater than \$5 million							
CEO/Executive Director	79	3.6%	-3.1%	0.1%	3.3%	6.8%	11.4%
Top Finance Position	44	4.2%	-1.5%	2.5%	4.3%	6.7%	9.4%
Top Operations Position	10	2.2%		-0.4%	3.3%	4.7%	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	10	2.7%		0.0%	0.9%	6.9%	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	14	5.6%		1.9%	4.8%	8.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.3%			4.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.1%			0.0%		
Greater than \$5 million							
CEO/Executive Director	13	5.6%		-1.5%	5.0%	15.0%	
Top Finance Position	8	8.1%			8.0%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	11	1.9%		0.0%	0.0%	3.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	5.8%	-0.6%	0.8%	4.5%	7.7%	18.8%
Between \$1 million and \$5 million							
CEO/Executive Director	48	4.3%	-0.3%	1.2%	3.7%	5.5%	10.9%
Greater than \$5 million							
CEO/Executive Director	7	5.9%			4.0%		
Top Finance Position	5	4.7%			5.5%		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	6.7%			9.0%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	7.3%			4.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.1%			9.7%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.6%			5.1%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	38	-0.9%	-13.6%	-7.4%	0.0%	7.1%	10.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	-0.4%		0.0%	0.0%	2.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.5%		0.0%	0.1%	3.0%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	24	2.3%	-2.6%	0.0%	2.2%	5.0%	6.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	5.1%		0.1%	3.1%	8.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	26	5.4%	0.3%	2.1%	5.0%	7.5%	13.2%
Greater than \$5 million							
CEO/Executive Director	6	4.0%			3.3%		

Iowa

Animal-Related

Between \$500 thousand and \$1 million

CEO/Executive Director	7	2.7%			3.0%		
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501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	24	-0.1%	-7.8%	-1.1%	0.0%	1.5%	4.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	6.0%		3.6%	4.5%	8.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	1.0%		-0.1%	1.8%	5.2%	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	12	1.8%		0.0%	0.3%	3.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.4%			6.5%		
Greater than \$5 million							
CEO/Executive Director	7	3.1%			3.4%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	5	1.9%			0.0%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	5	-0.1%			0.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	9	2.6%			3.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.6%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.8%			3.7%		
Greater than \$5 million							
CEO/Executive Director	26	3.4%	-3.8%	-2.3%	2.6%	5.9%	11.6%
Top Development Position	11	5.9%		1.1%	3.3%	10.0%	
Top Education Position	9	2.5%			2.3%		
Top Finance Position	14	3.2%		-0.8%	1.7%	5.4%	
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-3.4%			0.9%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	7	3.0%			3.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.8%			2.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.2%			2.8%		
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.2%			2.4%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	7	6.0%			5.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.3%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	6.1%		0.1%	2.3%	14.3%	
Top Administrative Position	5	-3.8%			-3.4%		
Greater than \$5 million							
CEO/Executive Director	42	0.4%	-14.1%	-5.3%	0.5%	4.6%	16.6%
Top Administrative Position	11	4.0%		-0.2%	1.8%	7.7%	
Top Finance Position	29	4.5%	-6.3%	1.1%	4.1%	7.6%	16.0%
Top Operations Position	11	-2.7%		-8.4%	-2.0%	3.5%	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	7	-1.3%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	4.9%		0.6%	4.3%	6.5%	
Top Administrative Position	7	3.1%			3.8%		
Greater than \$5 million							
CEO/Executive Director	10	4.8%		2.8%	6.2%	7.3%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	38	4.3%	-6.2%	0.0%	2.4%	10.2%	17.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	3.2%	-1.1%	0.9%	3.0%	5.7%	9.9%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	53	4.3%	-0.4%	0.9%	3.2%	6.7%	12.2%
Top Finance Position	6	3.1%			1.3%		
Greater than \$5 million							
CEO/Executive Director	43	2.6%	-5.6%	-2.4%	3.3%	7.8%	10.8%
Top Finance Position	34	3.4%	-1.6%	0.6%	3.8%	7.6%	10.3%
Top Operations Position	5	-0.3%			0.6%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	11	1.9%		-1.1%	0.7%	3.5%	
Greater than \$5 million							
CEO/Executive Director	11	3.3%		-0.6%	2.8%	8.9%	
Top Finance Position	6	0.6%			4.0%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	10	0.9%		-1.0%	3.4%	5.1%	
Greater than \$5 million							
Top Finance Position	5	-2.5%			1.5%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	10	4.6%		1.9%	4.3%	7.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.1%			6.6%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	15	1.7%		-1.0%	1.9%	8.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	7.1%			1.4%		
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.1%		1.6%	3.0%	6.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.1%		3.0%	5.1%	7.6%	
Kansas							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	15	3.5%		0.0%	0.3%	3.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-3.5%			-0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	1.4%		0.4%	1.5%	5.5%	
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	5	3.9%			2.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	12	0.7%		-5.4%	0.2%	4.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.6%			2.0%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	6	0.6%			0.0%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	8	1.8%			0.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	12	2.8%		0.1%	2.8%	6.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	3.1%		0.0%	0.8%	2.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.6%		0.1%	1.8%	5.9%	
Greater than \$5 million							
CEO/Executive Director	27	1.9%	-6.2%	-1.9%	1.8%	7.5%	9.8%
Top Development Position	7	9.3%			9.1%		
Top Finance Position	17	6.4%		2.5%	4.7%	8.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	7	0.4%			3.3%		
Top Finance Position	5	-1.3%			-0.9%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	6	-1.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	8.0%		2.9%	5.5%	14.0%	
Top Administrative Position	7	4.7%			7.8%		
Top Finance Position	5	6.4%			8.5%		
Greater than \$5 million							
CEO/Executive Director	38	5.1%	-3.5%	1.7%	4.2%	8.8%	14.5%
Top Administrative Position	8	5.7%			4.4%		
Top Finance Position	31	3.0%	-3.6%	1.9%	4.2%	5.7%	9.0%
Top Operations Position	9	0.4%			0.2%		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	6	2.1%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.5%			2.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	29	1.9%	-3.7%	-0.9%	1.9%	5.2%	11.0%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	4.7%	-0.3%	0.0%	3.8%	7.6%	10.0%
Between \$1 million and \$5 million							
CEO/Executive Director	46	2.4%	-5.0%	-0.8%	2.4%	6.0%	11.2%
Top Finance Position	6	2.0%			3.3%		
Greater than \$5 million							
CEO/Executive Director	36	4.0%	-2.2%	1.2%	4.4%	7.3%	10.2%
Top Finance Position	19	4.3%		0.6%	4.4%	7.3%	
Top Operations Position	6	6.8%			6.1%		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	5	-0.6%			0.0%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	0.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-0.6%			2.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	-1.3%		-5.1%	0.4%	3.9%	
Greater than \$5 million							
CEO/Executive Director	17	4.9%		0.7%	6.2%	10.6%	
Top Finance Position	9	4.9%			3.3%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	8	1.9%			0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.3%			6.3%		
Greater than \$5 million							
CEO/Executive Director	8	8.3%			9.1%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	0.4%			4.2%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	4.0%		0.6%	2.9%	4.9%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	4.6%			0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.3%			2.0%		
Kentucky							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	2.7%			1.2%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	20	3.1%	-3.7%	0.0%	0.8%	4.1%	12.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.3%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.5%			0.8%		
Greater than \$5 million							
CEO/Executive Director	6	2.1%			0.3%		
Top Finance Position	6	2.1%			4.7%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	10	1.2%		-0.6%	0.0%	2.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.2%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-2.0%			0.9%		
Greater than \$5 million							
CEO/Executive Director	7	0.6%			2.2%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	7	2.7%			0.4%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	8	2.9%			6.6%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.0%			3.1%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	13	3.4%		0.0%	1.3%	5.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.2%		0.6%	4.0%	7.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	24	2.8%	-2.1%	0.5%	3.3%	3.9%	9.0%
Greater than \$5 million							
CEO/Executive Director	26	2.6%	-3.4%	0.0%	1.1%	4.3%	10.2%
Top Development Position	8	2.9%			1.9%		
Top Education Position	9	3.8%			4.3%		
Top Finance Position	16	5.0%		0.0%	2.1%	11.1%	
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.4%			3.5%		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	5	-2.7%			-0.8%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	15	6.4%		3.0%	4.5%	5.8%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Health—General and Rehabilitative							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.1%			1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.2%			2.9%		
Greater than \$5 million							
CEO/Executive Director	36	5.6%	-3.4%	-0.6%	5.0%	9.5%	17.6%
Top Administrative Position	8	4.1%			4.1%		
Top Finance Position	27	2.2%	-8.0%	-2.3%	2.8%	6.4%	10.6%
Top Operations Position	9	1.8%			3.3%		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	11	2.7%		0.0%	2.0%	6.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.9%		-0.4%	4.1%	6.3%	
Greater than \$5 million							
CEO/Executive Director	6	1.7%			0.9%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	41	2.7%	-4.5%	0.0%	2.1%	5.4%	11.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	2.6%	-2.9%	-0.1%	1.2%	6.5%	9.7%
Between \$1 million and \$5 million							
CEO/Executive Director	50	3.3%	-3.9%	0.0%	2.1%	7.1%	12.2%
Greater than \$5 million							
CEO/Executive Director	30	4.8%	-0.8%	0.6%	2.3%	7.0%	16.5%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Human Services—Multipurpose and Other							
Greater than \$5 million							
Top Finance Position	22	1.7%	-5.3%	-0.5%	2.6%	6.0%	8.5%
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.8%			6.2%		
Greater than \$5 million							
CEO/Executive Director	10	1.0%		1.1%	2.3%	5.5%	
Top Finance Position	5	6.9%			7.7%		
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.3%			1.2%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	0.4%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.4%			1.2%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	25	1.5%	-7.9%	-0.7%	0.0%	6.2%	14.7%
Between \$1 million and \$5 million							
CEO/Executive Director	5	-4.9%			0.1%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	8	9.9%			7.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.4%			1.0%		
Louisiana							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	29	2.2%	-3.2%	0.0%	1.3%	4.2%	12.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.6%			1.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	1.1%		-3.4%	0.1%	5.0%	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	8	0.9%			0.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.0%		-1.2%	1.2%	14.7%	
Greater than \$5 million							
CEO/Executive Director	5	2.1%			1.3%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.3%			6.3%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	7	4.3%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	11.2%			11.8%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	16	1.7%		-0.4%	0.0%	4.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	0.3%		0.0%	0.9%	2.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	36	4.9%	-5.0%	0.0%	6.0%	10.2%	14.7%
Greater than \$5 million							
CEO/Executive Director	43	5.2%	-1.0%	0.9%	3.8%	9.9%	13.9%
Top Development Position	5	1.4%			4.0%		
Top Finance Position	18	2.9%		-0.6%	3.3%	6.8%	
Top Operations Position	6	8.0%			7.1%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	-1.0%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Food, Agriculture, and Nutrition							
Greater than \$5 million							
CEO/Executive Director	6	0.6%			0.5%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	6	1.0%			3.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.0%			6.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.8%		-0.4%	1.0%	5.8%	
Greater than \$5 million							
CEO/Executive Director	28	8.1%	-3.1%	1.1%	6.6%	16.3%	21.5%
Top Administrative Position	5	0.7%			1.1%		
Top Finance Position	18	0.9%		0.9%	2.7%	4.5%	
Top Operations Position	10	3.5%		-0.1%	3.6%	6.6%	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	-0.8%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.7%			6.9%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	35	-0.4%	-5.8%	-2.5%	0.0%	2.1%	5.4%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	3.4%	-1.8%	0.0%	2.6%	6.3%	10.9%
Between \$1 million and \$5 million							
CEO/Executive Director	35	3.5%	-3.4%	-0.1%	0.9%	8.3%	13.2%
Greater than \$5 million							
CEO/Executive Director	36	1.1%	-10.0%	-1.1%	1.8%	5.0%	10.5%
Top Finance Position	14	2.9%		1.5%	2.8%	5.4%	
Top Operations Position	6	0.4%			-0.1%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.2%		-0.1%	2.4%	7.4%	
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	7	1.8%			4.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	-0.1%			0.6%		
Greater than \$5 million							
CEO/Executive Director	6	5.0%			3.3%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	35	0.1%	-9.9%	-5.2%	0.0%	6.3%	10.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.3%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	11	-2.2%		-15.2%	2.1%	7.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	7.6%			7.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.7%		-0.4%	4.3%	7.9%	
Maine							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.0%			3.7%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	18	1.5%		-1.0%	0.0%	5.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	3.5%		0.5%	3.8%	9.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	2.9%	-5.4%	-1.1%	2.6%	5.5%	8.8%
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	-2.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.7%			3.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.3%			6.8%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	5	4.9%			0.4%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	22	4.9%	0.0%	0.3%	2.8%	5.7%	19.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	4.7%		0.1%	3.8%	7.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	4.8%		-0.8%	4.1%	8.8%	
Top Finance Position	5	7.2%			4.1%		
Greater than \$5 million							
CEO/Executive Director	21	3.2%	-4.0%	0.4%	2.9%	5.5%	12.1%
Top Development Position	5	3.8%			2.7%		
Top Finance Position	14	6.2%		3.9%	4.8%	7.9%	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	21	5.6%	0.0%	3.4%	5.0%	7.7%	12.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	2.3%		-2.3%	1.9%	4.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.8%			3.7%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	7.6%			9.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.7%		0.9%	4.5%	9.7%	
Greater than \$5 million							
CEO/Executive Director	29	5.2%	-5.3%	1.9%	6.3%	9.6%	15.3%
Top Finance Position	25	5.6%	-0.4%	0.7%	3.7%	9.3%	13.6%
Top Operations Position	9	2.0%			1.8%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.1%		1.8%	4.1%	7.5%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	16	2.9%		-0.1%	2.3%	4.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.9%			-2.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	37	3.8%	-0.9%	1.4%	2.8%	5.9%	10.7%
Greater than \$5 million							
CEO/Executive Director	34	4.4%	-4.7%	-1.0%	5.1%	11.3%	14.7%
Top Finance Position	19	3.6%		0.3%	3.5%	6.9%	
Top Operations Position	10	8.9%		3.3%	9.0%	12.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	-3.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.9%		2.1%	5.7%	8.7%	
Greater than \$5 million							
CEO/Executive Director	9	4.0%			2.4%		
Top Finance Position	7	4.3%			2.4%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	5	0.7%			-1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.9%			3.3%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.0%			2.3%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	-3.6%			-0.9%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	5.6%			6.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.2%			1.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.2%			3.6%		
Maryland							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	10	4.5%		0.5%	4.4%	9.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	6.2%			3.4%		
Greater than \$5 million							
CEO/Executive Director	6	-1.3%			1.9%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	42	3.0%	-1.5%	0.0%	2.0%	5.7%	8.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	6.3%		1.9%	5.6%	9.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	32	2.3%	-9.1%	-1.5%	1.8%	4.6%	12.2%
Top Finance Position	9	2.8%			2.9%		
Top Operations Position	5	1.7%			0.6%		
Greater than \$5 million							
CEO/Executive Director	8	2.2%			1.2%		
Top Finance Position	5	7.5%			2.3%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Civil Rights, Social Action, Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.9%			7.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.5%			0.6%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	16	-2.7%		-5.2%	-0.3%	3.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	-0.3%		-6.2%	0.7%	4.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	0.8%		0.0%	1.0%	5.2%	
Greater than \$5 million							
CEO/Executive Director	15	4.2%		0.9%	3.1%	7.2%	
Top Finance Position	7	2.3%			0.7%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	5	-4.1%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.9%			0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.4%			-1.1%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	9	5.1%			5.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	17	2.3%		-0.6%	3.1%	4.2%	
Greater than \$5 million							
CEO/Executive Director	11	3.9%		1.1%	5.8%	7.8%	
Top Finance Position	9	9.0%			8.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	36	3.2%	-6.6%	-1.5%	0.0%	6.0%	17.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	5.2%	-1.1%	1.1%	3.1%	6.3%	12.5%
Between \$1 million and \$5 million							
CEO/Executive Director	63	1.7%	-4.9%	-1.0%	2.5%	4.9%	8.8%
Top Business Position	5	1.4%			-1.3%		
Top Finance Position	6	1.3%			0.5%		
Greater than \$5 million							
CEO/Executive Director	69	4.8%	-1.6%	2.1%	4.6%	8.9%	13.0%
Top Business Position	10	5.4%		1.5%	3.9%	6.7%	
Top Development Position	16	4.1%		1.2%	2.9%	5.9%	
Top Education Position	8	8.6%			7.2%		
Top Finance Position	40	3.7%	-3.0%	0.9%	4.5%	5.8%	8.7%
Top Operations Position	14	1.0%		-0.7%	2.1%	4.7%	
Top Technology Position	11	3.6%		0.8%	2.6%	4.8%	
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	8	0.3%			0.4%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	11	4.3%		0.7%	3.8%	8.4%	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	13	0.5%		-4.5%	0.0%	3.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	9.1%			10.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	1.7%		0.6%	1.5%	4.7%	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	10	3.1%		0.3%	1.9%	6.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	32	1.0%	-6.4%	-1.8%	1.5%	5.4%	10.6%
Greater than \$5 million							
CEO/Executive Director	52	4.8%	-3.6%	0.0%	3.8%	9.2%	16.3%
Top Administrative Position	9	5.7%			4.5%		
Top Development Position	7	3.5%			4.2%		
Top Finance Position	38	3.6%	-9.2%	0.8%	3.8%	8.4%	12.8%
Top Human Resources Position	10	3.6%		1.0%	5.0%	6.9%	
Top Operations Position	23	4.3%	-10.4%	2.1%	5.2%	9.2%	12.6%
Top Technology Position	7	5.0%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	9	8.7%			5.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	-1.0%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	24	4.9%	-4.9%	0.0%	2.3%	9.8%	17.4%
Greater than \$5 million							
CEO/Executive Director	10	1.9%		1.2%	5.1%	7.9%	
Top Finance Position	8	7.1%			7.6%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	49	2.2%	-7.9%	0.0%	2.8%	6.0%	12.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	2.2%	-11.9%	0.0%	1.3%	6.7%	13.4%
Between \$1 million and \$5 million							
CEO/Executive Director	66	5.9%	-3.6%	0.3%	5.4%	11.3%	17.0%
Top Finance Position	10	3.3%		-0.7%	4.4%	10.1%	
Greater than \$5 million							
CEO/Executive Director	84	4.1%	-4.6%	-0.2%	3.5%	8.7%	13.4%
Top Administrative Position	5	4.8%			4.3%		
Top Development Position	5	1.5%			0.8%		
Top Finance Position	54	5.2%	-4.7%	0.4%	3.6%	10.7%	17.9%
Top Human Resources Position	11	4.6%		1.9%	3.2%	4.5%	
Top Marketing Position	5	8.7%			10.0%		
Top Operations Position	18	4.9%		0.3%	2.5%	9.0%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	9	-4.8%			-5.3%		
Medical Research							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-2.2%			-0.3%		
Greater than \$5 million							
CEO/Executive Director	8	5.9%			3.8%		
Top Finance Position	7	-2.7%			-1.4%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	14	0.6%		-4.2%	0.0%	5.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	3.6%		-0.2%	0.8%	3.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	26	2.5%	-2.1%	0.0%	2.4%	3.9%	7.4%
Greater than \$5 million							
CEO/Executive Director	25	5.1%	-4.3%	1.1%	4.8%	10.0%	16.0%
Top Finance Position	9	4.0%			3.2%		
Top Operations Position	10	3.6%		-2.2%	4.5%	7.2%	
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.6%			4.1%		
Greater than \$5 million							
CEO/Executive Director	7	3.4%			5.4%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
Top Finance Position	5	3.4%			4.6%		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	13	2.7%		0.0%	0.0%	7.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.5%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.3%			1.5%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	12	1.4%		-3.4%	0.0%	3.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.2%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.8%		0.2%	2.9%	8.3%	
Greater than \$5 million							
CEO/Executive Director	7	-0.8%			0.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	22	2.6%	-3.4%	0.0%	2.2%	5.8%	9.8%
Between \$1 million and \$5 million							
CEO/Executive Director	7	-0.4%			0.5%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	7	9.5%			13.0%		
Greater than \$5 million							
CEO/Executive Director	6	8.5%			8.1%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	15	4.1%		-1.0%	1.5%	13.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.9%			3.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	1.3%		-0.7%	3.6%	7.3%	
Massachusetts							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	10	6.2%		1.3%	3.7%	8.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	11.5%			9.1%		
Greater than \$5 million							
CEO/Executive Director	5	2.0%			1.0%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	81	4.3%	-3.4%	0.0%	3.0%	7.2%	12.5%
Top Finance Position	6	-0.8%			0.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	47	4.6%	-6.8%	0.1%	2.5%	10.0%	20.8%
Between \$1 million and \$5 million							
CEO/Executive Director	61	1.0%	-5.6%	-0.7%	1.2%	4.0%	6.7%
Top Finance Position	8	-0.3%			1.5%		
Greater than \$5 million							
CEO/Executive Director	28	1.4%	-6.7%	-1.4%	2.1%	4.9%	10.9%
Top Administrative Position	5	-0.7%			0.5%		
Top Development Position	11	0.9%		-2.0%	1.6%	3.6%	
Top Finance Position	21	2.3%	-2.1%	0.2%	1.6%	3.7%	8.7%
Top Operations Position	7	2.3%			2.9%		
Top PR/Communications Position	5	0.1%			2.3%		
Top Technology Position	5	0.9%			1.9%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	13	9.2%		4.1%	9.0%	12.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	8.3%			8.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	5.3%	-3.1%	1.0%	3.9%	9.2%	18.3%
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	25	4.0%	-0.3%	0.0%	3.6%	5.9%	9.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.4%		0.0%	3.6%	5.3%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	28	5.2%	-2.4%	0.3%	4.1%	8.4%	15.5%
Top Finance Position	8	6.1%			6.7%		
Greater than \$5 million							
CEO/Executive Director	9	7.8%			6.7%		
Top Finance Position	6	10.5%			11.8%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	12	3.7%		0.0%	1.9%	6.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.6%			0.4%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	10	1.9%		-3.5%	1.7%	9.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	6.9%			5.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.2%		0.0%	2.9%	6.0%	
Greater than \$5 million							
CEO/Executive Director	14	4.0%		0.0%	2.9%	6.6%	
Top Finance Position	7	4.3%			3.4%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	87	1.2%	-9.1%	-1.0%	1.3%	4.5%	11.1%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	4.1%	-4.3%	0.0%	2.7%	7.9%	14.2%
Between \$1 million and \$5 million							
CEO/Executive Director	104	3.6%	-6.5%	-0.9%	2.8%	8.1%	15.5%
Top Business Position	5	-4.6%			-2.7%		
Top Finance Position	14	3.1%		0.7%	1.5%	7.4%	
Top Operations Position	5	2.2%			2.3%		
Top Program Position	5	3.9%			2.8%		
Greater than \$5 million							
CEO/Executive Director	125	3.5%	-3.6%	-0.1%	3.2%	7.2%	12.5%
Top Administrative Position	13	4.6%		2.3%	4.2%	11.1%	
Top Business Position	6	2.7%			1.9%		
Top Development Position	56	3.4%	-2.9%	1.9%	3.7%	6.1%	10.1%
Top Education Position	23	2.5%	-6.3%	-1.0%	3.6%	7.1%	10.7%
Top Facilities Position	5	3.7%			3.1%		
Top Finance Position	89	5.3%	-2.2%	1.5%	4.7%	10.3%	14.7%
Top Human Resources Position	8	1.1%			0.4%		
Top Legal Position	10	6.0%		3.0%	4.1%	8.4%	
Top Marketing Position	8	2.7%			5.2%		
Top Operations Position	30	6.4%	-0.4%	2.6%	4.2%	10.2%	13.8%
Top Technology Position	27	3.0%	-0.7%	1.6%	3.3%	3.9%	6.3%
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	10	-5.6%		-13.1%	-2.4%	0.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.6%		0.1%	0.6%	9.4%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	6	1.8%			1.9%		
Top Finance Position	5	2.4%			3.1%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	19	3.7%		0.0%	3.7%	7.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	3.1%		0.0%	4.1%	8.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	24	3.7%	-2.4%	-0.1%	3.3%	7.2%	14.4%
Greater than \$5 million							
CEO/Executive Director	14	6.0%		2.4%	4.5%	10.2%	
Top Development Position	5	1.5%			4.5%		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	6	0.5%			1.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.6%			-1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	10.7%			12.0%		
Greater than \$5 million							
CEO/Executive Director	6	7.3%			5.4%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	13	4.8%		1.3%	4.8%	8.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	0.3%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	1.5%	-9.0%	-6.3%	3.0%	7.0%	12.3%
Top Finance Position	6	4.6%			4.0%		
Top Operations Position	5	7.4%			5.7%		
Greater than \$5 million							
CEO/Executive Director	79	3.7%	-5.5%	0.4%	2.9%	8.6%	13.2%
Top Administrative Position	22	4.5%	-5.2%	-1.4%	2.4%	10.8%	15.9%
Top Development Position	6	-0.7%			-1.1%		
Top Finance Position	61	5.4%	-5.0%	-0.1%	5.1%	9.9%	14.2%
Top Human Resources Position	14	5.2%		-1.6%	5.1%	10.1%	
Top Operations Position	31	1.6%	-4.9%	-1.8%	2.5%	4.9%	9.7%
Top PR/Communications Position	5	7.3%			2.0%		
Top Technology Position	19	6.0%		0.5%	4.5%	15.3%	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	12	1.6%		-1.3%	0.0%	3.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	3.3%		-2.2%	1.7%	7.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	41	6.3%	-1.3%	2.0%	5.6%	10.1%	16.3%
Top Finance Position	5	5.5%			7.4%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Housing, Shelter							
Greater than \$5 million							
CEO/Executive Director	22	6.1%	-1.6%	0.1%	4.8%	9.7%	16.8%
Top Finance Position	12	5.1%		0.6%	2.0%	7.0%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	51	1.9%	-4.2%	0.0%	2.1%	4.9%	10.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	3.4%	-4.2%	-0.4%	3.0%	7.1%	11.7%
Between \$1 million and \$5 million							
CEO/Executive Director	133	2.2%	-5.6%	-0.7%	2.1%	6.0%	10.1%
Top Finance Position	22	0.0%	-9.9%	-4.6%	0.7%	4.0%	11.6%
Greater than \$5 million							
CEO/Executive Director	165	4.6%	-4.1%	0.4%	3.8%	8.3%	15.0%
Top Administrative Position	7	5.1%			5.4%		
Top Development Position	11	3.0%		0.1%	1.0%	6.3%	
Top Facilities Position	5	5.0%			4.6%		
Top Finance Position	106	4.1%	-4.8%	0.0%	4.0%	9.1%	14.2%
Top Human Resources Position	13	2.5%		-0.6%	4.0%	6.6%	
Top Operations Position	46	4.8%	-0.6%	1.1%	4.3%	8.1%	11.8%
Top Program Position	6	2.7%			2.8%		
Top Technology Position	10	4.3%		0.1%	2.7%	4.9%	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	7	1.7%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
International, Foreign Affairs, and National Security							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.6%			0.1%		
Greater than \$5 million							
CEO/Executive Director	12	3.6%		1.9%	3.7%	6.1%	
Top Operations Position	5	6.3%			4.3%		
Medical Research							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-6.4%			-5.0%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	11	0.7%		-1.8%	0.0%	4.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-2.3%			-1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	1.6%		-1.9%	1.5%	5.8%	
Greater than \$5 million							
CEO/Executive Director	23	6.2%	-0.9%	0.2%	5.2%	12.8%	19.2%
Top Finance Position	15	8.7%		2.7%	7.0%	14.3%	
Top Operations Position	7	7.4%			7.1%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	7	5.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	24	3.6%	-1.8%	0.3%	3.4%	6.3%	10.0%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	11	3.8%		2.5%	3.0%	6.6%	
Top Finance Position	8	7.2%			7.1%		
Top Operations Position	6	4.3%			9.7%		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	1.1%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.8%		0.3%	2.6%	4.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	1.7%		-2.0%	1.8%	6.5%	
Greater than \$5 million							
CEO/Executive Director	5	2.6%			5.2%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	6.0%			4.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	2.2%		0.0%	1.3%	3.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.6%		-2.0%	2.3%	3.9%	
Greater than \$5 million							
CEO/Executive Director	5	1.3%			2.6%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	25	3.6%	-9.0%	0.0%	1.7%	9.1%	19.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.5%			-0.1%		
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.1%			0.9%		
Greater than \$5 million							
CEO/Executive Director	6	1.4%			1.6%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	19	2.1%		-1.2%	0.0%	8.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	5.5%	-4.0%	0.9%	4.6%	11.1%	16.7%
Between \$1 million and \$5 million							
CEO/Executive Director	51	2.4%	-8.6%	-0.7%	2.5%	6.6%	10.6%
Greater than \$5 million							
CEO/Executive Director	7	2.3%			3.4%		
Top Finance Position	5	2.2%			3.9%		

Michigan

Animal-Related

\$500 thousand or less

CEO/Executive Director	10	0.4%		-0.7%	0.0%	0.0%	
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501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Animal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	5.6%			7.8%		
Greater than \$5 million							
CEO/Executive Director	5	2.3%			3.6%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	56	1.6%	-8.0%	-0.3%	0.4%	5.6%	12.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	2.6%	-2.5%	0.0%	1.5%	4.2%	13.0%
Between \$1 million and \$5 million							
CEO/Executive Director	31	2.3%	-6.4%	-0.1%	2.6%	7.4%	9.1%
Greater than \$5 million							
CEO/Executive Director	11	6.3%		0.0%	3.1%	12.4%	
Top Finance Position	6	5.8%			5.5%		
Civil Rights, Social Action, Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.3%			7.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.6%			3.2%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	23	2.9%	-6.2%	-0.2%	1.5%	5.5%	14.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	3.5%		-0.6%	2.6%	7.2%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	31	2.2%	-4.2%	-0.8%	1.2%	5.2%	12.4%
Greater than \$5 million							
CEO/Executive Director	7	-0.5%			2.5%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	20	4.4%	-1.8%	0.0%	3.4%	10.6%	15.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	3.7%		0.8%	2.8%	3.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.4%			3.6%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	15	0.4%		-0.2%	0.0%	2.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	4.8%		0.0%	3.1%	7.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	11	3.8%		0.4%	3.8%	8.5%	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	28	2.7%	-4.1%	0.4%	3.3%	6.3%	9.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	4.2%	-4.0%	0.0%	3.1%	7.7%	14.6%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	53	4.3%	-7.2%	-0.7%	3.7%	10.1%	18.6%
Top Administrative Position	5	5.8%			5.2%		
Top Finance Position	7	-4.1%			-9.8%		
Greater than \$5 million							
CEO/Executive Director	48	2.0%	-6.5%	-1.2%	1.7%	5.7%	13.3%
Top Development Position	12	1.7%		0.4%	2.8%	4.8%	
Top Education Position	9	3.8%			5.6%		
Top Finance Position	22	2.3%	-1.3%	0.3%	2.0%	4.4%	11.9%
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	5	4.3%			3.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.6%		-3.3%	5.0%	8.3%	
Greater than \$5 million							
CEO/Executive Director	11	5.9%		1.8%	4.7%	9.1%	
Top Finance Position	5	5.4%			8.1%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	20	1.0%	-8.1%	-1.8%	2.7%	5.9%	8.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.5%			0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	2.9%		0.8%	2.6%	5.9%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	7	0.4%			-0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.6%			3.1%		
Greater than \$5 million							
CEO/Executive Director	9	6.4%			5.4%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	15	3.4%		0.0%	0.9%	4.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	5.2%		1.3%	2.9%	5.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	23	2.3%	-5.0%	-1.1%	3.5%	7.0%	10.5%
Greater than \$5 million							
CEO/Executive Director	80	3.2%	-11.0%	-1.5%	4.0%	9.6%	13.4%
Top Administrative Position	5	0.9%			3.1%		
Top Development Position	6	-0.7%			4.4%		
Top Finance Position	56	3.7%	-4.2%	-0.9%	2.6%	8.1%	16.5%
Top Human Resources Position	12	6.1%		1.9%	4.2%	11.6%	
Top Operations Position	20	5.1%	-6.2%	1.5%	6.1%	10.0%	15.4%
Top Technology Position	6	10.0%			9.9%		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	22	4.6%	-4.5%	0.0%	4.2%	8.2%	17.0%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	4.0%		-2.0%	3.9%	6.2%	
Top Administrative Position	6	-1.6%			-1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	28	2.3%	-7.6%	-0.1%	1.2%	4.7%	11.9%
Top Finance Position	7	3.5%			5.1%		
Greater than \$5 million							
CEO/Executive Director	11	5.5%		-1.0%	6.3%	12.5%	
Top Finance Position	6	3.8%			4.4%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	88	2.1%	-10.6%	0.0%	1.6%	5.7%	14.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	50	1.9%	-8.7%	-0.9%	1.8%	4.8%	10.1%
Between \$1 million and \$5 million							
CEO/Executive Director	133	3.9%	-5.4%	-0.8%	2.9%	7.8%	15.3%
Top Finance Position	19	1.9%		0.0%	2.3%	4.6%	
Top Operations Position	6	2.3%			0.6%		
Greater than \$5 million							
CEO/Executive Director	104	3.2%	-5.1%	-0.7%	3.7%	7.3%	10.7%
Top Administrative Position	5	3.8%			2.0%		
Top Finance Position	60	3.3%	-4.8%	-0.1%	3.0%	7.6%	15.3%
Top Human Resources Position	8	4.8%			4.9%		
Top Operations Position	25	3.9%	-3.6%	-0.7%	1.8%	8.6%	14.6%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	10	2.7%		-0.3%	0.0%	2.8%	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	15	1.9%		-1.1%	0.4%	8.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	9.4%			11.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	5.9%	-0.8%	1.8%	4.6%	8.4%	14.8%
Top Finance Position	5	8.7%			9.0%		
Greater than \$5 million							
CEO/Executive Director	24	4.1%	-5.7%	0.0%	3.2%	9.1%	16.6%
Top Finance Position	11	3.6%		2.3%	3.4%	6.0%	
Top Operations Position	5	3.9%			3.2%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	21	1.3%	-1.2%	0.0%	0.0%	5.2%	6.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	3.8%		0.8%	2.4%	4.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	26	5.0%	2.0%	2.6%	4.1%	6.7%	10.7%
Greater than \$5 million							
CEO/Executive Director	13	6.7%		3.8%	5.0%	7.8%	
Top Finance Position	5	6.1%			4.2%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	2.0%			0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-1.3%			0.2%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	11	-0.4%		-1.4%	0.0%	3.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	5.1%		-0.1%	4.5%	9.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	14	0.5%		-3.2%	0.8%	3.5%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	55	3.0%	-5.3%	-0.4%	1.0%	6.9%	13.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	3.2%		0.0%	1.6%	6.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	28	4.8%	-0.9%	0.0%	3.6%	7.9%	13.8%
Greater than \$5 million							
CEO/Executive Director	5	0.4%			4.1%		
Top Finance Position	5	4.9%			10.0%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	23	3.8%	-2.0%	0.0%	3.8%	7.1%	15.6%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.8%		-2.7%	3.1%	6.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.0%		0.1%	2.8%	4.4%	
Minnesota							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	9	2.0%			3.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.3%			10.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	7.2%			8.0%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	64	4.3%	-8.0%	0.0%	4.0%	12.1%	16.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	1.7%	-7.0%	-0.9%	2.7%	4.9%	7.3%
Between \$1 million and \$5 million							
CEO/Executive Director	43	2.5%	-7.7%	-1.8%	2.1%	4.5%	15.0%
Greater than \$5 million							
CEO/Executive Director	10	0.3%		-5.8%	-0.3%	4.4%	
Top Development Position	7	1.0%			1.8%		
Top Finance Position	7	4.9%			2.7%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	6	6.7%			7.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	3.4%		-1.8%	0.0%	7.7%	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	33	1.3%	-11.9%	0.0%	3.0%	4.5%	7.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.9%		2.5%	3.8%	7.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	5.7%		1.4%	6.2%	7.9%	
Greater than \$5 million							
CEO/Executive Director	12	6.1%		1.9%	3.9%	9.4%	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	8	5.8%			3.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.2%			4.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	9.8%			7.1%		
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	13	2.8%		-2.3%	0.6%	8.0%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	21	3.7%	-8.0%	0.0%	3.3%	10.4%	15.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	2.1%	-5.9%	0.0%	3.6%	5.1%	7.8%
Between \$1 million and \$5 million							
CEO/Executive Director	69	2.8%	-6.5%	0.0%	2.5%	6.9%	12.6%
Top Business Position	8	2.8%			1.8%		
Top Finance Position	18	4.6%		-1.2%	4.5%	13.8%	
Greater than \$5 million							
CEO/Executive Director	71	4.9%	-4.4%	0.6%	3.7%	10.5%	15.5%
Top Administrative Position	7	2.6%			0.5%		
Top Development Position	11	3.8%		1.3%	2.6%	7.1%	
Top Education Position	7	0.7%			2.7%		
Top Finance Position	25	4.1%	-0.2%	1.9%	3.7%	6.6%	12.8%
Top Operations Position	8	0.3%			2.7%		
Top Technology Position	5	4.1%			1.0%		
Employment, Job-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.6%			1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	4.0%		-0.1%	3.6%	5.7%	
Greater than \$5 million							
CEO/Executive Director	11	5.6%		3.6%	4.4%	7.9%	
Top Finance Position	6	2.6%			3.3%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	12	8.3%		2.9%	7.8%	12.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	5.7%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	1.8%		0.3%	2.3%	3.5%	
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	6	1.0%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.1%		2.5%	5.5%	9.5%	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	21	3.7%	-4.5%	-0.1%	2.2%	7.2%	13.8%
Between \$1 million and \$5 million							
CEO/Executive Director	20	5.4%	-1.1%	0.0%	3.7%	6.2%	21.0%
Top Administrative Position	6	5.0%			5.0%		
Greater than \$5 million							
CEO/Executive Director	50	5.2%	-4.8%	0.2%	4.2%	9.6%	15.4%
Top Administrative Position	13	0.8%		-1.0%	3.0%	4.4%	
Top Finance Position	45	3.4%	-4.7%	-0.7%	3.7%	7.5%	11.7%
Top Human Resources Position	8	9.9%			8.3%		
Top Operations Position	13	5.5%		2.7%	5.4%	7.9%	
Top Technology Position	6	2.0%			2.7%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	9	3.2%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	26	3.5%	-6.7%	1.7%	4.3%	7.3%	10.7%
Top Finance Position	6	2.9%			2.5%		
Greater than \$5 million							
CEO/Executive Director	17	5.5%		2.1%	5.9%	8.7%	
Top Administrative Position	5	6.9%			6.7%		
Top Finance Position	9	4.2%			4.4%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	72	4.3%	-2.1%	0.0%	3.6%	7.7%	13.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	3.8%	-1.9%	0.0%	2.7%	6.0%	15.1%
Between \$1 million and \$5 million							
CEO/Executive Director	108	2.7%	-7.9%	-0.1%	2.4%	6.0%	12.4%
Top Administrative Position	6	5.9%			5.7%		
Top Finance Position	20	1.3%	-5.7%	-4.8%	1.3%	4.3%	8.5%
Greater than \$5 million							
CEO/Executive Director	87	3.2%	-4.2%	-0.3%	2.4%	7.0%	10.3%
Top Administrative Position	8	6.5%			6.2%		
Top Development Position	8	2.5%			1.2%		
Top Finance Position	44	5.5%	-2.4%	0.1%	4.3%	10.0%	15.7%
Top Operations Position	11	1.1%		-2.6%	3.3%	6.3%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	8	-1.9%			3.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.9%			1.3%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	10	4.2%		2.5%	4.4%	5.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.7%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	5.5%	0.0%	1.5%	6.1%	7.7%	12.2%
Greater than \$5 million							
CEO/Executive Director	22	5.3%	-2.1%	-0.5%	4.4%	9.3%	17.5%
Top Finance Position	10	5.1%		3.6%	5.2%	6.2%	
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	17	5.3%		0.0%	5.0%	8.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	7.4%		2.5%	4.3%	7.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	5.4%		1.2%	4.5%	8.9%	
Top Finance Position	5	2.3%			2.6%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	12	9.4%		4.6%	8.6%	15.2%	
Top Finance Position	8	7.6%			9.4%		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	1.8%			5.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.6%			6.0%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	11	2.2%		0.9%	2.3%	4.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.6%			1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	7.1%		1.4%	5.6%	11.7%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	45	1.6%	-9.9%	0.0%	0.0%	8.0%	12.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-4.8%			-3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.4%		-0.7%	2.8%	5.0%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	13	1.0%		0.0%	3.0%	5.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	3.9%		1.6%	2.7%	6.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	7.7%	0.2%	3.1%	4.9%	9.1%	21.0%
Top Finance Position	6	3.6%			3.6%		
Mississippi							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	1.3%		-0.8%	0.0%	3.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.7%			0.1%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	9	-0.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.9%			2.4%		
Greater than \$5 million							
CEO/Executive Director	8	-0.7%			0.2%		
Top Finance Position	5	3.1%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	11.8%			12.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	2.9%	-2.4%	0.0%	0.9%	6.3%	11.2%
Greater than \$5 million							
CEO/Executive Director	18	1.1%		-0.9%	1.5%	3.3%	
Top Finance Position	8	-0.1%			1.7%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	6	-1.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	-0.3%		-0.5%	0.6%	1.5%	
Greater than \$5 million							
CEO/Executive Director	24	2.7%	-4.8%	-0.7%	1.6%	7.3%	11.2%
Top Finance Position	21	1.0%	-5.9%	-0.8%	0.7%	4.2%	5.2%
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	5.0%			1.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.7%			4.7%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	16	0.9%		-1.9%	-0.3%	2.5%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.9%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.0%		0.5%	1.4%	3.1%	
Greater than \$5 million							
CEO/Executive Director	13	6.1%		1.2%	6.4%	7.7%	
Top Finance Position	5	2.8%			2.1%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	7	4.9%			0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.8%			2.1%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	8	0.8%			0.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	15	1.4%		-3.2%	0.1%	4.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-1.8%			0.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	7	1.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.0%			3.8%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	32	1.0%	-7.6%	-2.1%	0.0%	6.1%	11.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	-0.9%		-5.4%	1.4%	3.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	3.5%	-2.6%	-1.3%	1.5%	4.4%	15.5%
Top Finance Position	6	2.4%			3.4%		
Greater than \$5 million							
CEO/Executive Director	14	7.2%		4.2%	5.7%	7.1%	
Top Development Position	7	7.1%			7.7%		
Top Finance Position	5	4.1%			2.7%		
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.1%			2.6%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	18	5.9%		0.2%	4.6%	9.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	5.5%		1.2%	4.4%	11.7%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	15	2.6%		-0.1%	3.1%	7.4%	
Greater than \$5 million							
CEO/Executive Director	9	3.9%			0.8%		
Top Finance Position	5	3.1%			4.6%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	6	-5.2%			-4.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.1%		3.0%	7.6%	8.5%	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	8	2.9%			2.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.5%			4.4%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	23	3.2%	-7.3%	-0.7%	1.9%	7.7%	13.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	1.7%	-5.4%	0.0%	2.9%	5.9%	7.0%
Between \$1 million and \$5 million							
CEO/Executive Director	45	1.5%	-6.2%	0.0%	2.6%	4.8%	7.5%
Top Finance Position	7	4.9%			3.1%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	51	3.0%	-1.2%	0.0%	3.1%	4.8%	9.8%
Top Administrative Position	12	2.2%		-0.4%	0.9%	3.1%	
Top Business Position	7	7.4%			7.7%		
Top Development Position	5	-4.8%			-1.9%		
Top Education Position	9	2.3%			1.9%		
Top Finance Position	26	4.1%	-1.0%	1.1%	3.3%	6.1%	11.1%
Top Operations Position	6	4.3%			2.9%		
Top Technology Position	8	3.4%			3.5%		
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	9	0.5%			2.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	5.3%		0.3%	3.4%	7.0%	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	11	4.6%		0.0%	0.9%	8.3%	
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.6%			4.5%		
Greater than \$5 million							
CEO/Executive Director	8	3.2%			2.6%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	12	-0.2%		-6.7%	1.1%	4.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	3.1%		0.0%	1.9%	7.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	5.2%	-0.2%	1.7%	5.0%	7.3%	14.1%
Top Administrative Position	8	-0.9%			0.0%		
Top Finance Position	7	7.1%			4.9%		
Greater than \$5 million							
CEO/Executive Director	50	3.2%	-7.0%	-1.3%	3.0%	7.4%	15.4%
Top Administrative Position	6	2.5%			1.9%		
Top Finance Position	37	5.4%	-0.9%	1.7%	3.9%	6.9%	15.8%
Top Human Resources Position	9	-1.0%			0.5%		
Top Operations Position	15	4.7%		0.4%	3.5%	9.2%	
Top Technology Position	9	6.0%			7.1%		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.6%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	6.0%		0.9%	7.4%	9.2%	
Greater than \$5 million							
CEO/Executive Director	6	5.2%			4.8%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	55	3.0%	-6.4%	-0.7%	1.2%	8.3%	17.2%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Human Services—Multipurpose and Other							
\$500 thousand or less							
Top Administrative Position	6	4.8%			3.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	2.0%	-5.5%	0.0%	1.7%	5.1%	9.4%
Between \$1 million and \$5 million							
CEO/Executive Director	85	2.2%	-6.5%	-0.9%	1.4%	5.8%	10.6%
Top Finance Position	9	2.7%			3.0%		
Top Operations Position	6	-0.3%			-1.1%		
Greater than \$5 million							
CEO/Executive Director	64	2.1%	-9.6%	-1.2%	3.1%	6.7%	10.9%
Top Development Position	6	5.9%			4.6%		
Top Finance Position	34	4.0%	-7.9%	0.0%	3.8%	10.1%	15.5%
Top Human Resources Position	10	2.3%		-3.0%	1.0%	10.8%	
Top Operations Position	10	2.3%		-1.2%	1.5%	6.3%	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	-2.5%			0.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.7%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	5.3%		0.7%	4.1%	7.9%	
Greater than \$5 million							
CEO/Executive Director	17	5.0%		3.1%	4.6%	6.8%	
Top Finance Position	13	5.0%		3.4%	7.1%	11.0%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	7	-0.3%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.0%			4.6%		
Greater than \$5 million							
CEO/Executive Director	7	2.2%			2.2%		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	0.0%			2.0%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	-0.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.9%			6.7%		
Greater than \$5 million							
CEO/Executive Director	8	5.3%			2.9%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	45	-0.2%	-18.4%	-4.1%	0.0%	5.0%	17.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.5%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	-0.2%		-3.4%	0.2%	3.9%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	13	0.1%		-0.2%	0.0%	1.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.8%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.0%		-1.0%	6.7%	12.2%	
Greater than \$5 million							
CEO/Executive Director	8	1.6%			1.2%		
Top Finance Position	5	0.4%			-0.2%		
Montana							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	6	0.3%			-0.9%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	25	4.9%	0.0%	0.9%	3.2%	7.4%	12.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	8.3%			4.4%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	4.8%			4.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	5.0%		0.0%	4.5%	9.0%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	6	0.1%			0.5%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	4.3%		-1.5%	3.9%	8.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-1.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	3.9%		1.1%	5.0%	7.2%	
Greater than \$5 million							
CEO/Executive Director	7	1.6%			1.8%		
Top Finance Position	5	3.3%			-0.8%		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.2%			3.9%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	17	5.2%		0.0%	2.6%	10.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.8%			3.6%		
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	5	10.5%			12.7%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.1%			6.6%		
Greater than \$5 million							
CEO/Executive Director	18	4.0%		1.5%	3.2%	6.4%	
Top Finance Position	19	3.6%		0.6%	2.4%	7.0%	
Top Operations Position	7	2.5%			1.6%		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-3.3%			-0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	0.7%			2.2%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	23	5.2%	-10.0%	1.5%	6.5%	10.7%	16.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.5%		-1.4%	2.6%	7.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	36	5.1%	-3.7%	0.7%	5.1%	8.9%	17.9%
Top Finance Position	5	1.3%			0.8%		
Greater than \$5 million							
CEO/Executive Director	18	5.2%		0.5%	5.1%	8.5%	
Top Finance Position	8	4.3%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	6.2%			3.7%		
Top Finance Position	6	3.9%			2.1%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	8	0.0%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.0%			1.9%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	11.1%			10.4%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	-3.0%			0.1%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	10	2.3%		-2.4%	2.4%	4.2%	

Nebraska

Arts, Culture, and Humanities

\$500 thousand or less							
CEO/Executive Director	29	5.7%	-0.9%	1.0%	3.7%	10.0%	16.8%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.1%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.3%		0.0%	2.1%	5.7%	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	14	0.6%		-2.8%	3.7%	5.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-3.4%			0.1%		
Greater than \$5 million							
CEO/Executive Director	5	0.3%			2.3%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	5	0.2%			0.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	6.0%			3.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.3%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	3.7%		1.3%	3.1%	7.5%	
Greater than \$5 million							
CEO/Executive Director	13	3.4%		1.1%	1.5%	5.0%	
Top Education Position	6	-0.1%			0.6%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Finance Position	6	0.8%			1.6%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	7	-0.2%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	8.9%			8.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.6%			1.4%		
Greater than \$5 million							
CEO/Executive Director	31	3.3%	-8.8%	-1.3%	5.1%	8.8%	11.4%
Top Finance Position	25	6.7%	2.1%	2.7%	4.1%	8.9%	18.3%
Top Human Resources Position	5	-1.6%			0.1%		
Top Operations Position	6	10.0%			8.9%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.0%			3.4%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	22	2.6%	-3.8%	0.0%	3.6%	7.7%	13.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	4.0%		1.9%	3.7%	5.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	32	5.5%	-1.0%	0.9%	3.2%	9.3%	16.6%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
Top Finance Position	8	6.9%			7.5%		
Greater than \$5 million							
CEO/Executive Director	16	1.3%		-1.0%	0.4%	4.7%	
Top Finance Position	10	7.0%		1.7%	4.8%	7.6%	
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.5%			4.8%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.2%			1.9%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	3.2%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.7%			3.4%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	14	-1.7%		-10.5%	-0.2%	5.4%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	0.1%			2.7%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.4%			4.0%		
Nevada							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	5.6%			7.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	0.3%			3.5%		
Greater than \$5 million							
CEO/Executive Director	5	5.6%			0.6%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.3%			3.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.5%		3.2%	5.2%	11.0%	
Greater than \$5 million							
CEO/Executive Director	7	3.8%			0.1%		
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.6%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.5%			0.0%		
Greater than \$5 million							
CEO/Executive Director	10	2.4%		-6.2%	0.6%	7.5%	
Top Finance Position	9	3.2%			2.9%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	5.6%		0.7%	3.3%	12.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	7.1%			7.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	27	5.3%	-0.7%	2.2%	4.3%	7.6%	12.4%
Greater than \$5 million							
CEO/Executive Director	7	4.4%			0.3%		
Top Finance Position	5	5.6%			5.6%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	7	8.2%			3.8%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	-1.9%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	-0.4%			2.0%		
New Hampshire							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.7%			2.6%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	22	-0.3%	-12.0%	-5.0%	0.0%	3.8%	15.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.3%			1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	6.1%		2.0%	3.3%	12.0%	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	7	1.8%			2.1%		
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-3.9%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	12	4.0%		1.1%	4.3%	7.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	7.3%		0.6%	6.7%	14.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	17	3.3%		0.0%	3.0%	7.5%	
Greater than \$5 million							
CEO/Executive Director	17	4.0%		-0.3%	4.3%	7.3%	
Top Finance Position	13	2.7%		1.4%	3.0%	4.7%	
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.5%			5.4%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	8	3.2%			3.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	10.3%			9.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.3%			1.2%		
Top Finance Position	5	10.8%			13.1%		
Greater than \$5 million							
CEO/Executive Director	19	6.6%		3.2%	5.3%	10.9%	
Top Finance Position	16	5.5%		1.7%	2.7%	10.0%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	6	0.8%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.8%			2.5%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	27	4.7%	-0.4%	1.0%	3.2%	7.0%	11.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	1.6%		-0.9%	0.0%	4.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	32	5.6%	0.0%	1.3%	4.8%	11.3%	15.5%
Greater than \$5 million							
CEO/Executive Director	21	3.8%	-1.5%	-0.1%	4.2%	7.8%	10.3%
Top Finance Position	13	4.9%		3.3%	4.7%	7.3%	
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	8	2.8%			3.2%		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	4.8%			4.9%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	5.7%			9.5%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	3.7%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.0%			1.6%		
New Jersey							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	7	0.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.3%			1.3%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	29	3.5%	-4.6%	0.0%	2.0%	6.0%	17.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	-0.9%		-0.1%	0.1%	2.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	6.8%		1.0%	7.2%	9.6%	
Greater than \$5 million							
CEO/Executive Director	9	3.6%			6.6%		
Top Finance Position	5	5.2%			2.2%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	19	0.4%		-0.1%	1.0%	2.5%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	3.5%		0.0%	4.8%	5.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	16	3.0%		0.8%	3.5%	8.5%	
Greater than \$5 million							
CEO/Executive Director	8	1.5%			1.5%		
Top Finance Position	6	2.8%			2.2%		
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.7%			6.8%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	15	0.9%		0.0%	0.0%	4.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.3%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	7.2%		2.1%	5.5%	10.4%	
Greater than \$5 million							
CEO/Executive Director	10	0.4%		-1.3%	0.4%	4.0%	
Top Finance Position	6	3.4%			3.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	29	-1.2%	-14.8%	-3.1%	0.0%	0.2%	10.1%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	2.8%		1.0%	4.2%	6.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	68	3.2%	-6.3%	0.0%	3.2%	8.5%	15.3%
Top Business Position	6	5.9%			4.8%		
Top Finance Position	7	3.5%			4.8%		
Top Operations Position	6	-0.3%			4.3%		
Greater than \$5 million							
CEO/Executive Director	88	4.0%	-2.3%	0.1%	2.9%	6.4%	13.9%
Top Administrative Position	9	4.9%			3.3%		
Top Business Position	14	2.8%		-0.2%	2.1%	5.8%	
Top Development Position	23	5.1%	-0.2%	3.0%	4.0%	6.9%	10.4%
Top Education Position	15	2.7%		1.0%	2.2%	5.1%	
Top Facilities Position	7	1.9%			3.3%		
Top Finance Position	31	3.6%	-3.4%	0.0%	3.4%	6.1%	11.9%
Top Legal Position	6	7.6%			5.5%		
Top Operations Position	8	-0.5%			-1.7%		
Top Technology Position	11	1.6%		-1.2%	1.9%	3.3%	
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.3%			0.0%		
Greater than \$5 million							
CEO/Executive Director	6	5.7%			5.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	7	3.4%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	-1.6%			-0.8%		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	6	-4.2%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.8%			1.6%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	8	-0.3%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	26	2.2%	-4.1%	-1.7%	2.7%	5.2%	7.9%
Greater than \$5 million							
CEO/Executive Director	47	2.7%	-7.6%	-1.7%	3.2%	8.3%	10.9%
Top Administrative Position	8	3.4%			3.9%		
Top Development Position	5	5.1%			5.6%		
Top Finance Position	33	2.1%	-8.2%	-2.0%	4.0%	7.9%	10.1%
Top Human Resources Position	17	2.5%		-1.7%	1.9%	7.2%	
Top Legal Position	8	3.4%			5.1%		
Top Operations Position	22	4.2%	-3.5%	1.2%	3.6%	8.7%	12.1%
Top Technology Position	13	0.5%		-4.6%	1.3%	4.3%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	10	2.3%		0.0%	0.3%	8.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	-0.3%		-2.8%	0.0%	4.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	2.0%	-9.8%	-2.8%	3.2%	7.4%	16.5%
Top Finance Position	5	4.8%			6.0%		
Greater than \$5 million							
CEO/Executive Director	9	4.3%			3.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	39	0.8%	-4.0%	-0.8%	0.2%	4.5%	8.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	5.1%	-0.5%	0.0%	2.9%	9.5%	13.6%
Between \$1 million and \$5 million							
CEO/Executive Director	118	2.3%	-4.3%	0.0%	1.7%	4.9%	9.9%
Top Finance Position	22	6.1%	-0.4%	1.3%	3.9%	10.7%	19.0%
Top Operations Position	5	-1.8%			-2.6%		
Top Program Position	6	3.8%			4.9%		
Greater than \$5 million							
CEO/Executive Director	108	3.6%	-2.3%	0.0%	3.4%	6.0%	11.5%
Top Administrative Position	5	6.2%			4.6%		
Top Development Position	5	6.5%			4.3%		
Top Finance Position	64	3.8%	-2.3%	1.0%	3.7%	6.9%	9.7%
Top Human Resources Position	10	4.5%		1.7%	3.7%	7.1%	
Top Operations Position	29	4.1%	-1.4%	0.1%	2.5%	7.0%	14.0%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	5	4.8%			0.0%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	9	0.3%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.5%		-0.5%	0.7%	4.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	24	2.0%	-4.0%	-1.9%	2.6%	5.6%	6.8%
Top Finance Position	5	4.1%			1.3%		
Greater than \$5 million							
CEO/Executive Director	33	2.9%	-6.8%	-1.6%	0.0%	6.6%	15.1%
Top Finance Position	26	4.3%	-2.3%	-0.7%	4.2%	10.3%	14.4%
Top Operations Position	11	3.9%		-1.7%	5.3%	10.9%	
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	5	5.3%			3.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-2.0%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	5.8%		0.9%	3.0%	8.4%	
Public, Society Benefit—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.6%			3.7%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	8	3.1%			0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	0.3%			1.4%		
Greater than \$5 million							
CEO/Executive Director	5	7.2%			4.5%		
Top Finance Position	6	9.3%			8.4%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	27	1.2%	-4.6%	-0.5%	0.0%	4.1%	9.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.5%			-0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	2.2%		0.0%	0.5%	9.2%	
Greater than \$5 million							
CEO/Executive Director	5	1.0%			1.5%		
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.5%			1.9%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	7.8%			6.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	0.8%			1.4%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	23	2.3%	-11.9%	0.3%	3.3%	8.3%	12.7%
New Mexico							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	16	-0.1%		-2.0%	0.0%	2.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.9%			-0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.2%			2.2%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	5	0.5%			2.3%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	15	-0.6%		-1.1%	1.4%	2.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	1.6%		0.0%	1.4%	4.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.3%			2.6%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	6	0.8%			0.6%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	16	1.2%		-1.7%	0.0%	2.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.2%		-1.2%	3.6%	7.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	1.1%	-2.6%	-1.1%	0.2%	1.7%	4.7%
Top Finance Position	5	5.0%			6.2%		
Greater than \$5 million							
CEO/Executive Director	14	6.1%		0.7%	4.5%	11.1%	
Top Finance Position	7	0.4%			0.1%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	9	1.0%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.2%			2.2%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	10	0.0%		-1.1%	2.7%	7.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.4%			0.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	9	5.6%			5.4%		
Top Finance Position	9	12.4%			11.5%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	8	-0.1%			0.5%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	22	3.3%	-3.3%	-0.9%	3.3%	7.3%	12.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	5.4%		1.7%	3.7%	9.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	33	4.1%	-5.6%	-1.3%	2.2%	10.2%	14.2%
Top Finance Position	9	1.8%			1.1%		
Greater than \$5 million							
CEO/Executive Director	12	2.1%		-1.7%	2.6%	6.4%	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	7	2.2%			3.8%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.5%			4.4%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	6.6%			0.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.3%			1.0%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	-2.1%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.7%			7.9%		
New York							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	12	6.1%		0.0%	8.5%	9.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	-3.1%		-12.1%	-2.6%	4.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	16	3.4%		0.1%	3.0%	5.9%	
Greater than \$5 million							
CEO/Executive Director	11	8.3%		3.5%	8.0%	14.8%	
Top Finance Position	7	6.5%			5.2%		
Top Operations Position	7	7.3%			5.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	201	1.9%	-10.6%	-1.0%	1.1%	7.7%	14.3%
Top Finance Position	9	-8.0%			-5.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	113	3.6%	-3.5%	0.0%	3.3%	8.4%	13.4%
Top Finance Position	7	3.1%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	214	3.1%	-4.0%	-0.8%	1.8%	6.2%	13.1%
Top Administrative Position	5	0.9%			0.4%		
Top Development Position	14	1.3%		-3.7%	0.3%	4.4%	
Top Finance Position	34	1.7%	-6.4%	-1.1%	1.6%	3.8%	8.1%
Top Operations Position	6	5.6%			7.4%		
Top Program Position	6	4.2%			3.8%		
Greater than \$5 million							
CEO/Executive Director	105	4.0%	-1.4%	0.3%	2.7%	6.1%	12.0%
Top Administrative Position	19	4.2%		1.7%	3.2%	6.3%	
Top Development Position	30	3.9%	-3.1%	2.3%	4.4%	6.1%	13.6%
Top Education Position	7	0.3%			3.0%		
Top Finance Position	63	4.1%	-1.0%	1.2%	4.5%	7.0%	10.9%
Top Human Resources Position	8	8.4%			10.1%		
Top Legal Position	9	3.5%			4.9%		
Top Marketing Position	13	6.5%		2.1%	5.5%	7.9%	
Top Operations Position	18	6.4%		-0.5%	3.9%	13.2%	
Top PR/Communications Position	5	4.6%			3.9%		
Top Program Position	5	3.3%			2.1%		
Top Technology Position	15	3.4%		2.4%	3.6%	6.0%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	15	4.6%		3.0%	5.3%	9.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.8%		-3.5%	2.1%	6.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	33	3.5%	-0.3%	0.2%	1.7%	4.2%	9.0%
Greater than \$5 million							
CEO/Executive Director	27	5.6%	0.0%	1.7%	4.5%	8.1%	11.9%
Top Administrative Position	5	7.1%			6.3%		
Top Development Position	7	8.9%			11.6%		
Top Finance Position	14	6.7%		3.0%	5.2%	11.0%	
Top Legal Position	7	8.8%			9.5%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	51	1.0%	-8.5%	0.0%	1.5%	5.9%	10.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	48	3.7%	-1.5%	0.0%	3.0%	6.7%	9.9%
Between \$1 million and \$5 million							
CEO/Executive Director	81	3.2%	-3.7%	0.0%	3.5%	6.9%	11.9%
Top Finance Position	10	7.9%		2.5%	5.9%	10.6%	
Top Operations Position	8	9.9%			7.3%		
Greater than \$5 million							
CEO/Executive Director	46	5.3%	-1.7%	0.0%	3.6%	10.3%	15.2%
Top Development Position	5	3.0%			5.4%		
Top Finance Position	26	4.8%	-3.8%	1.3%	4.6%	8.7%	11.4%
Top Operations Position	10	6.8%		2.9%	9.1%	10.3%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	21	1.5%	-9.2%	-4.0%	0.0%	5.2%	13.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	3.3%		0.7%	4.5%	6.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	27	4.9%	-3.6%	0.0%	3.2%	9.0%	16.0%
Top Legal Position	5	4.6%			2.4%		
Greater than \$5 million							
CEO/Executive Director	24	5.0%	0.2%	1.4%	3.4%	7.4%	14.8%
Top Finance Position	13	6.0%		3.9%	4.7%	8.2%	
Top Legal Position	14	4.5%		0.3%	6.4%	9.3%	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	21	1.8%	-12.9%	-0.4%	3.0%	5.9%	10.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	2.3%		0.0%	2.3%	4.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	36	4.7%	-4.7%	0.6%	4.7%	10.4%	14.8%
Greater than \$5 million							
CEO/Executive Director	50	5.4%	-3.5%	1.1%	6.1%	11.6%	14.8%
Top Development Position	6	3.0%			2.4%		
Top Finance Position	27	5.2%	-2.4%	1.4%	2.7%	8.6%	16.2%
Top Human Resources Position	5	2.1%			1.4%		
Top Operations Position	12	8.0%		2.7%	7.7%	13.5%	
Top Program Position	5	3.0%			1.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	79	2.5%	-8.4%	-1.1%	1.3%	8.2%	15.8%
Top Finance Position	9	1.1%			1.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	67	3.8%	-4.9%	0.0%	3.0%	7.4%	15.0%
Between \$1 million and \$5 million							
CEO/Executive Director	197	3.2%	-4.0%	0.0%	2.7%	6.6%	12.6%
Top Administrative Position	9	5.9%			5.7%		
Top Development Position	5	3.2%			1.7%		
Top Finance Position	36	5.6%	-1.7%	2.6%	5.6%	10.3%	12.2%
Top Operations Position	20	4.2%	-2.9%	-1.4%	3.9%	7.3%	16.3%
Top Program Position	6	1.8%			3.8%		
Greater than \$5 million							
CEO/Executive Director	314	3.9%	-3.8%	0.0%	3.3%	8.0%	13.6%
Top Administrative Position	30	3.2%	-3.8%	0.6%	2.5%	6.3%	12.8%
Top Business Position	26	3.9%	-2.0%	1.3%	3.2%	7.5%	10.9%
Top Development Position	73	2.8%	-7.1%	1.3%	3.1%	6.6%	10.6%
Top Education Position	52	3.4%	-5.9%	-0.6%	2.7%	5.6%	14.7%
Top Facilities Position	18	1.7%		-1.5%	2.9%	5.0%	
Top Finance Position	180	4.2%	-2.7%	1.5%	3.6%	7.5%	12.2%
Top Human Resources Position	21	4.2%	-1.4%	0.1%	3.4%	7.8%	9.1%
Top Legal Position	13	6.9%		1.5%	3.9%	8.3%	
Top Marketing Position	6	2.9%			1.3%		
Top Operations Position	66	6.1%	-0.8%	0.9%	5.4%	11.0%	14.0%
Top PR/Communications Position	12	1.2%		-1.5%	0.1%	4.2%	
Top Program Position	10	-2.2%		-5.2%	0.5%	2.7%	
Top Technology Position	43	3.0%	-1.4%	0.7%	3.1%	5.6%	7.3%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	6	9.8%			8.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	22	3.5%	-1.2%	0.1%	2.2%	5.4%	9.9%
Top Education Position	7	6.3%			3.4%		
Top Finance Position	6	3.2%			3.4%		
Greater than \$5 million							
CEO/Executive Director	21	5.5%	-0.8%	3.1%	4.6%	8.9%	16.6%
Top Finance Position	11	4.9%		3.5%	5.4%	7.3%	
Top Operations Position	5	10.5%			7.4%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	37	0.3%	-11.2%	-1.0%	0.4%	4.3%	11.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	6.4%		3.8%	7.4%	8.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	41	3.2%	-3.2%	0.0%	2.1%	7.0%	11.8%
Greater than \$5 million							
CEO/Executive Director	16	4.1%		0.9%	4.6%	9.1%	
Top Development Position	5	5.2%			2.4%		
Top Finance Position	8	4.0%			7.2%		
Top Operations Position	6	9.0%			8.4%		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	15	2.8%		0.0%	1.3%	4.0%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Food, Agriculture, and Nutrition							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	4.0%		0.1%	2.2%	5.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	4.6%		0.7%	3.6%	9.5%	
Greater than \$5 million							
CEO/Executive Director	13	5.1%		-2.2%	5.1%	9.1%	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	35	2.2%	-2.9%	-0.2%	2.0%	5.3%	9.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	3.2%	-3.9%	-0.8%	2.2%	8.2%	12.7%
Between \$1 million and \$5 million							
CEO/Executive Director	66	2.9%	-4.6%	-0.3%	2.0%	8.1%	12.9%
Top Finance Position	12	3.2%		-2.6%	-0.8%	14.7%	
Top Operations Position	6	2.2%			2.4%		
Greater than \$5 million							
CEO/Executive Director	198	2.4%	-9.8%	-1.7%	2.8%	7.2%	14.1%
Top Administrative Position	35	2.4%	-6.6%	-0.1%	2.5%	7.2%	10.3%
Top Business Position	7	0.2%			1.9%		
Top Development Position	13	4.9%		2.6%	3.6%	6.6%	
Top Finance Position	152	4.8%	-2.5%	0.9%	4.6%	9.6%	14.8%
Top Human Resources Position	30	4.9%	-3.4%	0.9%	4.9%	7.8%	14.0%
Top Legal Position	12	3.4%		1.9%	2.9%	4.7%	
Top Operations Position	68	5.3%	-2.3%	0.9%	4.1%	11.2%	16.0%
Top PR/Communications Position	5	5.8%			10.3%		
Top Program Position	9	6.9%			4.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Health—General and Rehabilitative							
Greater than \$5 million							
Top Technology Position	24	3.9%	-0.4%	0.9%	2.4%	4.7%	8.3%
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	25	2.4%	-8.6%	-2.1%	1.4%	8.3%	16.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	4.1%	-0.7%	1.0%	3.3%	6.7%	12.1%
Between \$1 million and \$5 million							
CEO/Executive Director	63	3.5%	-1.4%	0.4%	2.6%	6.4%	10.6%
Top Finance Position	15	4.7%		-0.7%	4.4%	9.3%	
Top Operations Position	7	4.3%			4.4%		
Greater than \$5 million							
CEO/Executive Director	51	5.4%	-0.6%	1.0%	3.3%	8.8%	16.2%
Top Administrative Position	5	3.0%			0.4%		
Top Finance Position	27	6.5%	0.1%	0.6%	4.3%	10.9%	19.9%
Top Human Resources Position	5	6.2%			5.1%		
Top Operations Position	13	0.9%		-0.8%	0.3%	2.6%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	110	0.8%	-8.4%	-1.5%	0.4%	4.1%	11.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	94	3.7%	-5.9%	0.0%	3.4%	8.5%	12.2%
Top Finance Position	7	6.6%			7.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	273	3.5%	-3.2%	0.0%	2.7%	7.5%	13.1%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
Top Administrative Position	9	2.2%			3.6%		
Top Development Position	6	3.3%			1.8%		
Top Education Position	5	6.6%			4.9%		
Top Finance Position	63	1.8%	-13.2%	0.0%	2.6%	6.0%	11.9%
Top Operations Position	10	3.8%		-0.5%	2.2%	9.5%	
Top Program Position	8	-2.4%			0.9%		
Greater than \$5 million							
CEO/Executive Director	320	3.7%	-4.0%	0.1%	3.1%	7.4%	13.9%
Top Administrative Position	15	4.2%		0.8%	3.6%	7.2%	
Top Business Position	5	8.5%			11.6%		
Top Development Position	24	5.9%	-3.7%	1.2%	4.4%	12.4%	16.0%
Top Facilities Position	5	5.0%			4.3%		
Top Finance Position	196	3.7%	-4.8%	0.2%	3.1%	7.6%	13.2%
Top Human Resources Position	30	5.3%	-2.4%	0.1%	3.4%	10.8%	17.8%
Top Legal Position	10	6.5%		3.1%	4.0%	8.6%	
Top Operations Position	61	4.1%	-2.4%	1.7%	3.6%	5.7%	10.5%
Top Program Position	37	2.3%	-4.5%	0.0%	1.8%	5.3%	13.2%
Top Technology Position	19	4.9%		0.4%	4.6%	10.7%	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	15	0.7%		-1.1%	0.0%	5.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	3.3%		-2.8%	0.4%	13.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	49	3.8%	-3.1%	0.0%	2.9%	6.7%	11.0%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
International, Foreign Affairs, and National Security							
Between \$1 million and \$5 million							
Top Administrative Position	6	3.6%			4.8%		
Greater than \$5 million							
CEO/Executive Director	31	2.1%	-4.6%	-1.1%	2.1%	5.4%	8.4%
Top Development Position	5	0.1%			-1.0%		
Top Finance Position	18	3.8%		-0.2%	6.1%	9.1%	
Top Legal Position	6	4.1%			4.5%		
Top Operations Position	10	6.4%		-0.5%	4.2%	15.3%	
Medical Research							
\$500 thousand or less							
CEO/Executive Director	5	2.9%			0.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.7%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	0.4%			0.9%		
Greater than \$5 million							
CEO/Executive Director	19	1.6%		0.2%	3.0%	6.2%	
Top Development Position	5	3.7%			2.7%		
Top Finance Position	14	7.2%		2.2%	6.0%	13.8%	
Top Operations Position	7	10.9%			10.0%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	21	1.3%	-5.5%	-0.2%	2.8%	4.9%	7.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	3.3%	-3.3%	0.5%	3.2%	5.0%	11.8%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	62	3.2%	-3.6%	0.0%	1.4%	6.0%	15.2%
Top Finance Position	25	3.2%	-6.9%	-0.5%	3.2%	7.1%	13.9%
Greater than \$5 million							
CEO/Executive Director	94	4.5%	-2.6%	0.0%	3.2%	9.6%	14.5%
Top Administrative Position	7	7.0%			4.6%		
Top Development Position	5	2.0%			4.7%		
Top Finance Position	51	3.5%	-2.5%	0.4%	3.7%	6.8%	9.6%
Top Human Resources Position	5	4.1%			3.1%		
Top Legal Position	5	5.6%			8.5%		
Top Operations Position	21	7.5%	-1.4%	1.7%	7.6%	14.6%	20.1%
Top Program Position	6	1.3%			2.0%		
Top Technology Position	6	4.0%			3.6%		
Mutual/Membership Benefit Organizations, Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	7.8%			10.4%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	20	3.4%	-0.9%	-0.1%	0.8%	5.0%	15.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	6.0%		3.5%	5.5%	9.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	37	1.1%	-10.7%	-1.4%	2.9%	5.3%	9.9%
Greater than \$5 million							
CEO/Executive Director	36	4.0%	-3.6%	0.2%	3.3%	7.3%	13.8%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
Top Development Position	5	4.4%			1.8%		
Top Finance Position	26	3.9%	-3.7%	2.6%	3.7%	6.0%	12.1%
Top Operations Position	10	7.2%		3.4%	6.5%	9.0%	
Public Safety, Disaster Preparedness, and Relief							
Greater than \$5 million							
CEO/Executive Director	5	9.4%			7.6%		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	4.1%			2.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	4.1%		0.0%	3.4%	7.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.5%		-0.7%	0.8%	4.0%	
Greater than \$5 million							
CEO/Executive Director	16	0.1%		-7.1%	0.4%	6.2%	
Top Finance Position	9	9.4%			6.1%		
Top Operations Position	10	2.9%		-0.4%	3.7%	6.5%	
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	30	2.3%	-6.4%	0.0%	1.4%	5.9%	13.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	2.6%		0.0%	1.0%	6.1%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	34	3.6%	-5.0%	-0.8%	1.9%	8.2%	14.4%
Greater than \$5 million							
CEO/Executive Director	9	0.5%			-0.5%		
Top Finance Position	7	3.1%			4.2%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	59	0.4%	-7.8%	-1.4%	0.0%	3.8%	7.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	-0.3%		-1.1%	0.0%	1.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	31	4.1%	-7.7%	-0.1%	5.0%	9.3%	14.6%
Top Finance Position	5	1.5%			1.5%		
Greater than \$5 million							
CEO/Executive Director	16	3.3%		-0.7%	1.5%	7.7%	
Top Finance Position	6	0.2%			0.0%		
Science and Technology Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	5	-5.4%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.5%			11.1%		
Greater than \$5 million							
CEO/Executive Director	9	7.5%			5.8%		
Top Finance Position	5	4.0%			4.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Social Science Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	5	1.7%			-3.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.9%			4.0%		
Greater than \$5 million							
CEO/Executive Director	5	0.1%			0.8%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	44	3.1%	-6.9%	-0.2%	2.6%	7.5%	16.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	3.9%	-2.5%	0.6%	3.6%	6.2%	13.9%
Between \$1 million and \$5 million							
CEO/Executive Director	66	3.2%	-8.2%	-0.2%	3.7%	6.8%	11.5%
Top Development Position	6	3.7%			2.3%		
Top Finance Position	7	4.8%			1.9%		
Greater than \$5 million							
CEO/Executive Director	25	4.8%	-4.9%	1.9%	4.0%	9.2%	14.2%
Top Development Position	12	8.9%		2.0%	3.9%	16.6%	
Top Finance Position	22	5.9%	-2.5%	0.7%	5.1%	12.1%	16.1%
Top Operations Position	6	8.9%			6.0%		
North Carolina							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	9	10.2%			9.1%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Animal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.2%			1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.1%			1.0%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	72	2.0%	-9.0%	-2.4%	2.0%	5.9%	15.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	0.5%	-6.7%	-0.2%	0.7%	3.2%	6.6%
Between \$1 million and \$5 million							
CEO/Executive Director	29	3.8%	-4.4%	0.4%	2.4%	9.6%	15.0%
Top Finance Position	6	-2.1%			-2.8%		
Greater than \$5 million							
CEO/Executive Director	12	3.4%		0.9%	4.7%	8.3%	
Top Finance Position	8	6.3%			5.4%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	14	2.1%		-2.5%	0.1%	6.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.6%			4.1%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	33	2.9%	-7.0%	-0.4%	1.2%	6.2%	19.0%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	1.4%		-1.0%	0.0%	3.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	14	-1.6%		-5.5%	0.0%	1.9%	
Greater than \$5 million							
CEO/Executive Director	15	6.1%		0.0%	3.5%	11.1%	
Top Finance Position	10	4.5%		-0.2%	2.8%	5.0%	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	16	1.7%		-2.2%	1.6%	5.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.0%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.0%			-0.5%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	10	3.0%		0.8%	3.5%	7.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	8.7%			4.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.1%			4.0%		
Greater than \$5 million							
CEO/Executive Director	7	0.4%			3.1%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	53	1.8%	-13.0%	-0.9%	2.5%	6.6%	13.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	1.2%	-10.5%	-0.6%	1.2%	4.9%	14.0%
Between \$1 million and \$5 million							
CEO/Executive Director	109	3.5%	-3.2%	0.1%	3.5%	7.6%	10.6%
Top Administrative Position	5	3.2%			4.0%		
Top Finance Position	17	4.4%		-0.4%	4.0%	11.0%	
Top Operations Position	6	3.2%			1.4%		
Greater than \$5 million							
CEO/Executive Director	93	4.3%	-4.5%	0.3%	3.9%	9.5%	13.3%
Top Administrative Position	10	7.0%		4.1%	4.3%	5.2%	
Top Business Position	7	5.7%			3.9%		
Top Development Position	15	3.1%		0.2%	3.1%	4.7%	
Top Education Position	11	2.8%		-1.8%	3.5%	5.1%	
Top Finance Position	41	4.0%	-2.4%	0.6%	3.9%	6.3%	16.9%
Top Operations Position	5	3.6%			1.8%		
Top Technology Position	6	5.0%			3.9%		
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	6	1.9%			0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	1.7%		0.3%	1.8%	3.5%	
Greater than \$5 million							
CEO/Executive Director	6	4.7%			5.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	22	2.0%	-14.9%	-0.7%	2.0%	10.5%	12.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	8.5%		1.8%	8.2%	13.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	7.9%		4.0%	6.4%	11.8%	
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	12	0.0%		-1.6%	0.0%	2.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	6.9%			6.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.9%			3.0%		
Greater than \$5 million							
CEO/Executive Director	7	2.6%			0.8%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	20	5.0%	-0.1%	0.0%	3.1%	5.4%	15.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	1.5%		-5.2%	2.1%	3.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	33	0.6%	-10.3%	-3.7%	0.5%	5.6%	11.3%
Top Finance Position	9	4.2%			3.3%		
Greater than \$5 million							
CEO/Executive Director	56	5.4%	-1.4%	0.2%	3.9%	9.8%	16.2%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Health—General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	37	5.2%	-1.5%	0.6%	3.4%	11.2%	13.5%
Top Human Resources Position	8	5.0%			6.3%		
Top Operations Position	18	4.6%		1.6%	5.5%	8.9%	
Top Technology Position	7	2.8%			3.8%		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	17	5.2%		1.5%	3.7%	9.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	6.1%		0.2%	5.7%	13.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	28	4.1%	-1.1%	0.6%	3.8%	5.7%	11.1%
Top Finance Position	6	3.9%			4.5%		
Greater than \$5 million							
CEO/Executive Director	11	4.9%		0.2%	2.0%	5.1%	
Top Finance Position	8	3.0%			5.4%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	107	3.4%	-4.3%	0.0%	2.9%	7.5%	12.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	56	1.9%	-6.1%	-0.7%	2.0%	5.5%	9.6%
Between \$1 million and \$5 million							
CEO/Executive Director	118	3.5%	-5.3%	-0.3%	2.3%	6.2%	16.1%
Top Finance Position	12	2.1%		-1.9%	1.0%	7.9%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	72	3.0%	-4.3%	-0.2%	2.8%	7.3%	10.9%
Top Development Position	6	2.3%			2.9%		
Top Finance Position	47	4.7%	-3.4%	1.4%	3.4%	7.2%	15.7%
Top Operations Position	17	1.8%		-1.0%	0.3%	4.7%	
Top Technology Position	7	3.5%			4.6%		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	10	0.5%		-0.1%	0.0%	0.0%	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	15	-1.0%		-1.4%	0.1%	3.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.7%		0.3%	3.9%	7.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	-0.3%	-10.3%	-2.2%	1.4%	4.8%	6.8%
Top Finance Position	7	-0.8%			2.8%		
Greater than \$5 million							
CEO/Executive Director	17	3.8%		-0.6%	4.7%	8.2%	
Top Finance Position	8	7.4%			8.9%		
Top Operations Position	6	3.0%			3.2%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	13	-1.3%		-3.2%	0.0%	0.3%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.7%			1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	24	4.1%	-6.8%	0.0%	3.3%	9.6%	13.5%
Top Finance Position	5	2.0%			-1.2%		
Greater than \$5 million							
CEO/Executive Director	16	2.5%		0.1%	2.9%	5.9%	
Top Finance Position	6	4.4%			4.4%		
Public Safety, Disaster Preparedness, and Relief							
\$500 thousand or less							
CEO/Executive Director	5	1.0%			0.9%		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	3.1%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	8.5%			8.9%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	24	6.4%	0.0%	0.2%	3.6%	10.0%	21.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.2%			2.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.5%		-0.6%	1.4%	9.7%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Recreation, Sports, Leisure, Athletics							
Greater than \$5 million							
CEO/Executive Director	11	7.1%		3.5%	4.7%	9.4%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	73	0.5%	-12.6%	-3.7%	0.0%	6.4%	12.4%
Top Finance Position	9	3.5%			0.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.9%		1.7%	3.9%	6.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	3.4%		0.0%	2.2%	7.7%	
Greater than \$5 million							
CEO/Executive Director	5	0.9%			0.2%		
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.0%			1.1%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	19	0.1%		-0.8%	0.0%	3.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	1.5%	-6.4%	-2.5%	3.2%	4.9%	9.4%
Between \$1 million and \$5 million							
CEO/Executive Director	20	5.6%	-3.4%	1.1%	6.7%	8.7%	11.6%
Greater than \$5 million							
CEO/Executive Director	7	5.0%			3.7%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	8.0%			9.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	0.6%			1.4%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	0.4%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.1%			2.0%		
Greater than \$5 million							
CEO/Executive Director	8	10.6%			13.7%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	8	0.8%			1.9%		
Between \$1 million and \$5 million							
Top Administrative Position	5	3.1%			0.8%		
Top Finance Position	5	3.9%			-0.3%		
Greater than \$5 million							
CEO/Executive Director	13	3.9%		-2.7%	1.8%	9.5%	
Top Administrative Position	7	0.6%			2.4%		
Top Finance Position	20	5.5%	-0.8%	1.3%	4.4%	10.1%	14.8%
Top Operations Position	5	3.5%			3.4%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	2.1%			1.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.8%			-1.5%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	-0.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.1%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	4.4%	-1.8%	-1.1%	3.7%	7.4%	11.3%
Top Finance Position	5	6.2%			2.9%		
Greater than \$5 million							
CEO/Executive Director	10	2.1%		-1.1%	2.5%	5.4%	
Top Finance Position	5	0.8%			2.5%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	1.4%			2.0%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	8	2.9%			4.2%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	11	1.9%		0.0%	0.1%	2.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	16	2.1%		-0.2%	0.0%	5.1%	
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	74	2.7%	-6.9%	0.0%	1.7%	6.7%	15.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	4.2%	-7.1%	0.0%	5.8%	9.7%	13.4%
Between \$1 million and \$5 million							
CEO/Executive Director	47	2.6%	-3.9%	-0.9%	2.8%	7.0%	12.9%
Top Finance Position	6	4.7%			2.4%		
Greater than \$5 million							
CEO/Executive Director	24	4.3%	-5.2%	2.1%	4.6%	7.0%	13.1%
Top Administrative Position	5	1.5%			4.6%		
Top Development Position	7	6.0%			3.9%		
Top Finance Position	18	4.0%		1.4%	3.3%	5.8%	
Top Operations Position	5	3.5%			3.2%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	8	8.3%			6.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-2.9%			-1.7%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	44	1.7%	-4.9%	-0.2%	1.4%	5.3%	7.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	3.4%	-2.3%	0.1%	2.5%	6.7%	12.1%
Between \$1 million and \$5 million							
CEO/Executive Director	29	2.6%	-5.2%	0.0%	2.6%	6.8%	10.5%
Top Finance Position	7	3.0%			3.3%		
Greater than \$5 million							
CEO/Executive Director	20	3.2%	-0.1%	0.4%	3.0%	4.5%	10.0%
Top Finance Position	13	4.5%		0.1%	3.5%	8.5%	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	13	3.4%		0.0%	4.6%	8.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	-0.7%		-2.6%	0.2%	2.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.3%			5.3%		
Greater than \$5 million							
CEO/Executive Director	5	0.6%			2.8%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	15	2.3%		-2.9%	1.8%	8.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.7%			5.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.5%		-0.3%	2.3%	7.2%	
Greater than \$5 million							
CEO/Executive Director	5	1.8%			2.5%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	66	2.7%	-4.3%	0.0%	2.4%	5.8%	10.6%
Top Administrative Position	5	7.8%			5.0%		
Top Finance Position	6	-2.8%			-2.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	0.6%	-8.0%	-3.9%	0.0%	5.3%	8.2%
Between \$1 million and \$5 million							
CEO/Executive Director	86	2.5%	-4.6%	0.0%	2.6%	5.1%	11.4%
Top Administrative Position	15	0.5%		1.0%	2.6%	3.9%	
Top Finance Position	17	4.3%		1.7%	3.9%	5.7%	
Greater than \$5 million							
CEO/Executive Director	76	3.7%	-2.3%	0.1%	2.3%	7.0%	11.7%
Top Administrative Position	7	-1.3%			0.5%		
Top Development Position	24	2.6%	-1.3%	0.9%	2.4%	4.1%	10.4%
Top Education Position	14	0.9%		-0.3%	1.0%	3.6%	
Top Finance Position	45	2.8%	-0.7%	0.1%	2.6%	4.3%	8.4%
Top Human Resources Position	6	4.3%			4.9%		
Top Legal Position	5	3.2%			0.8%		
Top Operations Position	10	3.3%		-4.3%	4.2%	8.5%	
Top Technology Position	6	-0.4%			1.1%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	17	4.3%		1.6%	4.1%	12.1%	
Greater than \$5 million							
CEO/Executive Director	8	1.6%			3.4%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	12	-0.5%		-1.7%	0.0%	1.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.3%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.0%		1.7%	2.5%	7.2%	
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	8	6.1%			6.0%		
Greater than \$5 million							
CEO/Executive Director	9	7.1%			4.0%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	25	0.7%	-14.8%	0.0%	3.0%	6.2%	7.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	3.1%		-0.2%	1.4%	4.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	46	4.8%	-0.6%	2.4%	4.0%	7.0%	11.9%
Top Finance Position	11	5.2%		1.7%	4.2%	9.6%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	82	3.6%	-7.8%	-0.9%	3.5%	8.0%	13.1%
Top Administrative Position	7	3.7%			3.8%		
Top Finance Position	60	3.9%	-3.3%	-0.3%	3.0%	6.7%	14.7%
Top Human Resources Position	13	6.8%		5.7%	8.7%	11.3%	
Top Operations Position	24	5.4%	-0.8%	1.3%	3.0%	8.6%	14.2%
Top Technology Position	15	5.9%		0.7%	4.4%	9.2%	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	19	-0.2%		-4.6%	0.0%	4.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	-0.3%	-7.3%	-1.3%	1.4%	4.0%	5.8%
Between \$1 million and \$5 million							
CEO/Executive Director	37	3.0%	-5.7%	-0.9%	2.8%	6.7%	12.9%
Top Finance Position	7	4.0%			4.3%		
Top Operations Position	5	3.5%			2.5%		
Greater than \$5 million							
CEO/Executive Director	23	2.9%	-8.1%	0.0%	4.6%	8.5%	10.5%
Top Finance Position	10	4.0%		2.9%	3.8%	6.3%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	121	2.0%	-9.7%	0.0%	1.6%	6.2%	12.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	68	2.8%	-5.1%	-0.4%	2.4%	5.5%	13.3%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	163	2.6%	-7.1%	-1.3%	2.2%	6.9%	14.2%
Top Finance Position	29	0.7%	-6.8%	-1.0%	1.3%	2.9%	6.3%
Top Operations Position	9	2.7%			0.5%		
Greater than \$5 million							
CEO/Executive Director	138	3.5%	-4.2%	-0.1%	3.3%	7.5%	11.6%
Top Administrative Position	10	4.1%		2.1%	4.4%	6.7%	
Top Development Position	9	2.9%			3.8%		
Top Finance Position	84	4.4%	-3.0%	0.0%	4.3%	8.2%	11.3%
Top Human Resources Position	8	5.7%			4.9%		
Top Operations Position	38	3.6%	-2.2%	0.2%	4.0%	7.6%	9.1%
Top Technology Position	5	3.6%			3.2%		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	8	5.8%			1.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.8%			2.9%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	30	4.6%	-5.3%	-0.5%	3.3%	12.2%	16.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	6.2%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	48	3.1%	-4.6%	-0.4%	3.0%	6.0%	13.4%
Top Finance Position	12	3.6%		1.4%	3.5%	8.7%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	40	1.9%	-3.8%	-1.3%	1.2%	5.6%	11.4%
Top Finance Position	30	4.4%	-2.8%	-1.0%	3.6%	8.0%	10.2%
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	18	2.6%		0.0%	2.3%	3.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	2.6%		0.0%	1.6%	2.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	33	2.6%	-3.7%	1.2%	2.5%	5.0%	10.2%
Top Finance Position	8	0.2%			0.8%		
Greater than \$5 million							
CEO/Executive Director	25	3.4%	-0.4%	1.6%	3.6%	5.2%	6.7%
Top Development Position	5	4.9%			3.8%		
Top Finance Position	18	7.0%		3.9%	5.6%	6.6%	
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	2.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.8%		2.7%	5.0%	8.1%	
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	15	1.1%		-0.7%	2.3%	4.8%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Recreation, Sports, Leisure, Athletics							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	6.2%			5.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.8%		-2.0%	5.3%	9.0%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	66	0.0%	-11.6%	-3.8%	0.0%	4.7%	9.6%
Top Finance Position	9	1.2%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	3.9%		0.7%	2.0%	6.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	16	0.2%		-0.6%	0.0%	3.9%	
Social Science Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.9%			3.0%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	22	0.0%	-7.3%	-3.9%	0.3%	3.7%	7.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	2.4%		0.0%	4.0%	5.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	23	1.8%	-10.7%	0.1%	3.5%	6.1%	9.3%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	19	2.9%		-0.2%	1.3%	4.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-2.0%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.3%		1.0%	3.0%	5.8%	
Greater than \$5 million							
CEO/Executive Director	5	3.9%			1.3%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	11	2.9%		-0.4%	0.0%	5.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.2%			7.4%		
Crime, Legal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.6%			4.5%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	13	3.4%		-4.3%	1.1%	8.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	4.4%	-6.3%	2.0%	6.4%	10.7%	12.8%
Greater than \$5 million							
CEO/Executive Director	17	3.4%		-0.7%	1.4%	4.8%	
Top Development Position	6	1.5%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Finance Position	9	5.0%			2.2%		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.5%		0.3%	1.1%	2.3%	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	3.8%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.7%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	8.1%			6.7%		
Greater than \$5 million							
CEO/Executive Director	18	3.7%		-0.9%	3.4%	7.9%	
Top Finance Position	14	5.3%		0.3%	3.4%	10.2%	
Top Operations Position	7	10.7%			17.9%		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	3.4%			3.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.2%			1.8%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	35	1.3%	-11.4%	-2.7%	1.7%	7.2%	11.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	3.1%	-4.3%	-0.2%	0.8%	8.7%	13.8%
Between \$1 million and \$5 million							
CEO/Executive Director	52	2.2%	-2.4%	0.0%	2.7%	5.2%	11.7%
Greater than \$5 million							
CEO/Executive Director	27	4.1%	-1.7%	0.9%	3.2%	7.6%	11.8%
Top Finance Position	10	6.6%		3.9%	8.5%	12.9%	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	6	2.3%			0.0%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	11	2.6%		-2.1%	0.4%	10.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.0%			1.7%		
Greater than \$5 million							
CEO/Executive Director	10	2.9%		-2.2%	1.8%	6.2%	
Top Finance Position	7	5.1%			2.2%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	7	1.4%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-1.5%			0.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	59	-1.4%	-13.4%	-7.3%	0.0%	3.2%	9.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.2%			5.0%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	2.6%			2.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.4%			0.0%		
Oregon							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	13	4.5%		0.0%	2.3%	8.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.3%			4.4%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	7	9.3%			9.9%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	45	1.4%	-9.1%	-0.7%	0.3%	4.2%	11.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	4.0%	-4.9%	0.0%	2.7%	8.5%	14.6%
Between \$1 million and \$5 million							
CEO/Executive Director	20	5.6%	-3.5%	2.5%	6.2%	10.0%	12.1%
Greater than \$5 million							
CEO/Executive Director	10	3.6%		0.9%	4.1%	6.0%	
Top Finance Position	6	3.0%			2.6%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	5	0.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.0%			-0.7%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	17	3.2%		0.0%	3.3%	5.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.8%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	9.6%		5.1%	7.0%	16.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	9	7.5%			6.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.8%			3.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.9%		-2.0%	0.3%	7.6%	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	7	-1.0%			-0.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-2.6%			0.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	27	1.5%	-13.7%	-0.3%	0.0%	5.0%	15.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	5.3%	-1.4%	1.0%	3.1%	6.4%	20.8%
Between \$1 million and \$5 million							
CEO/Executive Director	50	3.9%	-5.0%	-0.9%	4.7%	10.2%	14.1%
Top Administrative Position	5	-4.6%			-6.9%		
Top Finance Position	6	2.0%			1.8%		
Greater than \$5 million							
CEO/Executive Director	29	3.6%	-3.7%	-0.7%	2.7%	7.5%	13.1%
Top Finance Position	16	5.3%		-0.3%	3.6%	10.1%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	15	4.4%		1.8%	4.3%	11.2%	
Top Finance Position	6	5.4%			4.6%		
Greater than \$5 million							
CEO/Executive Director	9	3.0%			4.1%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	25	1.3%	-8.7%	-1.9%	0.0%	5.0%	9.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	2.9%		0.2%	5.8%	7.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	28	2.5%	-5.8%	-3.6%	3.0%	8.2%	12.2%
Top Finance Position	6	9.7%			7.8%		
Greater than \$5 million							
CEO/Executive Director	6	0.1%			1.1%		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	8	4.3%			-0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.0%			5.7%		
Greater than \$5 million							
CEO/Executive Director	5	6.6%			7.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	14	-2.0%		-7.7%	0.5%	2.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.4%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	8.1%		4.0%	6.1%	12.8%	
Greater than \$5 million							
CEO/Executive Director	31	4.6%	-6.7%	2.3%	5.1%	9.5%	15.9%
Top Finance Position	13	8.0%		3.1%	8.4%	17.7%	
Top Operations Position	10	10.9%		6.4%	9.3%	16.3%	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	13	-0.8%		-2.6%	0.1%	1.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	2.7%		0.7%	2.6%	4.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	16	5.3%		2.8%	4.8%	8.1%	
Greater than \$5 million							
CEO/Executive Director	10	5.1%		-0.1%	2.6%	10.0%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	45	1.9%	-12.0%	-1.0%	1.5%	7.4%	12.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	5.3%	-0.8%	0.0%	4.9%	8.7%	17.9%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	79	4.5%	-3.6%	0.2%	3.5%	9.1%	14.4%
Top Finance Position	8	3.4%			5.2%		
Greater than \$5 million							
CEO/Executive Director	46	4.9%	-5.0%	1.1%	4.2%	9.7%	12.5%
Top Finance Position	18	3.2%		0.4%	2.5%	6.1%	
Top Operations Position	5	5.3%			5.1%		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	9	3.1%			3.1%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	18	4.2%		0.2%	5.2%	10.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	4.2%		0.0%	3.1%	6.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	7.2%			5.5%		
Top Finance Position	6	6.6%			8.0%		
Greater than \$5 million							
CEO/Executive Director	23	-0.9%	-11.1%	-1.5%	0.6%	3.9%	6.2%
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	8	-0.2%			0.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	-6.1%			-8.6%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	14	0.1%		-4.5%	-0.5%	4.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	2.0%		-2.2%	5.0%	8.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	8.9%			8.5%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	31	0.0%	-17.1%	-3.7%	0.8%	6.1%	14.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.5%			1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.4%			4.5%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	13	7.2%		1.7%	12.6%	15.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.7%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	3.2%		-1.6%	2.8%	6.3%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Youth Development							
Greater than \$5 million							
CEO/Executive Director	9	6.7%			6.7%		
Pennsylvania							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	11	0.7%		-2.5%	0.0%	0.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.4%			2.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	7.9%		3.7%	5.6%	9.2%	
Greater than \$5 million							
CEO/Executive Director	5	9.1%			8.9%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	97	2.1%	-5.1%	0.0%	1.8%	4.3%	10.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	59	1.4%	-6.5%	-0.3%	1.8%	4.7%	9.0%
Between \$1 million and \$5 million							
CEO/Executive Director	73	2.0%	-5.2%	-0.9%	0.6%	5.9%	10.1%
Top Finance Position	10	6.9%		3.2%	4.3%	9.4%	
Greater than \$5 million							
CEO/Executive Director	39	2.2%	-10.7%	-2.3%	2.7%	8.6%	10.9%
Top Development Position	12	2.6%		0.9%	3.8%	5.1%	
Top Finance Position	18	4.7%		2.1%	4.2%	8.9%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Arts, Culture, and Humanities							
Greater than \$5 million							
Top Operations Position	13	8.9%		2.8%	9.2%	13.2%	
Top Technology Position	5	7.1%			3.6%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	8	-4.2%			-4.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.4%			2.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	5.5%		1.7%	3.7%	8.2%	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	51	1.7%	-11.4%	-3.3%	0.2%	6.1%	12.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	1.4%	-8.8%	-0.1%	2.1%	6.2%	8.5%
Between \$1 million and \$5 million							
CEO/Executive Director	43	2.9%	-2.7%	0.0%	2.7%	5.7%	10.1%
Top Finance Position	8	-0.3%			-0.1%		
Greater than \$5 million							
CEO/Executive Director	12	9.0%		4.0%	7.4%	13.3%	
Top Finance Position	7	1.6%			3.3%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	18	0.3%		-1.4%	1.9%	4.6%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Crime, Legal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	4.3%		2.6%	3.5%	5.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	-0.9%		-3.5%	0.8%	3.2%	
Top Finance Position	5	2.4%			3.4%		
Greater than \$5 million							
CEO/Executive Director	9	4.4%			3.5%		
Top Finance Position	5	5.4%			5.2%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	20	4.5%	-7.4%	-1.1%	3.0%	11.7%	16.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.4%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	26	5.4%	-3.8%	0.2%	3.6%	11.1%	14.1%
Top Finance Position	11	3.3%		0.4%	3.1%	4.3%	
Greater than \$5 million							
CEO/Executive Director	9	3.5%			3.2%		
Top Finance Position	5	4.5%			2.7%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	70	2.5%	-4.0%	0.0%	1.4%	6.1%	11.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	56	5.0%	-1.9%	0.5%	3.9%	8.1%	13.5%
Top Administrative Position	6	5.5%			2.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	141	3.1%	-4.3%	-0.4%	2.7%	6.1%	12.2%
Top Administrative Position	8	2.7%			2.8%		
Top Finance Position	17	7.0%		2.1%	4.4%	11.9%	
Top Operations Position	5	12.5%			12.2%		
Greater than \$5 million							
CEO/Executive Director	185	4.4%	-4.4%	1.1%	4.4%	8.4%	13.4%
Top Administrative Position	16	4.1%		1.9%	2.8%	5.0%	
Top Business Position	13	0.7%		-2.8%	3.0%	4.7%	
Top Development Position	50	4.7%	-1.7%	0.9%	2.8%	5.8%	16.1%
Top Education Position	28	6.6%	-1.7%	0.6%	5.5%	11.7%	18.8%
Top Finance Position	87	3.8%	-1.3%	1.4%	2.7%	5.6%	11.1%
Top Human Resources Position	16	5.5%		0.7%	3.9%	6.9%	
Top Legal Position	14	4.8%		0.9%	5.6%	9.6%	
Top Operations Position	25	2.5%	-8.1%	0.2%	3.0%	5.4%	11.9%
Top PR/Communications Position	6	3.6%			3.3%		
Top Technology Position	19	-0.3%		-0.9%	1.6%	3.2%	
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	26	0.2%	-14.1%	-3.1%	0.3%	5.9%	9.2%
Top Finance Position	6	0.6%			2.1%		
Greater than \$5 million							
CEO/Executive Director	12	5.5%		1.9%	5.0%	8.9%	
Top Finance Position	7	4.9%			4.6%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	18	2.0%		0.4%	3.7%	7.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	1.6%		0.0%	2.1%	3.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	23	4.4%	-5.7%	-1.0%	3.8%	9.2%	14.4%
Greater than \$5 million							
CEO/Executive Director	7	3.9%			2.2%		
Top Finance Position	5	2.8%			3.4%		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	13	3.3%		0.1%	2.7%	5.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	11	0.8%		-3.1%	2.3%	3.8%	
Greater than \$5 million							
CEO/Executive Director	8	6.5%			5.7%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	22	-0.3%	-12.9%	-5.9%	0.0%	5.8%	9.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	3.7%	-2.3%	-0.6%	0.1%	7.2%	14.1%
Between \$1 million and \$5 million							
CEO/Executive Director	70	2.2%	-6.0%	0.0%	2.1%	6.0%	10.7%
Top Administrative Position	7	2.8%			2.2%		
Top Finance Position	15	4.3%		0.8%	2.1%	6.5%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
Top Operations Position	7	3.9%			3.1%		
Greater than \$5 million							
CEO/Executive Director	121	2.6%	-7.1%	-0.7%	2.8%	7.1%	11.8%
Top Administrative Position	11	5.1%		-1.3%	2.4%	7.8%	
Top Development Position	8	-3.5%			-1.4%		
Top Finance Position	91	3.6%	-8.8%	-0.4%	3.4%	8.1%	14.8%
Top Human Resources Position	27	1.5%	-5.8%	-2.2%	2.5%	4.2%	7.7%
Top Legal Position	8	3.0%			4.2%		
Top Marketing Position	6	9.7%			5.2%		
Top Operations Position	34	0.2%	-9.8%	-3.9%	1.4%	4.8%	7.2%
Top Technology Position	23	3.6%	-1.3%	0.1%	3.4%	5.4%	10.8%
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	25	3.6%	-0.9%	0.0%	4.5%	6.6%	11.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	1.9%	-4.5%	-0.8%	0.2%	2.8%	15.7%
Between \$1 million and \$5 million							
CEO/Executive Director	26	4.3%	-0.9%	0.0%	2.4%	6.5%	13.0%
Greater than \$5 million							
CEO/Executive Director	12	3.6%		-2.3%	4.5%	7.9%	
Top Finance Position	11	4.2%		0.3%	3.0%	8.5%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	145	2.7%	-2.6%	0.0%	1.5%	5.7%	12.0%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	94	3.1%	-4.3%	0.0%	2.9%	7.8%	13.0%
Between \$1 million and \$5 million							
CEO/Executive Director	211	3.0%	-4.6%	-0.5%	2.5%	6.1%	12.4%
Top Finance Position	38	4.6%	-0.7%	1.9%	3.4%	7.3%	13.6%
Top Operations Position	13	5.1%		2.1%	3.4%	9.4%	
Greater than \$5 million							
CEO/Executive Director	216	3.8%	-4.4%	-0.2%	3.2%	8.5%	13.2%
Top Administrative Position	7	2.1%			4.0%		
Top Business Position	6	3.3%			6.5%		
Top Development Position	12	2.8%		1.3%	2.5%	6.2%	
Top Finance Position	116	4.0%	-1.9%	0.6%	3.7%	6.6%	13.0%
Top Human Resources Position	21	4.5%	0.0%	0.3%	3.3%	7.2%	14.4%
Top Marketing Position	12	3.6%		-1.8%	4.5%	9.3%	
Top Operations Position	40	5.4%	-0.6%	1.8%	5.5%	9.2%	12.4%
Top Program Position	6	-2.0%			-0.9%		
Top Technology Position	9	4.2%			4.7%		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	10	-1.8%		-2.2%	0.0%	1.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.8%			2.1%		
Greater than \$5 million							
CEO/Executive Director	7	-2.1%			0.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Medical Research							
Greater than \$5 million							
CEO/Executive Director	6	4.9%			3.1%		
Top Finance Position	5	7.9%			7.3%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	18	0.4%		-5.0%	0.0%	4.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	0.7%	-3.7%	-2.1%	0.1%	2.5%	6.9%
Between \$1 million and \$5 million							
CEO/Executive Director	39	2.5%	-4.0%	-1.1%	2.9%	6.1%	11.1%
Top Finance Position	6	-3.6%			-0.7%		
Greater than \$5 million							
CEO/Executive Director	46	2.4%	-7.8%	-1.6%	1.7%	6.6%	10.7%
Top Finance Position	30	4.1%	-1.7%	1.3%	4.2%	6.3%	10.5%
Top Operations Position	16	4.8%		1.5%	3.0%	8.1%	
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	18	3.9%		0.0%	2.5%	8.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	3.6%		-0.7%	3.5%	7.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	4.7%		1.4%	4.1%	7.1%	
Greater than \$5 million							
CEO/Executive Director	21	3.6%	0.1%	1.9%	2.8%	4.5%	7.3%
Top Finance Position	11	5.1%		3.0%	3.6%	4.6%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	3.5%		1.7%	2.9%	6.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-3.5%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	3.8%		0.3%	3.8%	8.3%	
Greater than \$5 million							
CEO/Executive Director	10	4.8%		1.6%	2.9%	4.3%	
Top Finance Position	6	4.3%			4.8%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	20	-2.0%	-17.0%	-9.3%	0.0%	1.7%	13.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	-0.1%		-0.3%	0.1%	5.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	0.6%	-14.2%	-4.2%	2.3%	6.4%	9.3%
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	68	0.7%	-10.5%	-4.2%	0.0%	5.5%	14.0%
Top Finance Position	5	-7.0%			-2.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	1.2%	-6.2%	-1.2%	0.0%	4.4%	8.0%
Between \$1 million and \$5 million							
CEO/Executive Director	23	1.7%	-5.3%	-1.1%	0.6%	3.1%	9.2%
Top Finance Position	8	3.5%			2.8%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Religion-Related, Spiritual Development							
Greater than \$5 million							
CEO/Executive Director	8	2.6%			-0.3%		
Top Finance Position	7	2.6%			3.1%		
Science and Technology Research Institutes, Services							
Greater than \$5 million							
CEO/Executive Director	8	1.4%			3.2%		
Top Finance Position	5	2.4%			1.8%		
Top Technology Position	5	2.3%			3.1%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	21	3.1%	-3.3%	-0.5%	1.8%	6.3%	12.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	5.8%	0.0%	2.4%	6.0%	8.7%	13.2%
Between \$1 million and \$5 million							
CEO/Executive Director	31	3.4%	-7.0%	0.4%	2.8%	5.5%	13.0%
Greater than \$5 million							
CEO/Executive Director	13	2.8%		-0.3%	3.5%	8.5%	
Puerto Rico							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	6.9%			1.8%		
Greater than \$5 million							
CEO/Executive Director	8	-2.8%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Puerto Rico							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	8	-1.4%			0.7%		
Top Finance Position	7	3.9%			4.2%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	6.4%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.7%		0.0%	0.2%	3.3%	
Rhode Island							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	5.1%			3.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.6%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	3.0%		-1.3%	0.9%	5.9%	
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.9%			6.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	24	2.6%	-3.4%	0.6%	2.8%	4.8%	8.6%
Greater than \$5 million							
CEO/Executive Director	19	3.7%		-1.0%	3.7%	7.7%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Finance Position	12	3.9%		2.0%	3.7%	6.2%	
Top Operations Position	7	0.7%			0.0%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	-1.7%			4.0%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	0.6%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-3.6%			1.2%		
Greater than \$5 million							
CEO/Executive Director	12	1.5%		-0.4%	1.6%	5.1%	
Top Finance Position	12	5.5%		1.9%	4.4%	9.8%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	0.9%		-6.4%	1.0%	6.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.7%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	4.9%		1.2%	6.0%	7.5%	
Greater than \$5 million							
CEO/Executive Director	19	2.7%		-0.3%	2.7%	4.8%	
Top Finance Position	8	3.3%			3.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Human Services—Multipurpose and Other							
Greater than \$5 million							
Top Operations Position	6	1.9%			2.3%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	3.4%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.1%			2.8%		
South Carolina							
Animal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.0%			0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.6%			4.9%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	22	2.0%	-9.9%	0.0%	0.7%	6.0%	7.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.6%			6.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	4.9%		0.2%	3.8%	7.5%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	8	0.4%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.0%			3.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.9%			4.4%		
Greater than \$5 million							
CEO/Executive Director	6	1.7%			2.9%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	6	10.4%			6.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.3%			3.4%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	10	-2.2%		-1.2%	0.0%	1.1%	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	37	3.6%	0.0%	0.0%	2.3%	5.1%	10.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	4.3%		0.0%	5.5%	12.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	50	4.5%	-1.8%	0.1%	2.9%	8.8%	15.6%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	30	5.2%	-2.1%	0.0%	3.0%	9.3%	16.4%
Top Development Position	7	2.8%			3.0%		
Top Education Position	5	2.8%			1.4%		
Top Finance Position	13	3.9%		0.8%	2.4%	6.0%	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	7	4.0%			5.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.5%			1.7%		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	7	0.3%			3.3%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	11	3.5%		0.3%	3.0%	4.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-1.9%			0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.8%			2.5%		
Greater than \$5 million							
CEO/Executive Director	24	4.3%	-2.5%	1.4%	6.3%	7.9%	9.9%
Top Finance Position	19	7.5%		2.8%	5.3%	13.3%	
Top Operations Position	8	1.2%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	12	2.4%		0.0%	0.2%	2.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.6%		2.0%	5.9%	8.7%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	42	3.7%	-3.8%	0.0%	1.8%	8.7%	14.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	2.4%	-3.4%	0.0%	2.7%	5.0%	9.8%
Between \$1 million and \$5 million							
CEO/Executive Director	49	3.4%	-3.2%	-0.1%	2.7%	6.5%	11.3%
Top Finance Position	5	1.5%			0.0%		
Greater than \$5 million							
CEO/Executive Director	27	5.6%	-1.9%	1.4%	6.7%	9.5%	12.5%
Top Finance Position	14	10.4%		6.2%	8.3%	16.2%	
Top Operations Position	7	4.7%			6.2%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	9	-0.8%			1.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.7%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	3.8%		-1.3%	3.5%	9.1%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	9	-3.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.5%			8.7%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.4%			1.5%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	43	1.0%	-13.1%	-5.8%	0.6%	6.5%	13.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.1%			0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	0.2%			0.0%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	3.3%			2.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.9%		0.6%	2.4%	6.8%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	-3.3%			1.7%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	8	2.4%			4.3%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.4%			4.7%		
Greater than \$5 million							
CEO/Executive Director	9	1.7%			2.8%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
Top Administrative Position	5	11.4%			10.6%		
Greater than \$5 million							
CEO/Executive Director	9	3.3%			2.8%		
Top Finance Position	13	3.6%		0.5%	3.2%	7.2%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	13	4.2%		0.1%	1.1%	7.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	-2.6%		-8.8%	3.8%	5.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	12	1.4%		-3.7%	2.4%	8.6%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	15	3.1%		-0.4%	2.1%	4.6%	
Top Finance Position	8	3.9%			3.4%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.3%			7.4%		
Greater than \$5 million							
CEO/Executive Director	5	2.8%			0.8%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	0.8%			3.5%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	2.3%			4.4%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	8.2%			4.1%		
Tennessee							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	8	2.0%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Animal-Related							
Greater than \$5 million							
CEO/Executive Director	5	0.6%			-2.9%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	34	2.0%	-3.5%	0.0%	0.6%	6.8%	11.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.8%		0.0%	2.9%	5.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	26	3.2%	-7.4%	-1.7%	4.2%	9.3%	12.2%
Top Finance Position	7	0.9%			1.8%		
Greater than \$5 million							
CEO/Executive Director	15	2.2%		0.4%	2.6%	4.0%	
Top Finance Position	5	8.7%			5.7%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	7	0.0%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.9%			3.8%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	18	2.7%		0.2%	2.1%	7.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	2.3%		-1.6%	2.0%	9.2%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	17	2.2%		-1.0%	3.7%	6.4%	
Greater than \$5 million							
CEO/Executive Director	10	4.1%		2.7%	3.8%	10.0%	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	11	1.6%		0.0%	0.0%	1.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.6%			4.0%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	13	3.3%		0.0%	3.5%	8.4%	
Greater than \$5 million							
CEO/Executive Director	6	1.2%			1.2%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	26	1.4%	-3.3%	0.0%	0.0%	4.7%	6.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	4.5%		0.0%	0.0%	6.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	56	3.1%	-4.7%	-0.6%	3.2%	6.8%	13.8%
Top Finance Position	6	1.9%			1.6%		
Greater than \$5 million							
CEO/Executive Director	72	1.4%	-11.3%	-3.7%	2.1%	6.7%	12.0%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Development Position	20	2.2%	-2.3%	0.8%	3.1%	5.3%	10.4%
Top Education Position	16	4.6%		1.3%	3.1%	5.8%	
Top Finance Position	38	3.9%	-3.8%	0.8%	2.6%	5.7%	13.9%
Top Operations Position	10	6.2%		2.9%	5.2%	6.9%	
Top Technology Position	5	3.6%			3.3%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	2.6%			0.0%		
Food, Agriculture, and Nutrition							
Greater than \$5 million							
CEO/Executive Director	5	5.2%			4.4%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	12	-2.4%		-5.9%	-0.3%	0.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	7.9%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	27	3.7%	-6.6%	0.3%	4.8%	9.2%	11.2%
Top Finance Position	7	9.8%			11.2%		
Greater than \$5 million							
CEO/Executive Director	49	4.6%	-2.1%	1.8%	3.6%	9.1%	14.0%
Top Administrative Position	5	7.2%			6.7%		
Top Finance Position	41	5.1%	-2.5%	1.9%	4.4%	9.4%	14.7%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Health—General and Rehabilitative							
Greater than \$5 million							
Top Operations Position	13	5.9%		4.7%	8.0%	9.0%	
Top Technology Position	5	7.9%			6.9%		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	16	3.6%		0.0%	1.9%	11.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	4.7%		1.3%	4.8%	6.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	3.0%	-6.6%	-0.8%	1.5%	7.0%	12.5%
Greater than \$5 million							
CEO/Executive Director	7	-0.5%			1.1%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	82	2.0%	-8.0%	-0.5%	0.4%	5.8%	12.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	2.0%	-9.0%	-1.7%	1.8%	8.4%	12.8%
Between \$1 million and \$5 million							
CEO/Executive Director	61	2.6%	-3.8%	-1.4%	2.5%	5.1%	9.3%
Top Finance Position	12	2.1%		-0.9%	0.7%	5.8%	
Top Operations Position	6	2.2%			3.3%		
Greater than \$5 million							
CEO/Executive Director	42	5.3%	-3.1%	0.0%	3.9%	8.6%	16.0%
Top Finance Position	21	6.8%	-2.4%	0.0%	6.3%	14.7%	16.1%
Top Operations Position	9	4.2%			3.5%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
International, Foreign Affairs, and National Security							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.9%			0.5%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	18	2.9%		-0.2%	1.2%	7.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	1.0%		0.0%	2.1%	4.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	3.9%	-5.2%	-0.1%	3.7%	5.9%	13.0%
Greater than \$5 million							
CEO/Executive Director	13	4.0%		1.4%	4.8%	7.2%	
Top Finance Position	9	4.0%			0.8%		
Top Operations Position	7	9.2%			7.7%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	8	-0.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.9%			1.6%		
Greater than \$5 million							
CEO/Executive Director	5	-1.3%			0.5%		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	4.0%			4.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Public, Society Benefit—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.4%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.8%			7.3%		
Greater than \$5 million							
CEO/Executive Director	5	7.5%			8.9%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	7.3%			5.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.7%			2.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	91	0.1%	-14.1%	-3.9%	0.0%	7.1%	10.9%
Top Finance Position	7	9.9%			7.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	4.1%		0.0%	3.9%	7.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	3.1%	-6.0%	-1.0%	1.0%	9.3%	13.3%
Top Finance Position	5	9.2%			9.3%		
Greater than \$5 million							
CEO/Executive Director	5	3.5%			4.5%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	16	-2.2%		-7.3%	0.0%	4.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	1.2%		0.0%	0.3%	4.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	5.6%	-2.4%	0.0%	5.0%	11.2%	20.3%
Texas							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	12	3.3%		0.0%	0.9%	5.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	3.7%		0.0%	3.8%	9.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	4.7%		2.5%	2.8%	7.1%	
Greater than \$5 million							
CEO/Executive Director	12	1.0%		-3.9%	1.1%	8.4%	
Top Finance Position	6	8.6%			9.0%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	94	1.3%	-6.4%	0.0%	0.6%	5.0%	8.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	3.4%	-4.0%	0.0%	3.0%	6.4%	10.5%
Between \$1 million and \$5 million							
CEO/Executive Director	56	1.9%	-5.5%	-0.8%	1.1%	6.1%	10.9%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
Top Finance Position	6	4.1%			1.1%		
Greater than \$5 million							
CEO/Executive Director	26	3.8%	-4.3%	0.0%	3.3%	7.0%	14.6%
Top Development Position	11	7.7%		2.0%	5.2%	11.7%	
Top Finance Position	22	5.2%	-2.1%	3.6%	6.5%	9.1%	13.0%
Top Operations Position	5	11.6%			14.4%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	18	0.7%		-4.6%	0.0%	6.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.8%		0.0%	4.8%	10.9%	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	32	2.3%	-16.8%	-0.2%	3.3%	8.3%	13.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	3.6%	-4.2%	0.0%	2.5%	8.3%	10.9%
Between \$1 million and \$5 million							
CEO/Executive Director	30	5.5%	-0.3%	0.6%	5.3%	10.1%	12.6%
Top Finance Position	5	3.7%			2.1%		
Greater than \$5 million							
CEO/Executive Director	15	8.6%		2.9%	5.7%	13.2%	
Top Finance Position	7	3.4%			4.3%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	22	4.0%	-4.9%	0.0%	2.7%	7.7%	15.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.0%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.6%		0.0%	3.0%	5.7%	
Greater than \$5 million							
CEO/Executive Director	7	3.1%			1.6%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	22	2.7%	-9.6%	-0.3%	3.7%	7.1%	13.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.5%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	1.3%		-0.7%	2.2%	4.4%	
Greater than \$5 million							
CEO/Executive Director	7	-1.4%			-3.9%		
Top Finance Position	6	-0.5%			0.1%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	85	0.7%	-13.8%	-1.6%	0.0%	4.6%	12.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	43	4.1%	-1.0%	0.0%	3.2%	7.6%	12.9%
Top Administrative Position	5	2.1%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	153	3.2%	-3.9%	-0.5%	1.5%	6.0%	14.9%
Top Administrative Position	15	2.5%		-0.2%	0.2%	2.8%	
Top Business Position	8	2.6%			1.0%		
Top Finance Position	21	3.4%	-2.3%	-0.3%	2.8%	5.5%	8.9%
Top Operations Position	5	2.8%			-0.5%		
Greater than \$5 million							
CEO/Executive Director	152	4.0%	-4.6%	0.0%	3.8%	7.9%	12.6%
Top Administrative Position	39	5.5%	-2.2%	0.8%	5.4%	9.4%	15.6%
Top Business Position	11	2.3%		0.0%	0.1%	6.2%	
Top Development Position	31	2.5%	-3.6%	0.0%	1.9%	6.1%	9.5%
Top Education Position	17	3.5%		1.4%	2.4%	5.5%	
Top Finance Position	81	4.4%	-2.2%	0.2%	4.1%	7.1%	14.9%
Top Human Resources Position	8	4.9%			4.6%		
Top Operations Position	30	4.4%	-2.4%	1.0%	4.5%	7.7%	11.5%
Top Technology Position	14	2.1%		-0.3%	2.4%	3.4%	
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	6	7.8%			4.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	1.7%		0.1%	1.8%	5.3%	
Greater than \$5 million							
CEO/Executive Director	16	4.7%		1.2%	4.2%	6.4%	
Top Finance Position	6	2.1%			2.1%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	22	3.4%	-1.2%	0.2%	4.5%	8.1%	8.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	1.5%		-0.5%	1.8%	7.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.2%		2.5%	4.3%	5.7%	
Greater than \$5 million							
CEO/Executive Director	8	5.9%			5.2%		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	19	6.7%		0.0%	5.0%	10.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.2%			2.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	-0.2%		-2.0%	0.5%	3.6%	
Greater than \$5 million							
CEO/Executive Director	21	2.3%	-6.7%	-1.6%	2.8%	8.0%	12.2%
Top Finance Position	9	8.6%			5.7%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	22	1.2%	-5.8%	0.0%	0.9%	5.3%	8.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	3.6%		0.1%	3.5%	6.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	65	3.1%	-4.9%	0.0%	2.6%	4.7%	13.7%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
Top Finance Position	14	6.4%		0.5%	3.9%	9.1%	
Greater than \$5 million							
CEO/Executive Director	102	3.7%	-6.2%	-0.2%	2.9%	8.7%	17.0%
Top Administrative Position	6	2.1%			2.0%		
Top Development Position	6	4.7%			5.8%		
Top Finance Position	75	4.5%	-4.7%	0.0%	3.9%	8.8%	16.8%
Top Human Resources Position	12	4.9%		-0.2%	4.3%	8.0%	
Top Legal Position	5	3.6%			0.6%		
Top Operations Position	46	4.2%	-3.0%	-0.1%	4.2%	8.8%	14.8%
Top Technology Position	14	1.1%		-4.4%	0.4%	7.4%	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	28	5.0%	-0.4%	0.0%	4.4%	7.9%	15.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	2.0%	-3.8%	0.0%	1.3%	2.9%	13.3%
Between \$1 million and \$5 million							
CEO/Executive Director	44	4.1%	-3.4%	0.0%	3.8%	8.1%	12.9%
Greater than \$5 million							
CEO/Executive Director	21	5.3%	-4.5%	0.0%	6.1%	9.7%	15.2%
Top Finance Position	11	0.4%		-0.5%	2.4%	4.1%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	133	2.0%	-7.8%	0.0%	1.6%	4.7%	16.3%
Top Administrative Position	7	1.3%			0.5%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Human Services—Multipurpose and Other							
\$500 thousand or less							
Top Finance Position	5	1.5%			0.0%		
Top Program Position	5	1.7%			0.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	93	3.2%	-3.7%	-0.2%	2.0%	8.1%	12.0%
Between \$1 million and \$5 million							
CEO/Executive Director	207	4.3%	-2.9%	0.0%	3.1%	8.5%	14.4%
Top Administrative Position	8	2.1%			1.2%		
Top Finance Position	40	6.0%	-0.5%	1.5%	4.5%	10.5%	14.9%
Top Operations Position	10	9.0%		7.1%	9.3%	12.2%	
Greater than \$5 million							
CEO/Executive Director	115	4.0%	-4.1%	0.0%	2.8%	7.4%	14.3%
Top Development Position	15	6.1%		2.2%	4.2%	9.0%	
Top Finance Position	67	4.7%	-2.2%	0.8%	4.1%	7.3%	14.1%
Top Human Resources Position	10	3.5%		0.0%	2.3%	6.6%	
Top Operations Position	22	7.0%	-2.4%	2.5%	4.3%	14.6%	18.3%
Top Program Position	13	5.5%		-3.8%	4.6%	13.9%	
Top Technology Position	6	2.5%			1.4%		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	14	-2.1%		-5.2%	0.0%	0.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.0%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.5%		0.4%	4.2%	11.3%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	32	0.5%	-13.8%	-2.1%	0.0%	6.6%	10.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	2.5%	-4.1%	0.0%	2.1%	4.9%	10.1%
Between \$1 million and \$5 million							
CEO/Executive Director	40	3.6%	-7.9%	0.0%	2.7%	10.9%	14.0%
Top Finance Position	7	2.6%			3.5%		
Top Operations Position	5	7.3%			6.5%		
Greater than \$5 million							
CEO/Executive Director	20	2.4%	-5.0%	-1.8%	1.2%	4.2%	14.6%
Top Finance Position	5	2.6%			0.0%		
Top Operations Position	7	5.7%			5.0%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	26	0.0%	-8.7%	-3.5%	0.2%	4.0%	7.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	1.9%		-2.9%	1.3%	5.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	34	5.2%	-0.8%	0.2%	3.7%	8.6%	15.1%
Top Finance Position	8	4.8%			2.2%		
Greater than \$5 million							
CEO/Executive Director	14	4.8%		-0.2%	3.3%	10.4%	
Top Finance Position	7	3.0%			4.1%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Public Safety, Disaster Preparedness, and Relief							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.1%			1.6%		
Greater than \$5 million							
CEO/Executive Director	5	4.9%			2.7%		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	4.5%			4.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-1.7%			0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	7.8%		1.8%	4.5%	16.1%	
Greater than \$5 million							
CEO/Executive Director	9	1.1%			1.9%		
Top Operations Position	5	2.6%			1.4%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	24	3.6%	-4.3%	-0.1%	0.5%	8.7%	18.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	0.2%		-4.8%	0.0%	5.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	24	3.7%	-3.9%	-0.1%	3.2%	5.5%	12.5%
Greater than \$5 million							
CEO/Executive Director	12	3.9%		0.9%	4.4%	6.8%	
Top Finance Position	8	2.1%			2.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	233	0.4%	-12.9%	-3.7%	0.0%	5.6%	12.5%
Top Finance Position	7	3.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	2.5%	-8.5%	-0.2%	0.5%	5.9%	16.7%
Between \$1 million and \$5 million							
CEO/Executive Director	51	2.4%	-5.4%	0.0%	1.1%	6.3%	13.4%
Top Finance Position	8	6.8%			3.3%		
Top Operations Position	6	5.3%			3.6%		
Greater than \$5 million							
CEO/Executive Director	15	0.7%		-4.4%	1.7%	7.6%	
Top Finance Position	7	7.7%			8.3%		
Top Operations Position	5	4.3%			6.1%		
Unknown							
\$500 thousand or less							
CEO/Executive Director	8	8.1%			4.9%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	36	3.1%	-9.3%	0.0%	4.1%	8.7%	12.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	3.9%	-6.1%	-1.7%	2.7%	10.8%	17.7%
Between \$1 million and \$5 million							
CEO/Executive Director	37	4.5%	-3.1%	1.7%	4.6%	10.5%	14.7%
Top Finance Position	6	3.1%			2.5%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Youth Development							
Greater than \$5 million							
CEO/Executive Director	15	4.6%		-0.3%	3.9%	9.4%	
Top Finance Position	10	4.2%		-0.4%	4.5%	7.6%	
Top Operations Position	6	2.8%			0.6%		
Utah							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	3.5%		-2.0%	0.0%	7.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	6.9%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	-1.2%		-5.8%	0.0%	4.7%	
Greater than \$5 million							
CEO/Executive Director	6	6.8%			9.3%		
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.6%			0.6%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	11	8.8%		2.9%	8.6%	13.8%	
Greater than \$5 million							
CEO/Executive Director	13	3.2%		-3.5%	3.0%	8.8%	
Top Finance Position	10	5.2%		0.2%	4.0%	8.6%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	9	1.2%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.0%			3.2%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.5%			0.8%		
Greater than \$5 million							
CEO/Executive Director	13	2.0%		-1.5%	4.6%	8.5%	
Top Finance Position	7	2.3%			1.1%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.3%			0.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	-0.2%			1.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	6.9%		1.0%	6.4%	10.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	24	2.8%	-5.7%	-0.8%	0.0%	8.2%	13.1%
Greater than \$5 million							
CEO/Executive Director	6	-0.9%			0.9%		
Top Finance Position	5	6.0%			7.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.5%			4.6%		
Vermont							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	30	0.4%	-8.8%	-4.7%	0.0%	3.5%	9.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.4%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	-1.5%		-3.5%	0.7%	3.1%	
Greater than \$5 million							
CEO/Executive Director	6	7.3%			3.9%		
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.4%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.0%			1.2%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	13	1.8%		0.0%	1.8%	2.9%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	11	-0.7%		-1.4%	0.0%	1.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.3%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.7%		-1.9%	4.0%	6.3%	
Greater than \$5 million							
CEO/Executive Director	15	0.6%		-1.3%	0.4%	3.5%	
Top Education Position	5	8.1%			9.6%		
Top Finance Position	8	3.7%			4.8%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	12	1.4%		-0.6%	2.5%	5.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.4%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.6%			2.2%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	8	2.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.2%		1.3%	2.6%	6.1%	
Greater than \$5 million							
CEO/Executive Director	15	5.1%		-0.5%	2.9%	9.4%	
Top Finance Position	19	4.6%		0.4%	3.6%	10.7%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	10	0.2%		-4.1%	1.1%	5.7%	
Greater than \$5 million							
CEO/Executive Director	5	7.8%			8.1%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	14	-1.3%		-3.8%	0.9%	1.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	2.9%		-0.1%	1.8%	6.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	2.9%	-3.2%	0.1%	1.9%	4.4%	12.1%
Greater than \$5 million							
CEO/Executive Director	14	4.8%		0.2%	4.0%	8.8%	
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	9	5.1%			2.2%		
Top Finance Position	6	3.2%			7.8%		
Top Operations Position	5	4.9%			9.2%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	-0.7%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.8%			9.8%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	9	-0.2%			0.0%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	9.5%			9.0%		
Virginia							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	13	1.7%		-2.7%	0.0%	6.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.4%		-0.3%	1.9%	3.9%	
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	55	2.2%	-5.0%	-0.2%	2.0%	5.0%	12.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	4.1%	-3.1%	0.1%	3.9%	8.9%	14.7%
Between \$1 million and \$5 million							
CEO/Executive Director	47	2.4%	-2.7%	0.0%	2.4%	4.2%	9.5%
Greater than \$5 million							
CEO/Executive Director	21	-0.9%	-12.8%	-3.2%	0.3%	2.5%	7.1%
Top Development Position	6	6.5%			9.7%		
Top Finance Position	7	5.1%			3.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	5	6.0%			8.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.3%			4.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	0.4%		-1.0%	0.8%	3.3%	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	15	5.2%		2.3%	4.1%	9.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	2.3%		0.1%	2.2%	8.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	3.2%	-4.1%	0.2%	3.0%	6.4%	9.2%
Greater than \$5 million							
CEO/Executive Director	7	4.2%			2.9%		
Top Operations Position	6	3.3%			1.2%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	8	2.9%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	2.4%		-0.6%	0.7%	10.3%	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	9	4.0%			5.2%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Diseases, Disorders, Medical Disciplines							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.8%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	5.3%		0.7%	5.5%	10.5%	
Greater than \$5 million							
CEO/Executive Director	6	4.5%			7.7%		
Top Finance Position	8	4.5%			3.3%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	34	-0.3%	-9.2%	-0.8%	0.1%	2.8%	8.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	3.8%	-4.7%	-0.6%	1.4%	10.7%	14.9%
Between \$1 million and \$5 million							
CEO/Executive Director	93	3.0%	-7.0%	-0.3%	2.5%	6.7%	12.8%
Top Finance Position	11	-0.4%		-5.0%	2.4%	4.6%	
Top Operations Position	9	5.1%			5.2%		
Greater than \$5 million							
CEO/Executive Director	81	3.8%	-3.0%	0.0%	3.1%	7.6%	13.8%
Top Administrative Position	8	3.2%			3.0%		
Top Business Position	11	4.1%		-1.1%	3.8%	6.6%	
Top Development Position	22	3.2%	-4.9%	0.3%	3.1%	5.6%	8.8%
Top Education Position	15	1.7%		1.5%	2.3%	3.5%	
Top Finance Position	47	3.9%	-2.5%	0.8%	3.3%	6.0%	11.1%
Top Operations Position	12	4.4%		0.1%	3.0%	9.0%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	5	5.9%			2.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.2%			1.3%		
Greater than \$5 million							
CEO/Executive Director	9	2.6%			-0.1%		
Top Finance Position	7	4.9%			1.6%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	15	1.8%		-1.6%	0.5%	6.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.3%			5.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.1%		2.1%	2.7%	7.7%	
Greater than \$5 million							
CEO/Executive Director	12	5.4%		1.4%	3.5%	9.7%	
Top Development Position	6	4.6%			5.1%		
Top Finance Position	9	8.6%			7.8%		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	5	3.6%			1.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.1%			4.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.3%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Food, Agriculture, and Nutrition							
Greater than \$5 million							
CEO/Executive Director	6	6.8%			5.0%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	19	3.6%		0.8%	3.0%	5.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	2.3%		0.1%	2.0%	4.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	41	2.7%	-3.8%	0.3%	3.2%	5.1%	8.0%
Top Finance Position	8	9.3%			8.7%		
Greater than \$5 million							
CEO/Executive Director	51	3.8%	-4.3%	-0.2%	2.6%	7.9%	13.8%
Top Finance Position	27	3.9%	-2.5%	0.4%	3.0%	8.4%	13.5%
Top Human Resources Position	6	1.9%			2.5%		
Top Operations Position	13	3.2%		-0.3%	2.8%	5.4%	
Top Technology Position	12	4.3%		0.6%	3.0%	8.2%	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	14	0.0%		0.0%	0.7%	2.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	0.5%		-2.7%	2.0%	4.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	26	3.2%	-6.0%	0.3%	2.3%	7.8%	13.4%
Greater than \$5 million							
CEO/Executive Director	16	3.6%		3.4%	4.8%	6.7%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Housing, Shelter							
Greater than \$5 million							
Top Finance Position	8	6.6%			4.6%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	66	1.2%	-8.6%	-1.8%	0.0%	5.3%	10.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	5.3%	0.0%	1.7%	4.2%	8.3%	14.1%
Between \$1 million and \$5 million							
CEO/Executive Director	94	3.8%	-2.7%	0.1%	2.8%	6.9%	12.3%
Top Administrative Position	5	-2.0%			1.1%		
Top Finance Position	12	2.6%		-0.1%	1.1%	3.6%	
Greater than \$5 million							
CEO/Executive Director	67	3.4%	-7.3%	-0.5%	3.3%	7.3%	13.7%
Top Administrative Position	5	3.6%			3.4%		
Top Development Position	7	6.0%			1.9%		
Top Finance Position	35	3.8%	-3.0%	0.6%	2.1%	6.7%	12.2%
Top Human Resources Position	11	6.2%		4.6%	7.3%	10.5%	
Top Operations Position	13	4.1%		1.9%	5.1%	6.7%	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	10	4.5%		0.5%	1.4%	8.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	4.1%		2.2%	3.3%	5.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.1%			0.4%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
International, Foreign Affairs, and National Security							
Greater than \$5 million							
CEO/Executive Director	10	5.6%		2.2%	4.9%	8.1%	
Top Finance Position	5	6.3%			7.5%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	10	-4.8%		-13.8%	-2.9%	0.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.3%			0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.0%		-0.3%	3.1%	8.5%	
Greater than \$5 million							
CEO/Executive Director	9	5.5%			3.2%		
Mutual/Membership Benefit Organizations, Other							
Greater than \$5 million							
CEO/Executive Director	6	5.6%			5.4%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	12	4.1%		0.0%	3.2%	6.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.6%			7.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	2.6%		-0.2%	2.9%	4.4%	
Greater than \$5 million							
CEO/Executive Director	11	3.1%		0.6%	2.5%	5.3%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Public Safety, Disaster Preparedness, and Relief							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.2%			2.1%		
Greater than \$5 million							
CEO/Executive Director	6	-1.9%			1.0%		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	6.6%			2.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.3%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	4.9%		2.5%	7.9%	9.6%	
Greater than \$5 million							
CEO/Executive Director	14	2.2%		1.0%	2.3%	5.5%	
Top Finance Position	13	5.6%		1.2%	4.8%	6.3%	
Top Operations Position	5	-0.7%			-0.7%		
Top PR/Communications Position	5	4.0%			4.3%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	11	-2.0%		-4.7%	0.0%	3.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	1.5%			0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	3.3%		-1.3%	1.9%	8.0%	
Greater than \$5 million							
CEO/Executive Director	5	4.2%			3.1%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	46	2.5%	-3.4%	0.0%	0.5%	4.9%	12.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	2.9%		-1.5%	2.0%	11.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	17	4.7%		0.0%	4.2%	8.5%	
Greater than \$5 million							
CEO/Executive Director	5	4.2%			2.3%		
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.9%			4.3%		
Greater than \$5 million							
CEO/Executive Director	10	2.9%		0.0%	4.9%	9.3%	
Top Finance Position	9	2.5%			3.9%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	16	-3.7%		-10.1%	0.0%	1.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.2%			3.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	7.9%		2.4%	7.1%	15.1%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	6	2.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.5%			0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.7%		2.7%	4.6%	7.8%	
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	45	3.8%	-6.4%	0.0%	2.5%	8.0%	18.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	4.9%	-2.1%	1.0%	3.0%	8.5%	15.8%
Between \$1 million and \$5 million							
CEO/Executive Director	37	3.8%	-1.7%	-0.6%	1.8%	6.8%	11.7%
Top Finance Position	7	3.9%			1.8%		
Greater than \$5 million							
CEO/Executive Director	6	2.7%			2.7%		
Top Finance Position	7	6.0%			5.1%		
Top Operations Position	5	10.2%			3.8%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	5	7.0%			5.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.5%			3.6%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	16	0.7%		-2.0%	1.6%	4.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	5.2%			5.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.6%			3.0%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	8	2.5%			-0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.7%			6.1%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	10	2.2%		-0.4%	1.6%	9.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.0%			3.7%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	41	-1.2%	-14.9%	-6.3%	0.0%	6.1%	9.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	5.4%		1.4%	4.7%	11.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	71	3.6%	-2.1%	0.0%	2.7%	7.0%	11.7%
Top Education Position	5	6.2%			4.3%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
Top Finance Position	9	6.9%			3.5%		
Top Operations Position	5	6.4%			5.3%		
Greater than \$5 million							
CEO/Executive Director	42	6.1%	-0.5%	2.7%	6.3%	10.0%	17.5%
Top Development Position	12	5.3%		2.2%	3.7%	9.5%	
Top Education Position	9	6.7%			4.9%		
Top Finance Position	35	6.0%	-0.4%	2.1%	4.9%	7.5%	15.8%
Top Operations Position	7	4.0%			3.1%		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.3%		0.8%	3.1%	5.2%	
Top Finance Position	5	-0.2%			-1.3%		
Greater than \$5 million							
CEO/Executive Director	9	2.8%			3.4%		
Top Finance Position	5	2.1%			3.5%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	26	0.7%	-16.5%	-3.9%	0.7%	6.8%	14.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	2.4%		-1.0%	2.3%	5.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	-0.2%	-13.0%	-3.9%	0.9%	6.0%	9.5%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Food, Agriculture, and Nutrition							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-2.0%			-1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	6.1%		3.2%	5.8%	8.1%	
Greater than \$5 million							
CEO/Executive Director	7	5.5%			3.5%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	21	5.5%	-8.4%	0.0%	2.6%	13.5%	20.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-2.2%			-0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.6%		-0.9%	2.3%	4.8%	
Greater than \$5 million							
CEO/Executive Director	42	3.3%	-3.2%	0.0%	3.4%	6.1%	9.4%
Top Administrative Position	6	6.3%			5.4%		
Top Finance Position	39	3.5%	-8.7%	-1.1%	3.1%	10.0%	15.6%
Top Operations Position	16	4.0%		-0.8%	4.3%	6.8%	
Top Technology Position	6	2.9%			3.0%		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	9	1.5%			1.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	1.5%		-1.3%	0.8%	4.3%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	25	7.1%	-2.3%	0.0%	5.5%	13.1%	18.6%
Greater than \$5 million							
CEO/Executive Director	5	-4.1%			-4.0%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	54	2.7%	-10.3%	-0.9%	0.1%	11.2%	17.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	52	2.8%	-10.1%	0.0%	3.0%	7.7%	16.5%
Between \$1 million and \$5 million							
CEO/Executive Director	108	4.3%	-5.5%	-0.8%	3.9%	9.6%	15.6%
Top Finance Position	13	3.5%		0.0%	3.4%	9.4%	
Top Operations Position	7	8.0%			6.9%		
Greater than \$5 million							
CEO/Executive Director	77	4.6%	-2.7%	0.5%	3.6%	6.7%	15.0%
Top Development Position	6	5.0%			4.4%		
Top Finance Position	43	5.9%	-4.5%	2.6%	5.2%	9.1%	16.4%
Top Operations Position	16	7.1%		1.0%	6.3%	10.6%	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	13	-5.4%		-15.0%	0.0%	1.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	11	8.0%		0.0%	3.7%	15.3%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	3.4%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	5.9%		0.4%	5.8%	13.0%	
Top Finance Position	5	5.9%			4.2%		
Greater than \$5 million							
CEO/Executive Director	21	4.6%	-4.5%	0.8%	5.9%	10.6%	16.6%
Top Finance Position	14	4.1%		-0.9%	1.8%	6.7%	
Top Operations Position	6	6.7%			5.8%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	9	-0.2%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	-0.3%		-6.0%	2.7%	6.4%	
Greater than \$5 million							
CEO/Executive Director	6	11.8%			9.3%		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	1.2%			0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.8%			4.4%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	12	1.0%		-1.0%	0.0%	4.6%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Recreation, Sports, Leisure, Athletics							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	6.1%		2.3%	5.6%	9.5%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	38	2.4%	-11.1%	0.0%	2.8%	8.3%	13.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-2.8%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.0%			1.7%		
Unknown							
\$500 thousand or less							
CEO/Executive Director	9	1.0%			4.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.4%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.5%		0.3%	2.7%	9.4%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	16	3.2%		-0.6%	1.6%	8.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	6.0%	-4.7%	0.8%	4.1%	13.2%	17.9%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	21	7.3%	-3.3%	0.1%	4.8%	14.2%	21.2%
West Virginia							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	11	4.1%		-1.6%	1.0%	9.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.8%			0.5%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	9	2.2%			0.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-7.4%			-7.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.4%		1.5%	4.0%	7.9%	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	7	1.9%			1.6%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	0.3%			0.8%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.1%			2.4%		
Greater than \$5 million							
CEO/Executive Director	8	6.2%			5.4%		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.5%			7.3%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	8.2%			8.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	-1.1%		-4.7%	-0.1%	2.8%	
Greater than \$5 million							
CEO/Executive Director	25	4.4%	-4.9%	-1.4%	4.3%	8.7%	15.3%
Top Finance Position	21	7.4%	-1.0%	3.2%	6.3%	11.9%	17.2%
Top Operations Position	10	6.1%		1.3%	4.4%	13.0%	
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.2%			10.7%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	23	5.0%	-3.5%	-0.1%	3.9%	11.2%	16.9%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	1.7%		0.0%	0.7%	3.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	42	3.4%	-7.8%	-0.5%	1.9%	7.9%	16.1%
Top Finance Position	10	3.6%		0.0%	1.3%	3.9%	
Greater than \$5 million							
CEO/Executive Director	15	3.9%		1.0%	3.6%	5.3%	
Top Finance Position	12	3.1%		0.0%	1.0%	4.2%	
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	7	0.1%			2.0%		
Top Finance Position	5	2.3%			2.7%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.6%			2.8%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.8%			3.2%		
Wisconsin							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	11	2.7%		0.0%	0.9%	3.2%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.2%			3.4%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	47	2.3%	-4.5%	0.0%	2.0%	4.7%	9.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	3.8%	-3.5%	-1.2%	1.5%	3.9%	20.7%
Between \$1 million and \$5 million							
CEO/Executive Director	28	3.8%	-2.1%	0.4%	2.7%	6.3%	13.1%
Top Finance Position	5	1.4%			-1.9%		
Greater than \$5 million							
CEO/Executive Director	6	7.6%			7.2%		
Top Finance Position	5	1.0%			0.9%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	17	2.0%		-0.4%	1.1%	7.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	4.8%		0.0%	2.2%	8.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	16	3.6%		-0.3%	1.6%	6.6%	
Greater than \$5 million							
CEO/Executive Director	7	5.3%			4.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	12	2.4%		-1.0%	0.9%	6.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	6.1%			4.0%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	7	3.8%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.3%			3.5%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	38	3.2%	-8.7%	0.0%	2.1%	8.2%	16.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	4.3%		0.6%	3.0%	6.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	41	3.0%	-3.5%	0.0%	2.7%	6.0%	10.4%
Top Administrative Position	6	3.9%			1.2%		
Top Finance Position	7	8.7%			6.7%		
Greater than \$5 million							
CEO/Executive Director	36	4.2%	-2.0%	1.0%	3.9%	6.9%	10.7%
Top Business Position	5	7.9%			8.4%		
Top Development Position	6	4.1%			3.2%		
Top Education Position	7	9.5%			8.4%		
Top Finance Position	23	2.0%	-8.7%	-0.4%	3.1%	5.2%	8.7%
Top Operations Position	5	6.7%			5.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Technology Position	5	1.0%			1.4%		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	17	1.3%		-0.9%	2.1%	6.1%	
Top Finance Position	5	3.4%			4.7%		
Greater than \$5 million							
CEO/Executive Director	7	2.3%			2.3%		
Top Finance Position	6	3.4%			4.5%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	13	4.4%		0.0%	3.0%	12.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	3.2%		-1.0%	2.5%	8.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	2.1%		-0.9%	1.6%	5.5%	
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	12	-1.3%		-3.0%	0.0%	1.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.5%		2.6%	4.5%	9.0%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	19	0.7%		-3.2%	0.0%	4.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.6%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	4.2%	-3.2%	0.2%	3.0%	8.4%	14.9%
Greater than \$5 million							
CEO/Executive Director	59	3.9%	-5.3%	-0.2%	2.7%	8.8%	15.2%
Top Administrative Position	5	3.8%			2.6%		
Top Finance Position	41	5.5%	-1.5%	1.1%	5.2%	9.9%	15.6%
Top Human Resources Position	6	0.4%			4.1%		
Top Operations Position	13	2.7%		-1.2%	0.9%	8.5%	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	10	6.7%		1.1%	3.2%	6.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.8%			3.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	3.8%		-0.4%	3.0%	9.2%	
Greater than \$5 million							
CEO/Executive Director	9	6.4%			3.7%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	62	2.9%	-5.6%	-1.2%	2.3%	6.3%	13.1%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	47	3.2%	-3.8%	-0.2%	2.0%	6.7%	13.4%
Between \$1 million and \$5 million							
CEO/Executive Director	97	4.1%	-5.4%	0.6%	3.4%	6.9%	12.8%
Top Finance Position	14	4.3%		1.9%	4.8%	8.2%	
Greater than \$5 million							
CEO/Executive Director	71	4.4%	-3.0%	0.9%	4.0%	7.6%	14.4%
Top Administrative Position	9	1.6%			2.0%		
Top Finance Position	46	5.9%	-0.5%	1.9%	4.8%	9.5%	16.8%
Top Operations Position	13	2.4%		-5.3%	3.6%	7.2%	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	11	2.6%		-2.4%	1.1%	4.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.5%			2.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	7.4%		1.9%	5.3%	14.4%	
Greater than \$5 million							
CEO/Executive Director	6	0.4%			0.5%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	11	4.4%		0.5%	5.0%	6.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.1%			3.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	17	1.0%		0.0%	2.0%	4.1%	
Greater than \$5 million							
CEO/Executive Director	9	2.1%			3.2%		
Top Finance Position	5	3.3%			4.3%		
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.8%			3.2%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	8	5.5%			1.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.5%			0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	5.0%		1.1%	4.3%	7.2%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	27	0.5%	-14.7%	-1.0%	0.0%	4.1%	10.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	6.2%			4.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	0.9%		-2.0%	0.9%	4.1%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	17	4.8%		0.3%	2.9%	8.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	4.6%		1.7%	5.4%	8.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	3.1%	-2.8%	-0.3%	2.7%	5.1%	10.9%
Greater than \$5 million							
CEO/Executive Director	5	11.3%			5.7%		
Wyoming							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	7.9%			6.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	-0.5%			0.0%		
Greater than \$5 million							
CEO/Executive Director	7	2.4%			-2.3%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	7	-0.1%			1.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	17	-0.7%		-1.3%	0.0%	0.5%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	20	2.7%	-5.0%	-0.4%	1.8%	6.4%	11.4%
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.1%			2.4%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	-3.2%			0.6%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	9	0.0%			0.9%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	-0.4%			0.4%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	8	3.8%			2.0%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	4.7%			2.6%		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	5	1.5%			0.8%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	9	-1.1%			3.0%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	9.5%			5.1%		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	9	2.2%			0.0%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	-1.4%			-0.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	24	2.0%	-10.7%	-0.7%	2.0%	7.4%	10.2%
Top Finance Position	5	7.1%			5.0%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	-2.9%			-0.3%		
Top Finance Position	5	2.4%			1.9%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	12	2.9%		0.0%	0.6%	6.6%	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	9	1.3%			2.2%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	2.1%			1.6%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	13	5.2%		1.4%	3.3%	7.0%	
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	5	8.1%			2.9%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	6.5%			5.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	10	7.5%		0.1%	4.2%	11.7%	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	-3.5%			-2.4%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	30	1.9%	-5.4%	-0.3%	0.4%	4.3%	7.3%
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	18	2.6%		0.0%	1.7%	5.7%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	17	5.2%		0.0%	2.5%	8.3%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	26	3.1%	-1.3%	0.0%	2.1%	6.4%	14.1%
Top Finance Position	6	4.7%			5.9%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	2.0%			5.6%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	-0.2%			3.9%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	12	2.1%		-0.2%	0.9%	3.0%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	-2.9%			-2.4%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	16	3.4%		0.0%	3.0%	7.9%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	8	0.9%			0.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	9.0%			6.9%		
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	6	5.4%			2.7%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	56	3.0%	-5.3%	-1.8%	0.0%	5.0%	16.7%
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	6	0.6%			0.9%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	4.7%			4.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	9	1.1%			0.3%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	5	0.7%			4.8%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	8	7.7%			9.2%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	10	-0.1%		-1.2%	1.3%	3.4%	
Top Administrative Position	6	4.4%			3.1%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	7.3%			8.3%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	10	2.0%		-1.6%	1.7%	7.6%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	5.8%			6.4%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	5.4%			4.4%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	10	0.0%		-1.4%	0.0%	1.8%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	11	6.7%		2.5%	8.8%	12.3%	
Top Finance Position	6	6.6%			5.6%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	10.9%			7.2%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	20	3.9%	-2.9%	-0.1%	3.9%	6.5%	12.7%
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	0.9%			2.8%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	2.0%			1.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	-1.8%			1.5%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	9	8.7%			10.3%		
Unknown							
CEO/Executive Director	6	-0.7%			-1.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	9	4.8%			6.7%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	13	4.0%		0.0%	6.2%	9.8%	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	5	2.2%			4.4%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	8	3.8%			5.6%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	16	3.5%		-0.4%	0.5%	7.4%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	13	2.9%		0.0%	1.3%	8.7%	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	5	9.2%			4.9%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	12	0.1%		-5.0%	1.5%	4.0%	
Top Finance Position	5	0.1%			5.3%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	2.0%			2.7%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	108	2.2%	-8.0%	-1.2%	1.4%	6.6%	15.3%
Top Administrative Position	12	4.1%		0.2%	3.5%	4.4%	
Top Business Position	6	1.4%			1.1%		
Top Finance Position	16	4.5%		-2.7%	2.2%	10.8%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	3.4%			3.4%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	4.1%		0.0%	2.2%	6.4%	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	9	3.6%			0.0%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	8	-2.1%			-2.0%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	8	4.1%			2.3%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	7	4.8%			3.4%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	18	5.2%		1.4%	3.7%	9.3%	
Top Finance Position	6	11.8%			11.8%		
Top Operations Position	6	8.1%			13.9%		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	5	0.0%			0.0%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	7.8%			7.7%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	20	5.2%	-4.5%	2.1%	5.5%	8.4%	13.4%
Top Finance Position	14	0.9%		-6.0%	1.9%	6.5%	
Top Operations Position	8	6.5%			4.5%		
Top Technology Position	5	11.0%			13.3%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	13	1.7%		0.0%	1.9%	5.5%	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	7.1%			5.1%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	40	5.3%	-4.4%	0.4%	3.0%	11.5%	15.0%
Top Finance Position	10	4.1%		-0.8%	3.0%	4.3%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	32	2.0%	-9.6%	-0.9%	0.7%	6.8%	12.9%
Top Finance Position	10	5.2%		1.0%	5.9%	9.9%	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	9	3.4%			5.6%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	23	2.2%	-4.2%	-1.3%	2.8%	5.1%	10.8%
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	40	4.7%	-2.7%	-0.3%	3.0%	10.7%	14.7%
Top Finance Position	6	6.7%			4.7%		
Top Operations Position	5	0.7%			-0.3%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	5.5%			2.3%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	14	3.3%		-2.1%	0.6%	7.8%	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	7	4.1%			2.3%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	7	-3.5%			-0.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	10	3.4%		1.1%	3.0%	7.5%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	11	1.8%		-2.0%	0.0%	8.0%	
Top Operations Position	5	-3.0%			-9.2%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	1.4%			2.3%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	9.1%			5.2%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	0.2%			0.1%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	1.0%			1.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	44	1.2%	-13.9%	-2.9%	1.2%	8.0%	12.8%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	11	3.2%		-0.1%	2.5%	7.1%	
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	6.0%			4.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	3.5%			4.7%		
Youth Development: Youth Development Programs							
CEO/Executive Director	14	2.5%		0.3%	2.3%	3.1%	
Arkansas							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	10	3.3%		0.2%	2.5%	3.0%	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	6.4%			7.3%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	2.1%			3.4%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	-0.2%			0.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	26	2.7%	-8.0%	-0.4%	2.9%	4.7%	14.5%
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	9	7.5%			6.8%		
Top Finance Position	5	7.9%			6.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	0.3%			0.9%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	6.3%			10.4%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	16	1.4%		-1.5%	2.7%	4.6%	
Top Finance Position	12	8.3%		3.2%	7.6%	13.0%	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	7.1%			6.0%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	31	2.9%	-3.7%	-1.6%	1.5%	5.4%	11.9%
Top Finance Position	6	3.3%			3.0%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	1.6%		-1.5%	0.4%	3.9%	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	1.4%			0.0%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	12	4.1%		1.4%	3.2%	6.4%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	13	2.2%		-1.2%	0.0%	6.5%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	5.1%			0.0%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	5	3.4%			0.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	9	3.6%			4.9%		
Top Finance Position	5	-1.3%			-0.5%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	25	0.2%	-16.3%	-3.7%	0.0%	8.6%	14.6%
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	3.5%			0.2%		
Youth Development: Youth Development Programs							
CEO/Executive Director	9	3.7%			0.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	78	3.0%	-5.9%	0.0%	2.6%	7.0%	13.2%
Top Development Position	5	3.5%			5.3%		
Top Finance Position	12	7.0%		2.5%	3.9%	12.8%	
Top Operations Position	8	4.1%			2.5%		
Animal-Related: Animal Related N.E.C.							
CEO/Executive Director	5	6.3%			7.6%		
Animal-Related: Service and Other							
CEO/Executive Director	10	1.3%		-0.2%	4.0%	7.4%	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	23	4.3%	-9.0%	-1.5%	2.2%	14.4%	20.3%
Animal-Related: Zoos & Aquariums							
CEO/Executive Director	9	-1.5%			-1.5%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	169	3.2%	-6.6%	-0.6%	2.6%	8.1%	14.5%
Top Development Position	6	5.3%			1.8%		
Top Finance Position	12	4.7%		0.6%	3.7%	7.5%	
Top Operations Position	9	4.5%			5.5%		
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	8	0.9%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	12	0.8%		-1.9%	1.2%	4.3%	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	27	1.4%	-9.6%	-2.3%	0.0%	4.2%	13.8%
Arts, Culture, and Humanities: Humanities							
CEO/Executive Director	10	4.9%		0.0%	1.0%	8.5%	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	71	2.3%	-14.0%	-0.4%	3.0%	8.1%	13.7%
Top Administrative Position	5	2.0%			3.3%		
Top Finance Position	12	-2.7%		-14.4%	3.8%	6.2%	
Top Operations Position	9	3.3%			5.3%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	82	3.3%	-4.2%	-0.1%	2.0%	6.7%	13.6%
Top Development Position	11	2.6%		-0.2%	2.4%	5.9%	
Top Finance Position	24	6.2%	-0.5%	4.4%	7.0%	9.5%	10.7%
Top Marketing Position	5	5.0%			4.3%		
Top Operations Position	15	2.2%		-0.2%	2.9%	4.8%	
Top Technology Position	5	3.1%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	155	3.0%	-6.8%	-0.5%	2.1%	6.6%	15.3%
Top Administrative Position	15	3.6%		0.0%	1.0%	8.8%	
Top Development Position	16	4.4%		1.7%	3.6%	6.1%	
Top Finance Position	22	4.6%	-1.4%	0.5%	3.7%	8.2%	13.8%
Top Operations Position	6	-1.7%			2.9%		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	31	2.0%	-3.6%	-0.1%	1.7%	5.9%	11.8%
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	17	2.8%		0.0%	0.0%	6.5%	
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	11	3.3%		0.0%	1.0%	6.4%	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	59	4.4%	-2.6%	0.0%	4.5%	10.3%	12.9%
Top Finance Position	15	8.1%		2.4%	6.4%	17.0%	
Top Legal Position	5	6.4%			6.8%		
Top Operations Position	6	6.6%			8.4%		
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	14	4.2%		0.0%	2.1%	9.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	23	3.9%	-2.8%	-0.1%	2.1%	5.8%	13.5%
Top Finance Position	6	5.3%			3.7%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	12	4.4%		-0.8%	5.6%	8.6%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	56	2.7%	-7.9%	0.0%	2.4%	7.6%	15.3%
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	21	3.1%	-5.0%	-0.4%	0.3%	4.6%	13.8%
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	11	2.3%		-0.1%	3.0%	6.3%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	44	1.8%	-7.7%	-0.6%	1.7%	5.4%	8.4%
Top Finance Position	7	6.6%			5.7%		
Top Operations Position	6	4.8%			5.2%		
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	12	-0.4%		-6.4%	-1.5%	8.9%	
Top Finance Position	5	6.5%			1.6%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	26	4.3%	-3.4%	0.0%	2.1%	9.5%	15.6%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	14	1.7%		-1.6%	1.6%	6.1%	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	42	4.5%	-1.5%	0.2%	2.5%	6.7%	13.7%
Top Finance Position	6	2.9%			4.5%		
Top Legal Position	10	3.2%		-0.3%	1.3%	6.7%	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	20	3.5%	-4.8%	-1.6%	2.5%	6.3%	14.9%
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	12	5.7%		0.0%	6.2%	12.3%	
Crime, Legal-Related: Service and Other							
CEO/Executive Director	7	3.0%			2.3%		
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	9	4.1%			2.8%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	26	2.6%	-2.5%	0.0%	1.3%	4.8%	12.5%
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	20	2.5%	-5.0%	0.0%	0.7%	8.4%	14.0%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	10	4.1%		-1.2%	2.7%	13.6%	
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	14	7.0%		1.9%	7.1%	12.9%	
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	28	1.7%	-7.8%	-2.1%	1.0%	6.6%	13.2%
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	13	2.6%		0.0%	4.7%	6.4%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	60	3.6%	-5.9%	0.0%	3.2%	8.8%	14.1%
Top Finance Position	14	5.8%		0.7%	5.3%	8.3%	
Top Operations Position	9	9.9%			9.3%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	83	2.9%	-6.6%	-0.9%	2.1%	6.6%	16.8%
Top Administrative Position	6	1.6%			0.0%		
Top Finance Position	18	1.8%		-1.4%	0.9%	7.0%	
Top Operations Position	10	4.8%		1.4%	3.7%	7.7%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	604	4.3%	-5.2%	0.0%	4.0%	9.0%	16.0%
Top Administrative Position	37	0.9%	-8.0%	-1.7%	1.4%	4.9%	7.8%
Top Business Position	31	2.3%	-14.4%	-2.9%	4.2%	9.7%	15.9%
Top Development Position	42	5.3%	-1.6%	1.8%	4.4%	8.6%	12.3%
Top Education Position	28	2.9%	-4.7%	-0.5%	2.1%	5.6%	13.0%
Top Finance Position	143	5.0%	-2.7%	1.0%	4.5%	9.7%	16.1%
Top Human Resources Position	7	8.8%			12.0%		
Top Operations Position	52	2.2%	-5.9%	0.4%	2.9%	6.5%	10.6%
Top Program Position	7	5.0%			2.5%		
Top Technology Position	21	3.4%	-2.8%	0.4%	5.4%	7.9%	10.1%
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	24	3.2%	-3.5%	-1.1%	1.5%	7.7%	16.1%
Top Education Position	10	1.4%		-0.1%	2.5%	4.6%	
Top Finance Position	12	7.5%		1.7%	7.7%	16.1%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	66	1.9%	-4.5%	-0.6%	1.7%	6.0%	12.0%
Top Administrative Position	8	5.4%			5.1%		
Top Business Position	5	-1.5%			0.1%		
Top Development Position	17	4.3%		1.6%	2.9%	6.9%	
Top Education Position	13	4.9%		0.0%	2.4%	8.5%	
Top Finance Position	32	5.4%	-1.6%	2.1%	4.5%	7.4%	16.1%
Top Human Resources Position	6	8.5%			8.7%		
Top Legal Position	7	1.9%			1.7%		
Top Operations Position	8	7.6%			7.8%		
Top Technology Position	9	5.9%			4.7%		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	16	5.3%		1.9%	4.6%	9.6%	
Top Finance Position	6	10.4%			11.9%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	97	3.2%	-5.3%	-0.9%	2.2%	7.3%	12.8%
Top Finance Position	17	5.1%		0.0%	5.1%	8.7%	
Top Operations Position	7	3.7%			4.1%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	44	1.5%	-12.9%	-3.3%	1.7%	6.5%	14.6%
Top Finance Position	5	1.6%			2.5%		
Educational Institutions and Related Activities: Vocational & Technical Schools							
CEO/Executive Director	5	3.1%			3.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	46	3.3%	-3.9%	-0.1%	2.9%	5.7%	13.7%
Top Education Position	7	1.8%			3.3%		
Top Finance Position	14	4.9%		0.2%	3.6%	8.1%	
Employment, Job-Related: Service and Other							
CEO/Executive Director	7	2.2%			0.0%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	24	1.5%	-4.1%	-0.2%	2.1%	4.4%	7.3%
Top Finance Position	10	5.2%		1.3%	6.1%	8.8%	
Environmental Quality, Protection, and Beautification: Botanical, Horticultural, & Landscape Services							
CEO/Executive Director	8	-2.3%			-0.1%		
Top Finance Position	5	3.0%			-0.4%		
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	25	4.3%	-5.6%	0.4%	3.5%	10.1%	16.8%
Environmental Quality, Protection, and Beautification: Environmental Beautification							
CEO/Executive Director	7	7.0%			3.4%		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	24	5.5%	-1.3%	0.0%	5.3%	11.3%	15.3%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	134	5.9%	-1.8%	0.9%	4.8%	10.2%	16.0%
Top Development Position	9	5.7%			6.4%		
Top Finance Position	23	2.4%	-5.5%	1.9%	3.9%	6.2%	9.0%
Top Operations Position	7	5.9%			4.5%		
Environmental Quality, Protection, and Beautification: Pollution Abatement & Control							
CEO/Executive Director	9	-2.3%			-0.9%		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	37	3.1%	-4.9%	0.0%	3.3%	7.3%	10.0%
Top Finance Position	5	7.9%			9.5%		
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	19	5.6%		0.0%	1.5%	14.6%	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	52	2.7%	-7.2%	-0.1%	3.0%	5.9%	12.8%
Top Finance Position	8	6.4%			3.5%		
Top Operations Position	5	3.0%			3.0%		
Food, Agriculture, and Nutrition: Nutrition							
CEO/Executive Director	6	8.0%			8.8%		
Food, Agriculture, and Nutrition: Service and Other							
CEO/Executive Director	5	4.7%			3.7%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	102	4.0%	-6.6%	0.0%	2.8%	9.8%	17.3%
Top Finance Position	58	5.8%	-5.0%	0.5%	5.9%	11.4%	16.4%
Top Human Resources Position	5	12.2%			9.6%		
Top Operations Position	23	6.8%	-1.8%	2.4%	5.2%	12.2%	19.2%
Top Technology Position	6	5.9%			4.2%		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	8	3.6%			3.8%		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	18	0.7%		-2.0%	2.7%	7.8%	
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	29	4.6%	-2.2%	0.0%	2.0%	9.2%	15.6%
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	74	3.4%	-8.1%	-0.8%	2.1%	9.9%	16.2%
Top Development Position	5	3.5%			2.0%		
Top Finance Position	49	4.1%	-11.1%	-0.4%	4.2%	11.7%	17.9%
Top Human Resources Position	16	7.6%		3.6%	9.0%	13.8%	
Top Operations Position	25	5.1%	-8.4%	-1.8%	5.2%	15.4%	19.0%
Top Technology Position	17	1.6%		-1.1%	1.7%	4.6%	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	15	5.7%		1.9%	5.3%	13.3%	
Top Finance Position	6	6.2%			3.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	29	4.3%	-5.2%	0.0%	2.7%	11.0%	16.7%
Top Operations Position	6	-3.1%			-2.4%		
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	11	6.4%		-0.6%	6.1%	12.9%	
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	24	3.4%	-2.0%	0.0%	1.4%	6.7%	13.2%
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	51	2.2%	-10.7%	-2.6%	1.7%	7.1%	17.0%
Top Finance Position	11	5.1%		4.4%	6.8%	8.3%	
Top Operations Position	7	8.4%			6.8%		
Housing, Shelter: Homeowners & Tenants Associations							
CEO/Executive Director	7	7.6%			6.4%		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	14	5.6%		0.0%	4.3%	11.0%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	134	3.6%	-6.3%	0.0%	3.3%	8.6%	14.3%
Top Administrative Position	6	1.6%			0.2%		
Top Development Position	7	1.3%			-0.7%		
Top Finance Position	45	5.4%	-3.2%	0.0%	4.4%	9.2%	17.5%
Top Human Resources Position	6	1.4%			5.0%		
Top Operations Position	16	6.7%		2.0%	4.9%	12.3%	
Housing, Shelter: Housing Support							
CEO/Executive Director	29	5.1%	-3.2%	0.4%	2.6%	7.7%	20.1%
Housing, Shelter: Service and Other							
CEO/Executive Director	19	4.5%		-0.2%	5.5%	12.5%	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	45	4.2%	-3.2%	-0.2%	3.8%	7.7%	13.3%
Top Finance Position	10	2.7%		0.4%	2.5%	8.1%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	276	3.6%	-6.4%	0.0%	2.9%	7.8%	14.5%
Top Administrative Position	7	0.8%			0.0%		
Top Development Position	12	1.7%		1.2%	3.6%	5.6%	
Top Finance Position	75	4.9%	-3.8%	0.5%	3.1%	9.5%	14.9%
Top Human Resources Position	13	3.6%		-0.1%	6.1%	7.6%	
Top Operations Position	20	5.4%	-2.6%	1.6%	3.8%	8.8%	15.8%
Top Program Position	8	7.2%			9.3%		
Top Technology Position	5	4.9%			5.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	236	2.9%	-5.1%	0.0%	2.3%	6.2%	14.5%
Top Administrative Position	11	1.9%		-4.4%	0.2%	7.3%	
Top Development Position	9	1.7%			3.3%		
Top Finance Position	60	6.2%	-2.3%	0.1%	5.0%	12.1%	17.7%
Top Human Resources Position	11	4.6%		2.5%	4.4%	7.3%	
Top Operations Position	16	5.5%		3.6%	5.2%	8.7%	
Top Program Position	23	4.4%	-5.7%	1.4%	4.9%	8.3%	12.4%
Top Technology Position	9	2.3%			3.5%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	32	4.0%	-5.4%	1.2%	4.3%	9.7%	14.4%
Top Finance Position	7	7.1%			1.4%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	124	3.8%	-3.7%	0.0%	2.4%	7.8%	13.3%
Top Administrative Position	7	-3.0%			-4.7%		
Top Development Position	8	3.3%			3.0%		
Top Finance Position	28	-1.0%	-15.1%	-8.6%	2.5%	5.9%	8.7%
Top Human Resources Position	6	2.0%			0.8%		
Top Operations Position	7	1.4%			2.8%		
Top Program Position	6	2.2%			6.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	182	4.2%	-6.1%	0.0%	4.0%	9.3%	15.1%
Top Development Position	7	2.9%			2.7%		
Top Finance Position	43	4.7%	-5.1%	0.8%	4.1%	8.9%	12.4%
Top Operations Position	18	4.5%		-1.1%	4.2%	10.8%	
Top Program Position	8	3.7%			5.5%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	49	4.0%	-5.8%	-0.7%	2.9%	9.9%	15.3%
Top Finance Position	16	4.4%		3.5%	5.4%	7.1%	
Top Operations Position	8	3.7%			1.2%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	32	2.1%	-6.1%	-2.0%	0.8%	7.2%	11.0%
Top Finance Position	7	2.8%			4.0%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	110	2.0%	-4.9%	-0.3%	0.8%	5.3%	11.7%
Top Business Position	5	5.0%			3.2%		
Top Finance Position	23	2.5%	-4.9%	-0.5%	2.3%	5.8%	10.5%
Top Human Resources Position	6	5.5%			4.7%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	21	3.0%	-2.8%	-0.5%	1.4%	7.0%	13.8%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	46	-0.1%	-12.0%	-3.9%	0.0%	2.2%	9.4%
Top Finance Position	9	6.5%			6.5%		
International, Foreign Affairs, and National Security: International Human Rights							
CEO/Executive Director	5	4.3%			5.0%		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	16	1.2%		-3.7%	0.0%	10.1%	
International, Foreign Affairs, and National Security: Service and Other							
CEO/Executive Director	12	-0.3%		-3.3%	-1.3%	7.7%	
Medical Research: Medical Disciplines Research							
CEO/Executive Director	10	3.0%		1.5%	2.7%	8.6%	
Medical Research: Medical Research N.E.C.							
CEO/Executive Director	7	4.3%			4.9%		
Medical Research: Service and Other							
CEO/Executive Director	10	1.4%		-4.2%	1.7%	4.3%	
Medical Research: Specifically Named Diseases Research							
CEO/Executive Director	5	0.7%			0.0%		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	13	2.2%		-1.2%	1.0%	6.5%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	21	4.8%	-0.3%	0.0%	3.1%	8.3%	15.6%
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	16	0.0%		-2.6%	0.0%	4.0%	
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	7	8.1%			8.1%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	88	3.4%	-4.0%	-0.1%	2.1%	8.0%	12.4%
Top Administrative Position	5	-3.6%			-6.7%		
Top Finance Position	43	6.1%	0.0%	1.7%	5.5%	7.5%	16.3%
Top Human Resources Position	8	1.2%			3.3%		
Top Operations Position	15	4.2%		2.1%	4.5%	7.0%	
Top Program Position	7	5.1%			5.0%		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	8	-3.1%			-3.1%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	78	1.4%	-9.3%	-3.8%	0.8%	6.7%	13.3%
Top Finance Position	15	3.7%		0.0%	2.6%	6.6%	
Mutual/Membership Benefit Organizations, Other: Service and Other							
CEO/Executive Director	9	2.4%			5.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	22	1.9%	-9.1%	-0.8%	2.8%	5.3%	10.8%
Top Finance Position	5	3.5%			5.6%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	12	3.1%		0.0%	2.2%	5.5%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.							
CEO/Executive Director	11	8.3%		5.0%	10.7%	12.7%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	7	-0.6%			0.0%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	71	3.7%	-5.8%	0.0%	3.6%	8.2%	12.0%
Top Finance Position	16	6.9%		2.7%	5.0%	9.6%	
Top Operations Position	11	5.2%		1.1%	4.3%	10.8%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	17	8.1%		2.0%	7.7%	15.4%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Voluntarism Promotion							
CEO/Executive Director	11	-0.5%		-2.0%	4.0%	5.1%	
Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	11	2.3%		-3.9%	0.2%	10.2%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Public Safety, Disaster Preparedness, and Relief: Safety Education							
CEO/Executive Director	7	7.5%			3.0%		
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	10	6.6%		1.7%	5.2%	12.4%	
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	12	5.2%		-0.1%	2.6%	8.6%	
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	11	2.9%		-4.5%	4.7%	13.4%	
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	38	2.3%	-9.5%	-0.3%	3.2%	6.8%	10.7%
Top Finance Position	6	6.5%			4.4%		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	26	3.6%	-9.6%	-0.5%	2.0%	8.2%	16.8%
Top Finance Position	7	7.0%			5.1%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	92	2.6%	-12.0%	-1.2%	1.2%	8.4%	17.5%
Top Finance Position	13	-0.5%		-3.4%	0.0%	2.4%	
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	12	5.4%		0.8%	3.0%	7.5%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	8	2.1%			0.9%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	15	4.3%		0.0%	3.5%	8.0%	
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	7	1.7%			0.1%		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	8	0.2%			0.4%		
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	14	4.1%		1.1%	3.1%	6.0%	
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	9	6.5%			6.1%		
Religion-Related, Spiritual Development: Buddhism							
CEO/Executive Director	8	-2.5%			0.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	201	1.5%	-10.1%	-2.5%	0.0%	7.5%	13.7%
Top Finance Position	31	-1.3%	-17.8%	-1.5%	0.0%	3.2%	6.3%
Top Operations Position	8	6.1%			6.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	7	3.0%			0.6%		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	19	3.0%		-1.4%	2.3%	5.9%	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	29	0.6%	-5.3%	-1.2%	0.0%	5.0%	9.3%
Top Finance Position	6	4.7%			3.7%		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	18	-0.7%		-2.3%	0.0%	2.0%	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	19	-4.9%		-8.0%	-1.9%	0.0%	
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	11	4.2%		-0.3%	3.1%	7.8%	
Science and Technology Research Institutes, Services: General Science							
CEO/Executive Director	7	1.4%			-2.0%		
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
CEO/Executive Director	11	4.6%		0.0%	5.2%	9.1%	
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	7	3.5%			3.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Social Science Research Institutes, Services: Interdisciplinary Research							
CEO/Executive Director	9	-0.9%			0.0%		
Social Science Research Institutes, Services: Service and Other							
CEO/Executive Director	6	0.7%			0.0%		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	7	1.2%			2.9%		
Unknown							
CEO/Executive Director	55	2.7%	-3.4%	0.0%	1.3%	8.0%	13.9%
Top Finance Position	6	-0.8%			-2.3%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	7	3.2%			5.3%		
Youth Development: Scouting							
CEO/Executive Director	30	5.5%	-1.3%	0.0%	2.0%	10.1%	15.2%
Top Development Position	5	6.7%			5.6%		
Top Finance Position	6	6.9%			8.2%		
Youth Development: Service and Other							
CEO/Executive Director	15	5.4%		0.0%	3.7%	12.6%	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	87	2.7%	-4.0%	-0.2%	2.1%	6.8%	10.4%
Top Finance Position	10	4.5%		0.1%	1.3%	7.9%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	16	0.2%		-2.0%	1.2%	5.4%	
Youth Development: Youth Development Programs							
CEO/Executive Director	157	2.8%	-8.9%	-0.9%	2.0%	8.8%	15.1%
Top Finance Position	22	3.3%	-3.9%	-0.1%	2.4%	7.3%	12.7%
Top Operations Position	10	2.8%		-0.1%	1.1%	8.1%	
Colorado							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	14	4.5%		0.2%	3.1%	7.4%	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	6	4.5%			4.0%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	28	0.6%	-7.5%	-2.2%	-0.4%	5.0%	10.3%
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	5	-5.3%			-12.2%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	20	7.4%	-0.6%	0.4%	6.0%	13.2%	16.6%
Top Administrative Position	5	7.3%			7.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	25	5.2%	-1.8%	1.1%	5.6%	9.8%	11.6%
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	37	4.9%	-6.7%	0.0%	5.0%	12.0%	16.7%
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	5	-1.9%			-0.2%		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	5	5.5%			7.8%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	13	2.7%		0.3%	1.9%	4.2%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	21	0.4%	-9.0%	-6.1%	1.9%	6.3%	10.2%
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	8	5.4%			3.4%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	13	1.6%		0.0%	1.6%	7.3%	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	9	4.0%			2.7%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	7	4.6%			0.9%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	3.9%			1.5%		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	7	2.2%			4.5%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	8	-7.2%			-6.0%		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	5	3.2%			2.5%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	6.0%			3.0%		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	12	-0.2%		-1.9%	1.2%	7.1%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	20	-0.1%	-12.4%	-0.3%	2.3%	4.5%	8.6%
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	19	3.1%		-3.6%	2.5%	6.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	104	4.9%	-1.5%	1.1%	3.4%	8.4%	16.4%
Top Administrative Position	5	4.8%			3.1%		
Top Finance Position	17	4.6%		0.7%	5.8%	7.6%	
Top Operations Position	5	2.1%			3.9%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	10	6.5%		4.0%	4.8%	7.1%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	21	3.1%	-8.3%	-0.6%	2.8%	8.2%	13.1%
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	8	6.1%			3.6%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	1.9%			2.8%		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	16	3.2%		-0.7%	2.3%	5.8%	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	40	1.7%	-10.9%	-1.5%	4.0%	6.7%	10.2%
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	8	10.9%			10.6%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	12	2.6%		-1.0%	3.3%	5.7%	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	15	5.8%		0.9%	2.7%	9.0%	
Top Finance Position	6	10.0%			6.9%		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	6	6.7%			6.1%		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	5	5.1%			3.6%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	10	6.5%		0.0%	3.7%	7.3%	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	24	6.3%	0.2%	3.6%	5.4%	10.1%	16.4%
Top Finance Position	16	1.7%		-1.5%	2.0%	6.1%	
Top Operations Position	8	10.0%			11.0%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	7	4.5%			2.4%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	6	7.3%			5.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	9	2.9%			3.9%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	28	4.3%	-4.7%	0.2%	4.1%	9.6%	15.0%
Housing, Shelter: Housing Support							
CEO/Executive Director	6	6.5%			10.0%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	10	5.0%		-0.1%	7.6%	10.1%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	54	3.9%	-6.9%	0.0%	4.5%	8.3%	14.4%
Top Finance Position	13	5.8%		0.0%	4.1%	11.6%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	44	2.1%	-7.3%	-0.1%	1.8%	5.8%	8.2%
Top Finance Position	8	3.3%			5.3%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	16	4.1%		-0.2%	3.4%	7.6%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	42	1.0%	-6.4%	-1.8%	0.9%	5.2%	10.4%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	44	3.6%	-9.6%	-0.5%	3.6%	9.5%	17.4%
Top Finance Position	8	1.2%			1.5%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	11	2.1%		-0.4%	2.0%	4.2%	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	8.0%			7.7%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	24	1.7%	-7.9%	-1.8%	0.0%	7.3%	11.0%
Top Finance Position	6	3.1%			4.8%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	10	7.8%		-0.5%	7.2%	12.8%	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	18	6.7%		0.0%	5.4%	15.3%	
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	7	2.8%			0.9%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	19	6.3%		1.5%	3.8%	9.6%	
Top Finance Position	5	4.3%			4.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	11	4.8%		-0.6%	0.0%	9.4%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	8	5.2%			4.8%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	17	7.7%		2.5%	8.3%	12.9%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	9	8.9%			11.4%		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	6	-3.0%			3.7%		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	7.5%			4.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	31	3.8%	-5.1%	0.1%	3.6%	8.5%	10.2%
Top Finance Position	7	0.9%			1.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	9	3.3%			6.3%		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	5	0.2%			2.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	4.7%			2.4%		
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	7	7.1%			7.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	80	1.2%	-12.2%	-2.2%	0.0%	6.5%	14.3%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	16	1.9%		-4.1%	0.0%	7.9%	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	8	-0.8%			0.7%		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	-7.2%			-1.4%		
Unknown							
CEO/Executive Director	6	-0.3%			0.2%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	-1.9%			0.0%		
Youth Development: Scouting							
CEO/Executive Director	5	8.3%			7.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	3.9%			4.2%		
Youth Development: Youth Development Programs							
CEO/Executive Director	41	3.9%	-3.4%	-0.4%	3.1%	6.6%	16.3%
Connecticut							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	3.3%			2.8%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	20	3.4%	-4.7%	-1.6%	2.4%	8.4%	13.9%
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	17	2.6%		0.0%	1.9%	4.0%	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	7	-2.2%			-1.2%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	20	2.6%	-4.0%	-0.2%	2.4%	5.3%	12.2%
Top Finance Position	5	7.6%			4.1%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	24	3.2%	-5.6%	0.0%	2.6%	7.3%	14.2%
Top Finance Position	5	1.3%			2.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	-1.7%			0.0%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	10	0.3%		-1.8%	3.6%	4.7%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	9	-3.5%			-5.3%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	3.4%			1.0%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	6.1%			0.4%		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	5	0.3%			4.0%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	19	1.2%		-1.9%	0.6%	6.3%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	108	3.0%	-4.4%	-0.1%	2.4%	5.5%	10.5%
Top Business Position	10	1.2%		-0.4%	0.3%	1.6%	
Top Development Position	20	4.1%	0.7%	1.5%	2.6%	5.8%	7.9%
Top Education Position	8	3.5%			3.2%		
Top Finance Position	38	4.6%	-1.9%	1.9%	4.3%	8.1%	12.6%
Top Operations Position	6	0.5%			2.6%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	12	5.3%		1.4%	3.4%	8.4%	
Top Development Position	6	-0.3%			2.3%		
Top Education Position	8	3.6%			2.9%		
Top Finance Position	7	5.1%			7.0%		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	10	1.0%		-0.9%	0.7%	5.9%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	11	1.3%		-0.9%	1.9%	2.4%	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	-3.7%			-3.1%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	8	4.5%			2.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	5	8.4%			5.9%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	10	4.1%		-1.2%	3.3%	7.4%	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	8	7.9%			8.8%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	10	2.2%		-0.4%	0.7%	11.0%	
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	9	4.6%			5.3%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	15	7.8%		3.3%	6.6%	15.9%	
Top Human Resources Position	5	9.5%			13.1%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	21	1.8%	-4.6%	0.0%	2.9%	4.5%	10.5%
Top Administrative Position	7	3.7%			2.7%		
Top Finance Position	13	2.4%		-0.2%	2.1%	6.5%	
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	9	0.8%			0.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	10	0.3%		-1.2%	0.0%	1.5%	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	22	4.8%	-1.7%	1.0%	3.4%	6.8%	12.5%
Housing, Shelter: Temporary Housing							
CEO/Executive Director	8	2.9%			0.2%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	51	0.9%	-6.5%	-1.7%	0.9%	4.6%	6.2%
Top Finance Position	18	2.9%		-1.2%	0.9%	4.5%	
Top Operations Position	5	3.8%			2.1%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	36	1.9%	-4.5%	-0.1%	1.8%	4.8%	9.1%
Top Finance Position	5	8.9%			5.5%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	24	-1.9%	-14.0%	-9.6%	-0.7%	6.0%	9.2%
Top Finance Position	5	1.0%			2.3%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	45	3.4%	-3.5%	0.0%	1.9%	5.1%	14.6%
Top Finance Position	15	4.1%		1.2%	2.7%	5.0%	
Top Operations Position	5	2.7%			2.4%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	4.1%			4.2%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	10.2%			10.0%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	17	3.3%		-0.9%	1.1%	7.7%	
Top Finance Position	8	1.6%			1.0%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	7	3.5%			2.8%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	26	-0.3%	-7.6%	-3.9%	-0.2%	2.4%	7.4%
Top Finance Position	11	2.2%		-0.2%	4.1%	5.6%	
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	5	2.7%			4.9%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	9	1.3%			0.8%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	8	0.4%			0.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	7.6%			7.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	7.1%			6.1%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	1.8%			0.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	2.6%			0.0%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	14	3.4%		0.6%	4.0%	6.3%	
Youth Development: Youth Development Programs							
CEO/Executive Director	22	2.2%	-9.7%	-0.1%	1.1%	5.1%	14.8%

Delaware

Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	7	-2.4%			0.0%		
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Arts, Culture, and Humanities: Performing Arts

CEO/Executive Director	6	2.6%			1.3%		
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501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	19	5.4%		0.5%	2.5%	7.8%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	1.1%			0.6%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	9.5%			12.9%		
Top Finance Position	5	0.7%			0.9%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	-3.7%			-1.6%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	12	0.0%		-2.5%	0.8%	4.5%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	14	2.4%		0.0%	1.4%	3.7%	
District of Columbia							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	18	2.3%		0.0%	0.4%	3.3%	
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	5	5.5%			0.6%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	11	3.3%		1.5%	3.2%	5.6%	
Arts, Culture, and Humanities: Humanities							
CEO/Executive Director	5	1.6%			5.7%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	12	5.5%		1.4%	5.5%	11.8%	
Top Finance Position	8	2.7%			1.9%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	15	6.0%		1.0%	5.6%	12.1%	
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	18	3.7%		-1.8%	3.1%	7.6%	
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	21	1.7%	-7.8%	-2.3%	0.1%	4.6%	10.3%
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	34	3.2%	-6.2%	-0.6%	4.2%	7.3%	14.1%
Top Finance Position	7	1.7%			4.0%		
Top Operations Position	5	3.1%			3.6%		
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	12	6.1%		2.6%	5.7%	9.5%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	20	1.4%	-7.2%	-2.2%	0.4%	5.6%	10.3%
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	9	3.5%			5.2%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	14	2.3%		0.5%	1.8%	2.6%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	9	2.0%			2.4%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	15	1.8%		-0.8%	0.2%	5.5%	
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	6	1.6%			-0.6%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	11	4.2%		1.8%	4.6%	8.0%	
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	7	6.3%			3.9%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	1.4%			4.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	8	3.5%			4.0%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	11	0.7%		-0.6%	0.3%	3.4%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	13	7.5%		0.0%	1.9%	13.1%	
Top Operations Position	6	2.4%			0.6%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	65	3.6%	-3.1%	0.6%	3.8%	7.3%	12.4%
Top Development Position	6	5.1%			4.4%		
Top Finance Position	11	3.1%		0.0%	1.9%	5.7%	
Top Operations Position	16	6.4%		1.9%	4.2%	9.8%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	10	-0.1%		-6.2%	2.2%	3.0%	
Top Finance Position	7	1.1%			1.3%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	52	3.8%	-4.1%	0.6%	2.9%	6.9%	17.1%
Top Administrative Position	5	4.4%			4.2%		
Top Finance Position	11	5.5%		3.5%	4.7%	7.1%	
Top Human Resources Position	5	4.8%			4.0%		
Top Operations Position	11	5.7%		3.2%	3.7%	5.8%	
Top Technology Position	5	4.3%			5.4%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	12	1.0%		-0.3%	0.9%	6.1%	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	8	2.1%			3.9%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	26	3.8%	-0.4%	0.0%	2.1%	8.2%	14.0%
Top Finance Position	11	4.5%		0.8%	3.7%	5.1%	
Top Operations Position	7	8.1%			10.0%		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	33	6.6%	-1.3%	0.9%	3.9%	9.8%	18.5%
Top Development Position	6	5.3%			3.8%		
Top Finance Position	8	-0.5%			0.3%		
Top Operations Position	7	3.7%			3.0%		
Top PR/Communications Position	5	7.5%			6.3%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	6	-8.8%			-10.7%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	7	3.4%			0.3%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	8	2.0%			1.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	19	6.6%		1.5%	3.7%	10.1%	
Top Finance Position	8	5.0%			3.5%		
Top Operations Position	5	5.3%			5.1%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	12	1.9%		0.0%	1.8%	2.9%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	25	3.0%	-4.5%	0.0%	3.3%	5.6%	11.7%
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	23	2.7%	-0.3%	0.0%	2.1%	6.4%	10.0%
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	4.0%			3.4%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	14	3.9%		0.1%	2.2%	6.7%	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	1.3%			1.9%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	7	0.1%			0.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	36	3.7%	-7.4%	-0.2%	3.4%	9.1%	17.3%
Top Finance Position	9	3.2%			2.7%		
Top Operations Position	5	12.5%			12.9%		
International, Foreign Affairs, and National Security: International Human Rights							
CEO/Executive Director	16	-0.1%		-0.4%	0.3%	5.5%	
Top Finance Position	5	4.1%			2.8%		
International, Foreign Affairs, and National Security: International Peace & Security							
CEO/Executive Director	17	1.2%		0.7%	3.1%	4.1%	
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	25	4.9%	-4.5%	0.0%	4.2%	10.4%	17.0%
International, Foreign Affairs, and National Security: Service and Other							
CEO/Executive Director	27	3.1%	-8.4%	-2.8%	2.6%	9.5%	14.5%
Top Finance Position	5	6.0%			3.9%		
Medical Research: Medical Research N.E.C.							
CEO/Executive Director	5	4.7%			7.2%		
Medical Research: Service and Other							
CEO/Executive Director	5	1.6%			1.4%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	4.3%			0.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	0.4%			2.8%		
Mutual/Membership Benefit Organizations, Other: Service and Other							
CEO/Executive Director	6	5.4%			4.7%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	6	2.6%			0.2%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	7	11.0%			10.3%		
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	15	5.8%		1.7%	5.3%	10.0%	
Top Finance Position	5	-2.0%			0.4%		
Top Operations Position	5	5.1%			2.9%		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	15	1.8%		0.4%	2.5%	5.6%	
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	34	2.5%	-9.7%	-0.1%	3.3%	7.3%	10.8%
Top Finance Position	10	6.3%		3.0%	6.0%	9.2%	
Top Operations Position	5	8.0%			7.9%		
Top PR/Communications Position	6	4.2%			3.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	7.8%			8.1%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	12	4.2%		0.7%	3.4%	5.1%	
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
CEO/Executive Director	5	5.0%			4.4%		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	11	1.1%		-0.7%	1.8%	3.3%	
Social Science Research Institutes, Services: Service and Other							
CEO/Executive Director	8	2.0%			1.4%		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	18	5.2%		1.1%	4.9%	10.1%	
Top Finance Position	7	3.6%			2.9%		
Youth Development: Service and Other							
CEO/Executive Director	6	7.3%			11.9%		
Youth Development: Youth Development Programs							
CEO/Executive Director	29	6.7%	-0.3%	0.9%	5.6%	11.0%	15.9%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	39	4.2%	-1.7%	0.0%	2.1%	7.6%	12.3%
Animal-Related: Animal Services N.E.C.							
CEO/Executive Director	5	-0.6%			1.0%		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	13	6.6%		0.0%	4.0%	13.6%	
Animal-Related: Zoos & Aquariums							
CEO/Executive Director	5	7.7%			4.4%		
Top Finance Position	6	6.6%			5.8%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	47	2.5%	-15.4%	-0.7%	2.0%	8.0%	19.3%
Top Finance Position	7	9.2%			10.1%		
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	5	1.3%			-1.9%		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	21	3.6%	0.0%	0.2%	2.0%	5.2%	14.0%
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	17	-0.1%		-3.4%	-0.9%	6.6%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	39	3.2%	-4.3%	0.0%	2.3%	8.4%	12.4%
Top Development Position	6	5.2%			6.1%		
Top Finance Position	7	8.5%			6.9%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	72	3.7%	-3.6%	0.0%	1.8%	7.5%	13.3%
Top Development Position	5	3.3%			3.4%		
Top Finance Position	10	8.3%		3.2%	7.6%	12.0%	
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	10	4.8%		2.1%	6.9%	11.3%	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	13	6.2%		0.0%	2.3%	13.7%	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	5	0.1%			0.2%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	5.1%			1.3%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	28	-0.6%	-12.7%	-1.3%	1.1%	6.0%	8.2%
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	16	10.2%		4.9%	10.2%	13.7%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	11	1.9%		0.0%	0.1%	4.0%	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	11	-1.2%		-2.9%	-0.1%	0.2%	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	8	2.1%			3.1%		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	5	4.1%			3.0%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	5	9.4%			8.5%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	7	2.4%			3.6%		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	6	5.8%			2.5%		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle, & Bone Diseases							
CEO/Executive Director	5	0.3%			0.0%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	15	-2.3%		-6.8%	-0.6%	0.8%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	11	2.7%		-1.2%	3.1%	5.0%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	18	5.0%		-0.6%	3.7%	11.9%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	33	3.3%	-6.1%	0.0%	2.6%	8.4%	15.1%
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	195	2.4%	-6.6%	-0.5%	1.7%	5.1%	12.1%
Top Administrative Position	13	1.9%		-0.4%	1.2%	7.9%	
Top Business Position	5	9.5%			8.9%		
Top Development Position	8	1.9%			2.7%		
Top Education Position	5	5.2%			2.6%		
Top Finance Position	37	5.1%	-1.7%	0.3%	2.2%	9.3%	20.2%
Top Operations Position	17	3.2%		0.1%	1.8%	7.6%	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	5	-0.4%			0.0%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	22	-1.6%	-21.0%	-6.3%	0.5%	4.6%	13.7%
Top Development Position	6	4.0%			2.8%		
Top Education Position	7	2.3%			2.8%		
Top Finance Position	17	1.0%		-2.3%	1.0%	5.0%	
Top Technology Position	5	4.3%			4.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	-4.2%			0.0%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	39	2.3%	-2.5%	0.0%	1.8%	5.3%	10.6%
Top Finance Position	9	3.5%			3.0%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	12	6.1%		2.1%	6.3%	10.1%	
Educational Institutions and Related Activities: Vocational & Technical Schools							
CEO/Executive Director	6	5.0%			2.3%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	19	6.0%		0.2%	2.4%	9.5%	
Top Finance Position	12	5.0%		3.2%	6.6%	8.3%	
Top Operations Position	5	8.2%			6.5%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	5	7.7%			9.5%		
Environmental Quality, Protection, and Beautification: Botanical, Horticultural, & Landscape Services							
CEO/Executive Director	6	3.7%			3.6%		
Environmental Quality, Protection, and Beautification: Environmental Beautification							
CEO/Executive Director	5	2.2%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	5	4.3%			0.0%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	18	3.0%		0.3%	3.6%	6.7%	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	7	2.4%			2.6%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	21	6.6%	0.3%	2.2%	4.5%	10.3%	16.0%
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	34	2.8%	-5.5%	-2.9%	2.3%	7.8%	13.9%
Top Finance Position	15	4.7%		0.2%	5.3%	10.6%	
Top Operations Position	10	6.5%		0.2%	8.9%	11.6%	
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	5	6.7%			6.1%		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	8	0.8%			0.6%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	11	4.2%		0.8%	4.4%	7.9%	
Top Finance Position	6	-1.8%			-0.6%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	38	2.3%	-6.6%	-2.1%	1.4%	6.7%	15.0%
Top Finance Position	24	5.4%	-3.6%	0.2%	3.4%	11.8%	15.1%
Top Human Resources Position	13	2.3%		-1.3%	1.0%	6.8%	
Top Legal Position	7	6.3%			5.2%		
Top Operations Position	19	7.0%		1.3%	3.7%	13.9%	
Top Technology Position	13	-2.2%		-6.3%	-1.0%	3.6%	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	6	8.7%			7.3%		
Top Administrative Position	11	3.1%		-1.0%	3.0%	6.6%	
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	15	2.9%		0.3%	2.4%	6.2%	
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	6	8.4%			4.2%		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	10	1.2%		0.0%	1.6%	3.8%	
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	21	1.6%	-5.0%	-2.2%	2.5%	7.4%	9.6%
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	63	3.1%	-2.8%	0.0%	1.9%	7.2%	12.2%
Top Finance Position	8	4.0%			2.6%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Housing, Shelter: Housing Support							
CEO/Executive Director	15	3.9%		1.6%	2.5%	10.9%	
Housing, Shelter: Service and Other							
CEO/Executive Director	5	-4.6%			-1.9%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	19	5.1%		0.0%	4.7%	10.9%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	114	3.6%	-5.7%	0.0%	1.9%	6.6%	17.0%
Top Finance Position	25	1.7%	-4.0%	-0.1%	1.5%	4.6%	8.5%
Top Operations Position	18	3.9%		-0.9%	3.7%	7.3%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	88	2.8%	-6.7%	0.0%	2.2%	7.4%	13.1%
Top Finance Position	32	1.8%	-11.9%	-1.2%	2.9%	8.4%	10.5%
Top Operations Position	14	4.7%		1.2%	3.4%	10.1%	
Top Program Position	7	8.7%			5.3%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	29	6.5%	-2.2%	0.1%	4.4%	13.0%	16.6%
Top Finance Position	6	3.8%			2.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	53	2.2%	-8.0%	-3.0%	1.4%	6.0%	12.2%
Top Finance Position	6	3.7%			3.3%		
Top Operations Position	8	-0.6%			1.2%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	96	2.5%	-5.0%	-0.9%	2.5%	7.4%	12.3%
Top Administrative Position	5	7.9%			6.8%		
Top Finance Position	27	3.2%	-5.3%	0.0%	3.4%	6.9%	13.0%
Top Human Resources Position	5	4.0%			6.8%		
Top Operations Position	10	1.2%		0.4%	3.6%	4.7%	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	17	2.9%		0.0%	1.7%	6.6%	
Top Finance Position	8	5.4%			1.4%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	18	4.3%		-0.9%	3.3%	8.4%	
Top Finance Position	6	3.8%			2.7%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	38	5.1%	-4.2%	0.0%	4.0%	9.6%	18.6%
Top Administrative Position	8	4.6%			3.7%		
Top Finance Position	19	4.3%		1.0%	4.7%	8.1%	
Top Human Resources Position	6	6.3%			6.6%		
Top Marketing Position	5	0.7%			0.4%		
Top Operations Position	8	3.1%			3.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	13	4.4%		-0.3%	0.6%	8.8%	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	12	-0.7%		0.0%	0.0%	1.8%	
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	6	2.8%			5.1%		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	8	0.4%			1.9%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	44	0.0%	-9.9%	-4.4%	1.2%	3.6%	9.8%
Top Finance Position	15	2.4%		-0.7%	1.1%	7.3%	
Top Operations Position	9	1.1%			0.4%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	36	1.3%	-7.4%	-2.8%	0.2%	3.5%	12.8%
Top Finance Position	10	1.9%		0.5%	2.5%	6.1%	
Top Operations Position	5	1.4%			1.5%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	17	4.1%		1.0%	2.5%	7.2%	
Top Finance Position	9	6.6%			4.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	8	-0.9%			0.3%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.							
CEO/Executive Director	5	5.4%			1.6%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	26	5.8%	0.1%	1.5%	4.0%	10.8%	14.8%
Top Finance Position	7	5.2%			3.5%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	10	4.6%		-3.6%	5.0%	13.0%	
Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	8	7.1%			6.8%		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	6	1.7%			1.2%		
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	6	-2.9%			0.3%		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	6.7%			4.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	28	1.7%	-16.2%	0.0%	2.5%	7.3%	13.4%
Top Finance Position	7	0.0%			2.8%		
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	8	-2.8%			0.4%		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	10	5.0%		2.2%	4.6%	8.7%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	139	1.9%	-8.4%	-2.2%	0.1%	7.6%	14.3%
Top Finance Position	5	-2.0%			6.4%		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	8	5.8%			7.9%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	18	-1.4%		-3.5%	0.0%	0.4%	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	10	0.1%		-3.3%	0.0%	2.4%	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	6	-5.1%			-3.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Unknown							
CEO/Executive Director	5	3.6%			1.3%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	7	-0.2%			-0.5%		
Youth Development: Scouting							
CEO/Executive Director	9	3.1%			0.8%		
Youth Development: Service and Other							
CEO/Executive Director	9	-2.3%			0.0%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	30	3.1%	-6.6%	0.0%	2.9%	7.7%	15.2%
Top Finance Position	5	4.1%			3.9%		
Youth Development: Youth Development Programs							
CEO/Executive Director	44	1.9%	-7.0%	-0.7%	0.6%	8.3%	11.7%
Top Finance Position	5	2.1%			1.5%		
Top Operations Position	5	0.7%			2.0%		
Georgia							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	5.6%			5.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	16	0.3%		-0.4%	0.0%	4.0%	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	13	1.6%		0.0%	1.7%	5.1%	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	7	4.5%			4.6%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	15	1.6%		-0.6%	0.0%	3.6%	
Top Finance Position	5	2.7%			7.1%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	19	2.9%		0.0%	0.9%	5.6%	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	8	1.5%			1.8%		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	5	-1.3%			1.0%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	17	1.2%		-5.0%	3.1%	5.2%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	8	4.7%			1.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Crime, Legal-Related: Legal Services							
CEO/Executive Director	9	3.6%			1.0%		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	12	6.2%		1.1%	3.0%	12.7%	
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	6	6.9%			4.7%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	7	1.2%			0.8%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	3.6%			3.2%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	10	1.9%		0.0%	2.8%	7.4%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	20	2.9%	-2.7%	0.0%	2.0%	7.2%	11.9%
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	108	3.1%	-10.5%	0.0%	2.9%	8.2%	15.9%
Top Business Position	8	3.5%			1.7%		
Top Development Position	6	3.9%			3.4%		
Top Finance Position	27	5.0%	-1.4%	0.3%	5.4%	8.1%	13.6%
Top Operations Position	6	0.8%			1.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	6	1.8%			2.2%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	22	3.6%	-1.3%	0.0%	1.1%	5.2%	12.3%
Top Development Position	8	0.5%			-0.1%		
Top Finance Position	11	3.1%		0.4%	3.6%	6.6%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	26	5.9%	-0.6%	0.5%	4.6%	14.1%	16.6%
Top Finance Position	7	5.9%			4.8%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	10	3.9%		0.5%	2.6%	10.9%	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	-0.4%			1.7%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	5	-4.6%			0.0%		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	5	6.0%			6.0%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	13	2.0%		-0.4%	2.2%	6.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	10	5.2%		1.5%	2.7%	5.4%	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	15	1.8%		0.0%	0.0%	4.2%	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	23	2.5%	-9.7%	-0.6%	5.5%	7.1%	10.1%
Top Finance Position	13	6.4%		0.4%	2.4%	11.6%	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	29	2.7%	-7.9%	-1.7%	0.4%	7.6%	15.1%
Top Finance Position	18	4.6%		-1.8%	4.2%	10.8%	
Top Operations Position	10	6.5%		2.5%	3.8%	7.6%	
Top Technology Position	6	1.2%			-1.9%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	8	3.8%			4.9%		
Top Administrative Position	5	3.6%			3.3%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	9	3.9%			1.7%		
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	10	7.2%		1.2%	6.7%	10.9%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	5.0%			4.2%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	25	0.5%	-10.1%	-5.0%	-1.4%	6.3%	14.2%
Top Finance Position	5	1.5%			0.7%		
Housing, Shelter: Housing Support							
CEO/Executive Director	6	-0.9%			-0.2%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	15	2.5%		0.0%	1.5%	4.9%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	39	3.6%	-2.3%	0.0%	3.3%	6.7%	13.1%
Top Finance Position	8	-0.7%			-0.4%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	45	2.6%	-4.3%	-1.3%	1.2%	6.2%	12.2%
Top Finance Position	6	5.9%			6.0%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	18	1.4%		-1.2%	0.0%	6.3%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	40	2.8%	-5.0%	0.0%	1.6%	6.0%	13.0%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	56	3.7%	-8.0%	0.9%	4.0%	7.3%	12.5%
Top Finance Position	12	6.3%		0.7%	2.6%	11.9%	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	10	8.0%		3.3%	6.8%	13.0%	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	9.4%			9.0%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	21	-0.2%	-5.3%	-2.7%	0.1%	2.2%	6.2%
Top Finance Position	5	3.8%			3.8%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	7	1.2%			2.8%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	12	1.8%		-0.4%	0.7%	4.4%	
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	6	5.8%			2.9%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	14	4.2%		-3.1%	4.1%	14.1%	
Top Finance Position	5	1.8%			-1.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	17	3.5%		0.0%	2.7%	6.7%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	16	0.3%		0.0%	0.1%	5.1%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	17	5.2%		0.2%	3.1%	8.0%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	10.0%			8.3%		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	7.3%			6.9%		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	6	3.2%			2.3%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	22	-2.0%	-19.0%	-8.0%	-3.2%	9.8%	13.0%
Top Finance Position	6	2.6%			5.8%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	117	0.2%	-12.1%	-3.0%	0.0%	4.6%	11.6%
Top Finance Position	15	7.2%		1.1%	4.7%	9.7%	
Top Operations Position	6	6.1%			5.7%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	12	-0.3%		-2.2%	0.8%	3.6%	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	10	1.1%		0.1%	3.7%	6.6%	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	6	3.9%			2.9%		
Youth Development: Service and Other							
CEO/Executive Director	5	1.5%			0.4%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	17	2.9%		-0.6%	3.7%	5.3%	
Youth Development: Youth Development Programs							
CEO/Executive Director	29	2.5%	-8.4%	-0.8%	1.0%	6.9%	14.8%
Hawaii							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	7	1.6%			1.2%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	7	4.7%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	3.3%			5.0%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	3.9%			1.4%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	11.7%			14.5%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	27	4.8%	-0.6%	0.5%	3.3%	6.7%	12.6%
Top Finance Position	6	1.9%			2.4%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	4.1%			0.2%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	-1.5%			-2.7%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	4.8%			4.3%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	11	3.9%		0.4%	2.1%	7.5%	
Top Finance Position	5	4.5%			8.6%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	6	7.0%			5.8%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	3.3%			3.7%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	14	3.3%		-0.3%	5.9%	8.2%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	-0.8%			-1.0%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	7.7%			4.3%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	13	3.4%		0.0%	2.7%	6.3%	
Top Finance Position	5	3.3%			4.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	0.6%			0.0%		
Unknown							
CEO/Executive Director	6	-3.2%			1.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	8	1.9%			3.7%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	8	2.8%			0.4%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	2.1%			2.5%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	4.8%			1.5%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	19	3.1%		0.6%	3.8%	5.3%	
Top Administrative Position	13	5.0%		0.7%	4.3%	6.0%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	6.7%			3.8%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	11	2.6%		0.0%	2.0%	4.9%	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	5.8%			3.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	2.4%			-0.9%		
Top Finance Position	8	5.4%			2.7%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	3.2%			3.7%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	1.2%			1.0%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	6.6%			6.2%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	3.8%			3.6%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	5	0.4%			0.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	-1.1%			0.9%		
Unknown							
CEO/Executive Director	5	-0.2%			-0.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	24	1.2%	-12.0%	-1.4%	2.4%	5.0%	10.3%
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	40	1.9%	-10.1%	-1.0%	2.7%	5.4%	11.5%
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	13	5.5%		0.0%	2.9%	6.5%	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	16	3.3%		0.0%	3.4%	8.2%	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	25	1.0%	-10.0%	-0.7%	1.2%	4.7%	10.1%
Top Finance Position	8	-0.2%			0.3%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	55	3.7%	-4.3%	0.0%	2.5%	7.6%	16.9%
Top Administrative Position	5	1.8%			3.0%		
Top Development Position	5	6.1%			3.5%		
Top Finance Position	6	2.5%			2.4%		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	9	3.0%			4.1%		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	7	2.9%			1.9%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	16	4.8%		-1.1%	5.2%	12.7%	
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	6	5.0%			8.2%		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	7	-5.1%			-5.1%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	8	3.5%			3.2%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	41	3.4%	-4.5%	0.0%	3.3%	7.2%	13.0%
Top Finance Position	6	5.0%			0.4%		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	2.1%			6.1%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	13	6.2%		1.7%	2.8%	10.0%	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	7	5.3%			6.6%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	14	4.7%		0.1%	3.2%	10.0%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	17	7.0%		2.0%	3.9%	11.2%	
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	6	2.3%			1.2%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	10	0.4%		-1.4%	0.0%	2.5%	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	10	3.2%		-0.1%	2.1%	7.8%	
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	13	3.4%		0.4%	3.3%	7.1%	
Top Finance Position	5	2.2%			-0.1%		
Top Technology Position	5	1.6%			1.0%		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle, & Bone Diseases							
CEO/Executive Director	7	4.6%			3.4%		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	7	4.9%			5.3%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	15	3.3%		1.3%	3.8%	6.7%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	10	1.6%		-1.0%	3.1%	12.5%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	18	1.7%		-0.8%	0.0%	8.0%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	26	2.7%	-5.9%	-1.0%	0.8%	4.3%	15.6%
Top Finance Position	5	6.3%			9.4%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	138	2.3%	-7.9%	-0.6%	1.7%	7.6%	11.8%
Top Administrative Position	12	0.9%		-2.3%	1.8%	3.1%	
Top Business Position	7	9.8%			8.7%		
Top Development Position	8	1.8%			0.3%		
Top Education Position	12	3.3%		-0.1%	1.4%	4.7%	
Top Finance Position	37	3.6%	-9.9%	-1.0%	3.7%	9.4%	18.7%
Top Operations Position	9	6.3%			6.2%		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	11	4.7%		1.1%	5.2%	12.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	39	4.3%	-3.7%	0.4%	2.5%	9.8%	13.3%
Top Development Position	9	5.6%			3.7%		
Top Education Position	6	8.7%			6.2%		
Top Finance Position	17	5.5%		0.8%	4.0%	10.9%	
Top Human Resources Position	5	7.7%			5.5%		
Top Technology Position	7	0.2%			0.9%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	38	2.2%	-2.7%	0.0%	1.3%	5.3%	11.5%
Top Finance Position	10	2.9%		1.8%	3.4%	4.4%	
Top Operations Position	6	9.3%			7.9%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	12	7.6%		3.3%	7.4%	11.5%	
Top Finance Position	5	6.4%			8.2%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	13	2.4%		0.0%	3.0%	6.6%	
Top Education Position	7	2.0%			2.4%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	14	4.4%		0.6%	3.1%	7.9%	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	13	1.8%		-1.5%	2.0%	4.1%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	7	1.8%			4.3%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	14	4.2%		1.1%	4.5%	10.4%	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	22	3.7%	-7.3%	-0.8%	4.9%	8.0%	12.2%
Top Finance Position	12	7.9%		4.0%	8.9%	11.1%	
Top Operations Position	9	5.6%			7.3%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	7	3.1%			2.0%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	46	5.1%	-3.2%	0.0%	4.9%	11.8%	15.9%
Top Finance Position	46	6.4%	-6.9%	0.8%	8.4%	13.9%	17.5%
Top Human Resources Position	13	5.9%		2.7%	5.4%	13.6%	
Top Legal Position	9	-2.5%			-6.2%		
Top Operations Position	23	5.6%	-5.7%	-3.2%	5.9%	11.9%	18.4%
Top Technology Position	10	4.3%		0.6%	3.6%	7.2%	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	7	1.7%			0.9%		
Top Administrative Position	8	1.0%			2.7%		
Top Finance Position	11	3.9%		1.3%	6.2%	10.9%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	10	2.2%		-3.1%	1.2%	9.0%	
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	6	8.1%			6.0%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	25	5.9%	-0.6%	1.9%	3.6%	9.8%	14.1%
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	6	4.6%			2.6%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	29	4.7%	-2.4%	1.1%	3.1%	6.2%	12.3%
Top Administrative Position	6	2.9%			3.2%		
Top Finance Position	8	3.9%			5.5%		
Housing, Shelter: Housing Support							
CEO/Executive Director	16	7.6%		3.3%	7.4%	9.4%	
Housing, Shelter: Service and Other							
CEO/Executive Director	6	1.5%			0.5%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	20	2.7%	-3.2%	-0.8%	2.5%	6.9%	12.8%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	139	2.8%	-6.8%	-0.5%	2.1%	6.5%	12.9%
Top Development Position	5	-1.0%			2.5%		
Top Finance Position	33	1.0%	-6.2%	-1.3%	1.5%	4.2%	9.6%
Top Operations Position	6	9.3%			6.3%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	80	3.9%	-3.5%	0.0%	2.7%	7.4%	14.9%
Top Finance Position	17	1.2%		-2.3%	0.6%	3.8%	
Top Operations Position	10	6.5%		2.3%	7.3%	12.1%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	65	2.1%	-7.6%	-0.5%	2.1%	6.0%	10.3%
Top Finance Position	8	0.7%			4.0%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	101	3.3%	-3.7%	0.0%	2.5%	7.0%	12.1%
Top Development Position	6	5.4%			3.9%		
Top Finance Position	28	5.8%	0.1%	1.5%	4.3%	8.0%	14.6%
Top Operations Position	8	6.3%			4.3%		
Top Program Position	6	4.4%			2.8%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	23	0.7%	-12.1%	-2.0%	0.0%	6.8%	8.4%
Top Finance Position	5	1.7%			0.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	5.1%			4.1%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	44	2.1%	-8.7%	-0.9%	2.3%	7.5%	11.6%
Top Administrative Position	6	4.0%			3.6%		
Top Finance Position	21	1.0%	-3.6%	-0.6%	0.6%	3.1%	8.7%
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	11	0.8%		-1.1%	0.0%	2.3%	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	16	1.8%		-0.8%	0.8%	5.6%	
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	12	3.3%		-0.4%	1.5%	5.3%	
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	11	7.6%		1.3%	5.5%	13.3%	
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	6	9.4%			11.2%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	36	3.2%	-3.0%	0.0%	1.6%	7.0%	14.3%
Top Finance Position	6	7.5%			4.6%		
Top Operations Position	5	4.2%			2.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	10	3.2%		2.3%	4.8%	8.4%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	20	1.5%	-5.5%	-1.0%	1.3%	3.3%	9.3%
Top Finance Position	7	2.8%			3.4%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	19	4.4%		1.7%	3.2%	5.6%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	6	5.4%			5.6%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	6	5.8%			8.1%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	21	2.7%	-3.1%	0.7%	3.4%	4.7%	8.1%
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	1.9%			3.8%		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	8	3.1%			0.4%		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	2.8%			1.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	17	1.8%		-3.3%	3.0%	8.5%	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	9	5.1%			5.5%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	72	0.2%	-13.0%	-5.1%	0.0%	4.1%	12.6%
Top Finance Position	9	3.2%			4.2%		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	5	6.0%			6.1%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	8	5.3%			2.1%		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	8	0.4%			1.4%		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	2.1%			0.9%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	8	9.3%			7.9%		
Youth Development: Scouting							
CEO/Executive Director	5	1.1%			2.6%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	20	4.0%	-2.1%	0.0%	2.3%	5.9%	13.5%
Youth Development: Youth Development Programs							
CEO/Executive Director	43	2.6%	-6.3%	-1.6%	1.1%	6.8%	13.8%
Indiana							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	16	5.2%		0.0%	3.8%	9.8%	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	16	2.1%		-0.8%	2.5%	5.1%	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	12	-0.1%		-0.9%	0.0%	2.4%	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	8	1.1%			1.7%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	18	2.9%		-0.4%	0.4%	2.6%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	29	1.4%	-6.8%	0.0%	0.5%	3.3%	9.4%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	4.8%			7.6%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	6	8.6%			8.9%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	20	3.1%	-1.3%	0.0%	1.3%	3.1%	14.3%
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	-1.4%			-0.7%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	26	2.2%	-0.7%	0.0%	1.3%	3.5%	4.9%
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	6	2.7%			3.8%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	7	5.1%			2.6%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	6	8.2%			3.7%		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	5	5.3%			6.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	10	2.6%		-3.4%	3.8%	5.3%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	11	1.9%		-1.4%	1.3%	5.5%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	52	2.5%	-4.3%	-0.1%	1.7%	5.2%	7.3%
Top Finance Position	18	5.3%		3.3%	5.4%	6.7%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	20	1.7%	-4.9%	-1.6%	1.5%	3.1%	5.6%
Top Development Position	10	3.3%		0.4%	3.9%	5.6%	
Top Education Position	10	2.4%		1.1%	2.4%	4.7%	
Top Finance Position	10	6.4%		0.6%	3.4%	10.5%	
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	6	2.3%			0.0%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	22	2.8%	0.0%	0.3%	1.8%	5.2%	9.5%
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	13	3.8%		2.3%	3.8%	4.8%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	14	1.0%		-3.3%	0.7%	4.7%	
Top Education Position	5	0.7%			1.3%		
Top Finance Position	5	1.1%			-2.3%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	5	5.7%			2.9%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	14	6.0%		1.4%	5.0%	7.8%	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	20	3.5%	-0.2%	0.0%	3.0%	4.8%	8.7%
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	12	2.9%		-0.6%	4.0%	9.7%	
Top Finance Position	8	4.4%			5.2%		
Top Operations Position	6	3.2%			2.9%		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	7	4.0%			0.3%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	7	3.4%			1.7%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	27	6.8%	-3.4%	0.1%	3.5%	15.1%	19.5%
Top Finance Position	16	7.0%		1.1%	6.2%	10.0%	
Top Human Resources Position	5	1.4%			1.9%		
Top Operations Position	8	4.8%			6.3%		
Top Technology Position	5	9.0%			5.9%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	6	8.2%			7.0%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	10	2.5%		-0.9%	3.1%	6.9%	
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	8	1.8%			3.4%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	24	3.1%	-2.0%	-0.1%	2.4%	6.3%	12.2%
Housing, Shelter: Housing Support							
CEO/Executive Director	5	8.0%			3.7%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	11	1.7%		-3.2%	4.2%	7.6%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	72	2.6%	-3.6%	0.0%	2.5%	4.8%	10.1%
Top Finance Position	15	4.0%		3.2%	4.9%	6.6%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	41	4.3%	-6.1%	0.9%	4.1%	6.8%	12.9%
Top Finance Position	9	5.4%			1.4%		
Top Operations Position	5	5.3%			5.0%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	11	3.4%		-0.1%	0.0%	5.1%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	37	1.5%	-6.1%	-1.1%	1.1%	4.8%	11.6%
Top Finance Position	7	3.8%			1.3%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	75	2.9%	-3.7%	0.0%	2.8%	6.3%	15.3%
Top Finance Position	15	4.1%		3.6%	4.5%	5.9%	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	9	3.8%			2.9%		
Top Finance Position	5	7.2%			6.7%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	9	3.4%			3.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	22	3.8%	-6.0%	0.0%	2.6%	5.9%	12.6%
Top Administrative Position	5	3.0%			3.5%		
Top Finance Position	9	3.4%			2.9%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	13	1.8%		0.6%	1.8%	5.8%	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	8	3.1%			0.9%		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	5	10.0%			13.2%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	18	6.4%		0.0%	5.5%	14.3%	
Top Finance Position	8	6.9%			4.9%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	10	3.0%		0.1%	3.1%	7.7%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	17	2.6%		0.0%	0.4%	4.7%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	55	4.8%	-0.1%	1.6%	3.9%	5.9%	13.1%
Top Finance Position	6	7.7%			7.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	9.4%			6.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	55	1.2%	-9.0%	-2.1%	0.0%	5.5%	11.0%
Top Finance Position	8	2.0%			0.9%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	0.9%			1.4%		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	8	-3.5%			-0.6%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	6	4.8%			5.5%		
Youth Development: Scouting							
CEO/Executive Director	5	7.5%			4.4%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	21	2.8%	-2.5%	0.2%	3.0%	5.2%	7.7%
Youth Development: Youth Development Programs							
CEO/Executive Director	31	3.5%	-0.7%	0.0%	2.0%	6.8%	9.2%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	9	2.5%			2.9%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	15	-0.5%		-2.2%	0.0%	3.4%	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	5	3.6%			1.2%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	14	5.3%		0.9%	4.8%	8.3%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	14	0.0%		-5.9%	1.8%	4.6%	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	6.2%			1.0%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	16	5.1%		0.2%	4.8%	8.5%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	3.7%			1.9%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	4.0%		1.2%	2.6%	9.2%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	18	3.2%		-3.0%	2.6%	5.8%	
Top Development Position	9	6.4%			1.2%		
Top Education Position	9	2.5%			2.3%		
Top Finance Position	9	3.0%			1.5%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	3.5%			2.1%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	9	0.5%			2.3%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	6	3.9%			3.6%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	7	5.0%			2.1%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	13	2.6%		-0.1%	0.4%	4.3%	
Top Finance Position	5	6.7%			6.0%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	8	1.7%			3.7%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	24	2.0%	-14.6%	-1.9%	0.8%	6.3%	17.4%
Top Finance Position	20	5.1%	-2.2%	1.0%	3.3%	10.4%	17.8%
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	12	-0.4%		-4.9%	0.1%	2.4%	
Top Administrative Position	12	-0.4%		-3.4%	-0.2%	3.2%	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	23	3.4%	-3.2%	0.9%	5.2%	7.2%	10.4%
Top Administrative Position	6	5.8%			6.6%		
Top Finance Position	5	5.1%			3.8%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	8.5%			5.8%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	32	3.3%	-3.8%	-0.5%	1.9%	8.4%	12.4%
Top Finance Position	10	5.5%		2.4%	4.7%	5.6%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	22	4.7%	-6.5%	0.2%	5.0%	9.8%	12.9%
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	19	5.5%		0.0%	1.9%	10.3%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	40	2.7%	-3.6%	1.2%	2.4%	5.7%	10.9%
Top Finance Position	11	2.8%		1.6%	3.7%	7.6%	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	4.4%			5.3%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	1.3%			3.3%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	23	4.7%	-3.8%	-1.0%	4.0%	8.8%	14.8%
Top Administrative Position	6	6.4%			9.1%		
Top Finance Position	13	2.2%		-1.1%	0.4%	8.0%	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	9	1.0%			2.5%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	11	3.0%		-1.6%	0.6%	9.1%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	10	1.6%		-1.6%	2.2%	3.5%	
Top Finance Position	5	1.3%			4.0%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	7	1.5%			2.5%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	10	1.5%		0.5%	2.7%	4.9%	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	6	1.1%			3.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	13	3.4%		0.0%	1.3%	9.0%	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	0.3%			-1.4%		
Youth Development: Scouting							
CEO/Executive Director	6	7.6%			7.5%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	3.8%			3.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	7	8.1%			7.1%		
Kansas							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	8.5%			1.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	3.8%			0.8%		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	7	3.2%			0.3%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	9	1.5%			1.1%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	12	1.7%		0.9%	2.4%	5.3%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	4.9%			0.0%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	-2.4%			1.7%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	-2.2%			0.8%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	25	1.7%	-5.8%	0.0%	1.2%	5.1%	6.7%
Top Finance Position	10	4.2%		1.2%	3.3%	5.7%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	20	3.0%	-5.4%	-1.2%	1.3%	9.6%	13.1%
Top Development Position	5	9.2%			9.1%		
Top Finance Position	10	6.8%		3.0%	4.7%	7.6%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	6.8%			6.6%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	8	2.9%			2.1%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	6	0.1%			2.0%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	7	-2.1%			1.0%		
Top Finance Position	5	3.1%			1.2%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	5	3.6%			4.1%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	12	1.5%		1.3%	3.2%	5.0%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	24	7.5%	-2.9%	2.8%	6.8%	14.4%	17.5%
Top Administrative Position	6	4.8%			3.8%		
Top Finance Position	19	2.1%		-0.3%	2.8%	5.7%	
Top Operations Position	6	-3.7%			-4.6%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	10	2.3%		-1.5%	2.1%	2.9%	
Top Administrative Position	8	7.5%			8.5%		
Top Finance Position	8	3.7%			4.3%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	5	7.2%			7.2%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	13	1.0%		-1.9%	2.3%	7.8%	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	3.1%			3.3%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	49	4.2%	-1.9%	0.0%	2.7%	6.7%	13.3%
Top Finance Position	10	5.3%		3.7%	4.6%	6.0%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	15	3.4%		-0.4%	1.9%	6.8%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	9	1.8%			3.8%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	16	-0.5%		-7.5%	4.5%	8.2%	
Top Finance Position	5	0.5%			0.0%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	22	2.5%	-0.9%	0.1%	2.4%	4.6%	6.1%
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	8.4%			4.5%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	15	3.9%		0.5%	4.8%	7.8%	
Top Finance Position	7	1.6%			2.0%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	5	-3.4%			0.0%		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	5	3.1%			2.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	19	2.3%		-1.4%	3.8%	7.4%	
Top Finance Position	10	3.2%		0.6%	2.3%	3.8%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	11	1.4%		-2.0%	3.7%	6.2%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	8	-0.1%			1.0%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	14	6.6%		1.7%	7.3%	9.5%	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	0.3%			2.1%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	19	3.5%		0.0%	2.7%	5.1%	
Youth Development: Youth Development Programs							
CEO/Executive Director	8	6.6%			2.7%		
Kentucky							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	8	1.9%			0.6%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	9	2.1%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	15	1.9%		-0.7%	2.8%	3.6%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	10	2.7%		0.3%	1.7%	4.4%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	10	0.2%		-1.2%	-0.2%	0.8%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	14	-0.8%		-4.2%	1.4%	3.1%	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	5.1%			5.0%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	7.8%			7.1%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	8	6.4%			5.0%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	2.7%			3.7%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	26	3.4%	-0.4%	0.0%	2.0%	5.2%	9.4%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	17	1.5%		0.0%	0.8%	1.6%	
Top Development Position	6	1.9%			1.9%		
Top Education Position	8	3.6%			3.5%		
Top Finance Position	11	3.6%		-0.1%	1.1%	9.4%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	2.6%			3.2%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	6	2.0%			0.9%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	8	-1.2%			-0.8%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	11	8.3%		1.7%	7.9%	13.5%	
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	6.4%			2.9%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	25	4.7%	-6.5%	-1.4%	4.2%	9.2%	15.6%
Top Finance Position	19	2.1%		-3.6%	3.1%	6.7%	
Top Operations Position	6	2.5%			3.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	3.3%			3.6%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	15	4.7%		1.0%	4.5%	6.3%	
Top Finance Position	5	2.6%			1.1%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	4.1%			3.0%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	32	4.2%	-1.6%	0.0%	2.2%	7.8%	14.2%
Top Finance Position	6	5.8%			4.7%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	20	3.2%	-7.9%	-0.8%	1.2%	9.6%	12.7%
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	8	1.2%			1.0%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	18	5.3%		1.7%	5.5%	8.6%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	40	2.4%	-3.8%	-0.1%	2.1%	4.7%	10.0%
Top Finance Position	11	2.7%		0.7%	2.9%	3.8%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	-0.8%			0.8%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	12	2.4%		0.0%	1.4%	3.3%	
Top Finance Position	5	3.6%			2.3%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	10	2.6%		0.5%	2.9%	6.8%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	7.1%			4.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	6.6%			6.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	23	1.0%	-8.2%	-0.5%	0.1%	4.6%	9.5%
Youth Development: Youth Development Programs							
CEO/Executive Director	9	5.2%			5.4%		
Louisiana							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	17	4.7%		0.0%	3.1%	10.7%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	7	4.2%			1.9%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	9	-3.1%			0.1%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	13	1.4%		-0.1%	0.0%	1.6%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	16	3.5%		-0.9%	0.0%	9.9%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	10	4.1%		0.1%	1.3%	5.4%	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	3.8%			2.1%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	6	6.1%			4.3%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	17.8%			18.0%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	6.7%			7.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	14	0.8%		-1.3%	0.8%	6.0%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	51	5.2%	-0.8%	0.0%	4.8%	10.1%	13.7%
Top Finance Position	12	2.0%		-1.4%	3.3%	6.2%	
Top Operations Position	5	6.8%			2.0%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	2.4%			0.2%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	16	2.8%		-0.8%	1.3%	8.6%	
Top Finance Position	6	3.4%			3.0%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	3.2%			0.0%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	6	-1.7%			-1.8%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	13	1.2%		-0.5%	0.9%	3.0%	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	20	5.3%	-6.5%	0.3%	5.8%	9.3%	16.7%
Top Finance Position	9	-1.6%			2.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	12	6.8%		1.2%	4.7%	9.7%	
Top Finance Position	8	2.8%			2.9%		
Top Operations Position	6	4.2%			3.6%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	13	2.2%		-2.4%	0.0%	7.4%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	42	1.3%	-5.9%	-0.8%	1.1%	3.9%	11.4%
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	17	-1.2%		-2.2%	0.3%	3.2%	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	-1.5%			0.0%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	14	4.1%		-0.8%	2.8%	8.4%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	33	4.2%	-4.0%	0.0%	3.6%	9.0%	11.9%
Top Finance Position	9	6.8%			5.6%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	0.9%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	0.2%			0.5%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	1.0%			0.1%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	8	8.0%			6.9%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	11	2.1%		-1.9%	1.4%	6.6%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	7	0.9%			3.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	36	-0.2%	-9.6%	-4.5%	0.0%	3.8%	10.0%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	0.5%			3.6%		
Youth Development: Scouting							
CEO/Executive Director	7	5.3%			6.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	16	3.4%		-0.2%	5.0%	10.3%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	6.7%			4.5%		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	7	9.5%			4.0%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	7	5.0%			7.6%		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	8	1.5%			0.0%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	13	0.1%		-0.5%	1.7%	3.5%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	15	5.5%		-0.5%	1.9%	9.2%	
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	5	1.6%			1.1%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	4.7%			3.3%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	6	5.2%			6.4%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	4.8%			6.1%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	32	4.4%	-4.5%	0.5%	3.3%	7.1%	16.2%
Top Finance Position	14	5.1%		3.4%	4.8%	8.4%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	5.0%			3.4%		
Top Finance Position	5	6.9%			4.0%		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	8	5.5%			3.5%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	4.3%			0.2%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	28	5.1%	-0.6%	1.5%	4.2%	7.6%	15.8%
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	5	2.5%			7.4%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	2.8%			3.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	12	3.7%		0.5%	2.7%	9.0%	
Top Finance Position	5	4.0%			4.4%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	13	7.4%		3.1%	7.4%	9.6%	
Top Finance Position	14	5.6%		0.5%	3.5%	9.6%	
Top Operations Position	5	8.6%			11.2%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	6	8.6%			10.0%		
Top Finance Position	5	8.0%			3.2%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	8	5.6%			9.6%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	15	4.4%		2.0%	4.0%	7.5%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	20	3.0%	-4.9%	-0.9%	2.9%	7.9%	11.6%
Top Finance Position	8	8.7%			6.6%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	11	2.6%		0.2%	1.7%	2.9%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	12	5.2%		2.1%	4.0%	10.4%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	22	3.2%	-2.9%	-1.0%	2.6%	5.1%	9.8%
Top Finance Position	8	2.3%			3.1%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	4.2%			4.7%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	2.8%			1.0%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	13	3.3%		0.1%	3.6%	11.1%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	15	4.1%		-0.6%	5.2%	9.1%	
Top Finance Position	8	5.8%			4.8%		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	5	-0.6%			1.8%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	-0.3%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	10.7%			10.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	-1.0%			0.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	14	5.8%		0.0%	5.7%	10.9%	
Maryland							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	18	7.5%		1.9%	4.5%	10.4%	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	6	1.5%			1.1%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	22	3.9%	-3.5%	0.0%	4.8%	8.3%	11.6%
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	16	2.8%		0.0%	1.4%	4.0%	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	14	1.6%		0.2%	2.4%	4.0%	
Top Finance Position	5	3.3%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	13	-2.0%		-7.5%	-1.4%	4.0%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	22	5.7%	0.0%	0.4%	2.2%	7.8%	20.8%
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	5	5.0%			2.9%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	12	3.0%		-0.2%	1.6%	5.2%	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	6	3.0%			2.2%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	9	1.6%			2.7%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	26	0.8%	-7.6%	-0.2%	1.7%	4.5%	9.2%
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	9	0.1%			0.0%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	5	-0.1%			1.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	-0.6%			-1.1%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	12	3.8%		0.9%	3.1%	7.0%	
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	7	6.3%			4.4%		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	7	2.8%			3.1%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	4.4%			5.5%		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	6	8.7%			5.1%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	10	-1.0%		-4.0%	1.2%	4.4%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	18	5.0%		0.0%	3.6%	11.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	102	3.5%	-4.5%	0.0%	3.0%	7.2%	12.0%
Top Business Position	11	4.7%		0.2%	3.3%	6.5%	
Top Development Position	11	4.7%		1.6%	2.8%	6.7%	
Top Education Position	5	9.8%			4.9%		
Top Finance Position	31	4.9%	-2.9%	1.0%	5.0%	7.3%	10.8%
Top Operations Position	10	0.0%		-3.7%	1.1%	4.5%	
Top Technology Position	7	2.5%			1.4%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	11	2.2%		-0.8%	3.2%	5.1%	
Top Education Position	5	5.8%			4.6%		
Top Finance Position	10	-1.8%		-2.0%	-0.2%	2.1%	
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	7	3.6%			4.6%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	26	2.9%	-3.5%	-0.4%	2.2%	6.0%	10.8%
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	8	5.2%			3.8%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	12	0.6%		0.0%	0.8%	4.6%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	10	5.3%		0.0%	4.3%	11.2%	
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	8	2.6%			1.5%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	16	1.7%		-0.6%	1.8%	3.4%	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	8	3.0%			3.0%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	5	-1.0%			2.6%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	13	3.8%		-1.0%	2.2%	6.9%	
Top Finance Position	8	3.4%			3.2%		
Top Operations Position	5	-1.6%			2.7%		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	5	-0.1%			2.4%		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	5	4.5%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	10	7.8%		-1.5%	7.1%	16.0%	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	22	2.9%	-7.1%	-0.4%	2.8%	9.3%	13.1%
Top Development Position	6	9.8%			9.6%		
Top Finance Position	15	3.5%		1.0%	4.0%	8.4%	
Top Human Resources Position	6	2.6%			3.8%		
Top Operations Position	9	6.4%			6.4%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	10	5.3%		1.4%	3.5%	6.0%	
Top Finance Position	6	3.9%			4.9%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	7	-0.1%			0.0%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	20	0.7%	-6.3%	-0.1%	0.9%	3.6%	8.5%
Top Finance Position	5	1.1%			2.4%		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	8	-1.4%			1.5%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	22	7.6%	0.0%	1.8%	7.5%	12.5%	19.4%
Top Finance Position	7	6.5%			6.2%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Housing, Shelter: Housing Support							
CEO/Executive Director	11	1.7%		-0.2%	1.5%	4.5%	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	9	1.5%			1.8%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	53	3.7%	-7.1%	-0.4%	3.0%	9.1%	17.8%
Top Finance Position	21	4.8%	-6.7%	0.5%	3.6%	8.5%	15.8%
Top Operations Position	6	5.0%			2.5%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	39	2.5%	-7.9%	0.0%	2.2%	4.7%	15.9%
Top Finance Position	9	5.0%			7.7%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	3.9%			3.2%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	16	3.3%		0.0%	2.8%	6.0%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	48	4.9%	-0.6%	0.0%	3.4%	8.6%	14.9%
Top Finance Position	13	8.2%		4.1%	5.7%	10.7%	
Top Operations Position	6	4.9%			6.6%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	10	10.7%		7.7%	10.9%	13.1%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	47	3.8%	-4.1%	-2.5%	3.1%	9.5%	12.1%
Top Finance Position	16	4.4%		-1.1%	2.2%	10.7%	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	8	4.4%			3.4%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	9	1.8%			-0.5%		
Medical Research: Service and Other							
CEO/Executive Director	9	1.4%			4.1%		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	5	2.2%			1.2%		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	6	0.2%			0.6%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	30	2.5%	-6.7%	-1.3%	2.2%	8.1%	12.2%
Top Finance Position	7	5.9%			6.0%		
Top Operations Position	5	2.1%			-0.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	11	5.8%		1.2%	4.0%	6.6%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	16	3.2%		-1.0%	2.1%	4.1%	
Mutual/Membership Benefit Organizations, Other: Service and Other							
CEO/Executive Director	5	-1.6%			4.5%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	8	-0.8%			1.6%		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	9	3.6%			2.6%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	24	2.5%	-9.8%	-0.6%	1.1%	6.6%	18.2%
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	27	1.0%	-9.4%	-0.2%	2.1%	5.7%	8.9%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	4.9%			2.6%		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	7	5.7%			4.7%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	1.8%			1.7%		
Youth Development: Youth Development Programs							
CEO/Executive Director	23	4.6%	-10.4%	0.8%	3.7%	11.5%	13.8%
Massachusetts							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	20	7.3%	0.0%	1.0%	7.6%	9.6%	20.7%
Top Finance Position	5	-0.8%			0.0%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	33	2.7%	-4.5%	0.0%	1.5%	6.7%	11.9%
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	7	2.8%			4.1%		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	14	3.4%		0.2%	2.0%	5.7%	
Arts, Culture, and Humanities: Humanities							
CEO/Executive Director	5	7.4%			9.5%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	63	3.9%	-3.9%	0.0%	2.9%	6.6%	12.4%
Top Finance Position	6	0.8%			1.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	31	1.8%	-7.4%	-3.4%	1.9%	6.0%	13.0%
Top Development Position	5	2.6%			1.6%		
Top Finance Position	13	0.0%		-0.6%	1.6%	3.7%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	52	2.9%	-5.7%	-0.4%	1.9%	5.8%	11.5%
Top Administrative Position	5	0.8%			2.7%		
Top Development Position	5	4.2%			2.9%		
Top Finance Position	10	4.6%		0.6%	2.8%	7.4%	
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	8	3.2%			2.6%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	18	4.1%		1.1%	3.8%	5.7%	
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	12	9.6%		8.2%	11.2%	15.6%	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	5	5.8%			3.9%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	7	5.7%			3.6%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	28	4.8%	-1.5%	0.0%	4.6%	7.8%	10.9%
Top Finance Position	5	6.6%			2.8%		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	3.8%			4.6%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	17	6.6%		1.6%	5.3%	10.9%	
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	6	5.1%			4.1%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	9	1.5%			0.0%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	9	5.2%			3.9%		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	4.3%			2.8%		
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	5	2.4%			2.9%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	6	7.5%			8.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	9	3.5%			3.5%		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	6	5.7%			2.5%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	14	1.7%		-1.4%	0.1%	4.8%	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	17	3.5%		-1.1%	2.8%	7.4%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	24	3.8%	-4.5%	-0.2%	2.1%	8.1%	14.2%
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	51	3.5%	-3.8%	0.0%	2.7%	6.0%	12.1%
Top Finance Position	6	9.3%			12.5%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	171	2.9%	-6.1%	-0.8%	2.0%	7.5%	12.4%
Top Business Position	10	-3.2%		-7.7%	-1.8%	1.1%	
Top Development Position	36	2.7%	-6.8%	1.3%	2.8%	5.5%	10.7%
Top Finance Position	59	3.9%	-3.6%	1.2%	4.2%	8.4%	14.6%
Top Operations Position	22	6.6%	-1.9%	2.6%	5.1%	10.3%	15.7%
Top Program Position	8	0.9%			-0.5%		
Top Technology Position	11	4.2%		2.7%	3.8%	5.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	37	3.2%	-7.3%	-1.7%	3.2%	8.3%	17.7%
Top Administrative Position	9	1.8%			2.8%		
Top Development Position	18	4.7%		2.9%	4.3%	8.3%	
Top Education Position	16	1.5%		-2.3%	3.9%	6.0%	
Top Finance Position	24	4.7%	-7.3%	1.1%	4.6%	8.7%	13.5%
Top Legal Position	8	6.1%			4.1%		
Top Operations Position	5	4.4%			3.6%		
Top Technology Position	10	1.7%		-0.2%	2.4%	3.7%	
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	13	4.0%		0.0%	3.2%	5.2%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	29	2.9%	-6.8%	0.0%	3.8%	7.2%	12.9%
Top Finance Position	5	4.6%			3.0%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	16	0.9%		-2.8%	0.8%	5.3%	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	20	0.7%	-4.0%	-0.4%	0.6%	2.8%	4.4%
Top Education Position	5	4.0%			3.2%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	7	3.8%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	5	9.1%			8.8%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	42	2.9%	-6.8%	0.0%	3.7%	7.7%	9.8%
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	20	4.9%	-1.2%	0.0%	3.1%	7.6%	16.5%
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	14	7.5%		2.5%	7.6%	11.8%	
Food, Agriculture, and Nutrition: Food, Agriculture, & Nutrition N.E.C.							
CEO/Executive Director	5	2.1%			2.1%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	25	2.5%	-8.2%	0.8%	2.2%	7.1%	13.4%
Top Finance Position	17	7.5%		3.0%	5.1%	11.0%	
Top Operations Position	9	2.0%			3.4%		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	8	1.0%			2.2%		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	7	5.5%			1.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	10	1.9%		-5.4%	1.9%	8.0%	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	25	4.8%	-2.2%	0.6%	4.7%	8.9%	12.1%
Top Finance Position	20	5.1%	-4.3%	-1.1%	4.3%	9.3%	14.5%
Top Human Resources Position	8	7.0%			6.0%		
Top Operations Position	10	0.7%		-1.0%	0.1%	3.2%	
Top Technology Position	12	4.1%		-1.4%	2.1%	12.2%	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	19	1.8%		-2.4%	2.9%	5.0%	
Top Administrative Position	18	4.6%		-2.7%	3.8%	11.2%	
Top Finance Position	11	6.1%		2.8%	6.2%	8.6%	
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	6	5.0%			4.4%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	15	1.9%		-3.5%	3.1%	8.9%	
Top Finance Position	9	2.4%			4.2%		
Top Operations Position	6	9.7%			10.1%		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	8	8.3%			8.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	52	5.2%	-3.6%	-1.0%	4.8%	9.5%	16.5%
Top Finance Position	13	4.9%		0.8%	4.6%	7.7%	
Housing, Shelter: Housing Support							
CEO/Executive Director	7	4.9%			4.3%		
Housing, Shelter: Service and Other							
CEO/Executive Director	6	6.9%			6.9%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	15	3.2%		0.1%	1.6%	4.0%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	107	3.2%	-4.8%	0.0%	2.5%	7.0%	13.2%
Top Development Position	6	3.8%			3.2%		
Top Finance Position	49	4.3%	-5.4%	0.2%	4.1%	10.0%	14.7%
Top Human Resources Position	6	2.0%			3.6%		
Top Operations Position	16	5.5%		0.7%	4.0%	8.3%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	90	4.4%	-2.3%	1.3%	4.1%	7.4%	12.3%
Top Finance Position	16	4.0%		0.4%	2.9%	5.5%	
Top Operations Position	8	4.3%			3.2%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	9	6.6%			5.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	36	0.4%	-8.0%	-2.1%	0.0%	3.3%	7.6%
Top Finance Position	10	-1.4%		-3.1%	-0.3%	4.0%	
Top Operations Position	5	1.9%			0.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	74	3.8%	-4.6%	0.0%	3.4%	7.9%	14.4%
Top Finance Position	34	3.3%	-7.0%	1.6%	3.7%	6.3%	12.0%
Top Operations Position	14	5.1%		3.5%	6.1%	8.3%	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	21	3.9%	-4.2%	0.0%	4.0%	5.3%	16.4%
Top Finance Position	6	3.8%			3.0%		
Top Operations Position	5	4.1%			3.9%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	9	1.3%			0.6%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	38	2.2%	-5.0%	-0.1%	2.3%	6.1%	10.7%
Top Finance Position	12	4.5%		-0.4%	4.1%	11.4%	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	10	3.6%		-1.3%	1.3%	11.2%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	8	2.2%			0.0%		
Top Finance Position	6	12.5%			11.8%		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	7	4.0%			2.1%		
International, Foreign Affairs, and National Security: Service and Other							
CEO/Executive Director	5	2.9%			5.4%		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	7	0.3%			-1.7%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	24	2.8%	-12.1%	-1.9%	0.6%	8.0%	19.1%
Top Finance Position	10	8.0%		2.5%	4.6%	13.0%	
Top Operations Position	6	8.4%			7.1%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	15	2.5%		-0.1%	1.5%	4.0%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	1.9%			2.0%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	6	3.2%			1.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	5	7.2%			6.1%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	19	3.6%		0.9%	3.6%	8.8%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	7.4%			5.6%		
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	6	0.1%			1.8%		
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	5	-1.1%			0.0%		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	7	1.5%			5.2%		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	9	4.4%			3.7%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	18	3.8%		0.2%	2.7%	10.2%	
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	5	4.3%			3.4%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	0.1%			-0.2%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	7	4.7%			4.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	15	4.4%		-0.3%	0.0%	9.2%	
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	5	6.5%			5.5%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	-0.9%			-0.1%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	9	3.6%			2.5%		
Youth Development: Service and Other							
CEO/Executive Director	6	2.2%			6.4%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	29	3.7%	-5.3%	0.3%	2.5%	6.5%	9.9%
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	-1.0%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Youth Development: Youth Development Programs							
CEO/Executive Director	47	2.9%	-8.7%	-1.4%	3.2%	7.6%	15.2%
Michigan							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	21	2.3%	-10.1%	-0.1%	0.0%	6.8%	12.9%
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	28	4.3%	-3.5%	0.4%	4.1%	9.3%	15.3%
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	7	2.3%			0.8%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	14	2.0%		-0.8%	1.2%	7.1%	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	21	2.4%	-11.6%	0.0%	1.6%	6.4%	13.9%
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	36	1.3%	-6.7%	-1.8%	0.5%	6.5%	10.7%
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	9	0.9%			2.7%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	7	8.4%			7.2%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	8	9.8%			10.4%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	26	1.0%	-6.4%	-0.3%	2.0%	4.3%	7.3%
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	0.2%			0.3%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	18	2.8%		0.0%	1.0%	5.3%	
Top Operations Position	5	6.1%			11.9%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	10	1.4%		-1.0%	1.2%	2.8%	
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	7	5.9%			3.6%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	13	4.0%		2.0%	3.3%	4.1%	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	10	4.0%		1.1%	2.4%	6.2%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	5	3.6%			3.6%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	8	1.1%			1.1%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	13	4.5%		0.0%	2.3%	4.8%	
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	10	-0.7%		-5.0%	0.0%	2.8%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	-0.7%			2.2%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	14	5.5%		1.4%	3.7%	7.1%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	60	3.8%	-7.1%	-0.6%	3.4%	8.6%	18.0%
Top Administrative Position	8	6.6%			5.5%		
Top Finance Position	14	-1.8%		-11.8%	0.0%	3.4%	
Top Operations Position	5	3.6%			3.1%		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	7	0.9%			2.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	22	4.3%	-1.4%	0.0%	2.4%	7.0%	13.6%
Top Development Position	9	4.1%			3.8%		
Top Education Position	5	4.8%			5.6%		
Top Finance Position	9	4.1%			2.6%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	33	2.5%	-4.9%	0.4%	3.4%	7.2%	10.1%
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	7	1.7%			0.5%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	16	3.6%		-2.9%	4.8%	10.3%	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	12	4.1%		-0.4%	4.6%	5.2%	
Top Finance Position	5	4.3%			5.4%		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	6	-0.6%			2.5%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	19	2.2%		-0.9%	2.7%	6.3%	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	9	5.3%			3.9%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	19	2.2%		-0.5%	3.1%	7.0%	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	25	3.0%	-7.0%	-0.6%	2.9%	5.8%	10.9%
Top Finance Position	14	4.1%		-1.0%	1.4%	7.2%	
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	6	1.1%			1.0%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	23	5.7%	-2.0%	0.0%	3.0%	10.7%	15.3%
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	41	1.8%	-11.2%	-4.7%	2.6%	7.3%	17.1%
Top Finance Position	33	3.1%	-11.0%	-1.7%	2.4%	8.4%	16.6%
Top Human Resources Position	6	8.8%			8.1%		
Top Operations Position	11	2.9%		-2.7%	2.4%	11.2%	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	16	5.6%		1.4%	6.0%	9.3%	
Top Administrative Position	7	-0.3%			0.0%		
Top Finance Position	7	1.5%			2.4%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	8	5.5%			5.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	5	-3.0%			0.0%		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	5	11.1%			13.6%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	43	3.5%	-6.8%	-1.9%	3.0%	8.1%	16.3%
Top Administrative Position	11	0.0%		-1.9%	-0.3%	1.2%	
Top Finance Position	7	3.8%			5.1%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	16	1.5%		-2.0%	1.3%	4.2%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	95	4.1%	-3.3%	0.0%	3.3%	7.7%	11.7%
Top Finance Position	21	6.1%	0.0%	0.8%	5.7%	8.8%	16.0%
Top Operations Position	8	5.6%			4.8%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	44	2.7%	-5.9%	-3.6%	2.1%	7.3%	14.3%
Top Finance Position	10	3.4%		-0.9%	2.9%	5.1%	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	10	-1.1%		-6.9%	1.1%	4.5%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	42	3.3%	-5.2%	-0.8%	1.9%	5.0%	17.1%
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	79	2.8%	-7.1%	0.0%	2.7%	7.4%	14.4%
Top Finance Position	22	1.7%	-7.3%	-1.2%	2.1%	5.1%	8.6%
Top Operations Position	5	4.1%			1.1%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	12	0.5%		-5.8%	3.0%	9.2%	
Top Finance Position	5	3.6%			0.0%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	10	4.5%		0.2%	2.1%	6.1%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	64	2.5%	-6.5%	-1.4%	1.1%	6.7%	14.7%
Top Administrative Position	6	4.7%			4.8%		
Top Finance Position	23	2.9%	-4.5%	0.3%	3.0%	5.4%	12.5%
Top Operations Position	9	3.5%			1.9%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	19	2.8%		-1.9%	2.9%	6.5%	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	11	2.2%		-0.5%	0.0%	6.7%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	5	1.8%			0.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	34	4.8%	-5.6%	-0.1%	3.0%	12.6%	15.3%
Top Finance Position	9	5.2%			4.0%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	20	4.4%	-3.1%	0.0%	3.9%	10.0%	14.9%
Top Finance Position	7	7.3%			6.5%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	16	0.7%		-0.1%	0.4%	4.8%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	41	5.9%	0.0%	2.0%	4.2%	10.0%	11.6%
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	9	3.9%			4.0%		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	8	4.0%			1.4%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	13	0.7%		-4.3%	0.0%	6.7%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	13	1.8%		-1.9%	1.9%	5.0%	
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	6	3.3%			3.7%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	73	2.2%	-5.4%	0.0%	0.8%	6.3%	12.0%
Top Finance Position	8	5.6%			4.0%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	9	5.3%			5.4%		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	10	7.7%		1.2%	5.0%	12.7%	
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	9	6.4%			4.1%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	9	-3.1%			0.6%		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	4.0%			4.3%		
Youth Development: Youth Development Programs							
CEO/Executive Director	27	4.1%	-3.1%	0.2%	4.2%	8.6%	12.9%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	14	3.2%		-2.1%	2.3%	12.1%	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	7	9.4%			10.8%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	40	2.8%	-6.9%	-1.9%	2.1%	4.9%	16.2%
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	5	8.6%			2.7%		
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	7	5.6%			2.7%		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	9	4.8%			5.9%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	21	2.5%	-12.1%	-7.0%	2.4%	12.5%	21.7%
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	16	3.3%		-0.2%	3.4%	9.7%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	38	2.2%	-8.2%	-0.4%	1.8%	6.3%	11.8%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	9	0.3%			2.7%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	9	5.1%			3.1%		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	6	-0.1%			1.5%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	8	-1.8%			3.9%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	33	3.9%	-4.9%	0.2%	3.1%	7.7%	13.9%
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	7	4.4%			3.0%		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	7	1.0%			2.8%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	12	6.6%		3.4%	5.0%	8.6%	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	9	6.3%			5.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	4.4%			5.1%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	2.1%			3.1%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	9	3.8%			2.3%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	10	4.2%		-2.1%	3.3%	5.9%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	103	3.9%	-6.4%	0.0%	3.6%	10.5%	15.4%
Top Administrative Position	6	1.5%			1.2%		
Top Business Position	11	3.6%		-4.6%	3.0%	7.8%	
Top Finance Position	20	3.7%	-17.2%	0.7%	5.7%	12.6%	17.2%
Top Operations Position	9	2.2%			3.6%		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	6	3.6%			6.3%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	19	3.6%		1.7%	3.3%	4.4%	
Top Development Position	9	1.7%			2.3%		
Top Education Position	6	4.9%			4.0%		
Top Finance Position	12	4.5%		1.9%	3.1%	5.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	6	0.0%			1.9%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	19	3.3%		0.2%	1.9%	9.2%	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	7	2.9%			0.0%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	14	3.0%		-0.4%	3.8%	5.0%	
Top Finance Position	6	3.2%			4.4%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	19	5.7%		2.3%	3.4%	7.9%	
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	5	-1.7%			-1.6%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	14	5.2%		2.4%	3.7%	10.0%	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	11	7.5%		1.9%	4.3%	11.2%	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	17	5.4%		2.7%	4.2%	9.8%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	21	4.7%	-4.8%	0.0%	2.0%	6.4%	16.9%
Top Finance Position	7	-0.9%			3.7%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	9	0.4%			1.8%		
Top Finance Position	6	4.6%			4.4%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	27	6.2%	-1.1%	1.0%	4.6%	9.7%	15.9%
Top Finance Position	22	2.8%	-3.4%	-0.9%	2.4%	4.5%	9.0%
Top Human Resources Position	6	9.7%			8.3%		
Top Operations Position	5	7.9%			6.6%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	14	6.9%		2.8%	3.6%	12.0%	
Top Administrative Position	14	2.8%		-0.7%	2.5%	4.7%	
Top Finance Position	9	7.5%			6.3%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	6	2.8%			0.4%		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	-0.9%			-0.2%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	8	6.5%			4.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	7	6.4%			6.4%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	31	3.2%	-7.8%	-0.4%	3.5%	7.9%	11.8%
Top Finance Position	9	3.9%			3.5%		
Housing, Shelter: Housing Support							
CEO/Executive Director	6	5.8%			3.2%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	10	6.1%		1.9%	6.3%	8.7%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	87	3.3%	-3.6%	-0.3%	2.4%	6.6%	11.0%
Top Finance Position	18	3.3%		-1.1%	2.0%	4.8%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	38	4.8%	-4.2%	0.0%	3.3%	10.3%	14.3%
Top Finance Position	6	6.0%			6.2%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	16	5.3%		2.2%	2.8%	5.8%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	41	4.0%	-5.8%	-0.1%	3.8%	7.4%	13.7%
Top Finance Position	9	1.5%			2.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	61	2.3%	-3.0%	0.0%	2.7%	5.2%	8.4%
Top Finance Position	16	6.6%		0.4%	5.3%	11.4%	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	19	3.7%		0.8%	4.8%	7.5%	
Top Finance Position	7	3.4%			4.1%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	-2.1%			-0.6%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	31	2.2%	-3.9%	-0.3%	2.1%	4.8%	9.3%
Top Administrative Position	10	3.6%		0.6%	4.8%	6.2%	
Top Finance Position	9	4.7%			3.5%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	9	7.6%			4.0%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	15	5.1%		1.5%	3.7%	8.8%	
International, Foreign Affairs, and National Security: International Human Rights							
CEO/Executive Director	5	-12.3%			-17.7%		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	5	6.8%			6.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	24	6.7%	-0.5%	1.8%	6.2%	10.2%	16.7%
Top Finance Position	7	1.3%			3.4%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	18	4.0%		0.1%	4.2%	7.6%	
Top Finance Position	5	11.2%			5.9%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	12	5.2%		-0.6%	4.0%	7.4%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	24	6.6%	0.0%	2.2%	5.1%	9.7%	15.4%
Top Finance Position	8	6.4%			5.7%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	7	10.6%			7.2%		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	6	6.7%			6.8%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	21	4.8%	0.0%	1.8%	3.4%	7.4%	11.8%
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	45	2.9%	-5.1%	0.0%	2.1%	9.2%	13.7%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	9	-3.4%			0.0%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	3.2%			3.5%		
Youth Development: Scouting							
CEO/Executive Director	6	3.6%			3.6%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	11.2%			14.1%		
Youth Development: Youth Development Programs							
CEO/Executive Director	33	4.1%	-1.2%	1.5%	4.0%	7.0%	9.8%

Mississippi

Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	0.8%			0.0%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	2.7%			1.4%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	10	-0.5%		0.0%	0.3%	7.5%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	9	2.2%			4.0%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	3.7%			2.3%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	19	3.7%		0.0%	1.5%	7.2%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	3.3%			2.9%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	1.1%			1.4%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	15	-0.8%		-0.9%	0.9%	3.0%	
Top Finance Position	10	4.9%		0.4%	4.0%	5.1%	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	8	4.4%			0.8%		
Top Finance Position	7	-1.2%			0.3%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	9	0.2%			0.4%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	1.6%			1.4%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	3.8%			2.0%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	0.6%		-0.6%	0.0%	1.2%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	8	3.7%			1.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	19	2.9%		-0.2%	1.4%	3.9%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	6.5%			7.5%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	2.0%			0.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	24	0.1%	-12.4%	-5.0%	0.1%	4.0%	6.9%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	11	2.9%		0.0%	0.0%	4.7%	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	15	1.9%		-1.7%	1.4%	4.9%	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	7	-1.0%			0.0%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	7	0.5%			0.8%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	18	5.1%		0.2%	3.2%	6.7%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	28	1.4%	-7.1%	-2.2%	2.4%	6.3%	11.8%
Top Finance Position	5	2.2%			1.3%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	6	3.0%			2.6%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	26	4.3%	-1.6%	0.0%	2.8%	10.1%	12.8%
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	-4.1%			0.4%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	6	5.8%			2.8%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	8	8.0%			4.4%		
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	5	8.7%			5.5%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	5	6.9%			4.8%		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	7	0.4%			0.0%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	7	3.8%			2.5%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	10	4.8%		-0.2%	1.4%	11.8%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	12	-0.1%		-0.4%	1.8%	3.3%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	70	1.8%	-6.8%	0.0%	2.7%	5.2%	8.4%
Top Administrative Position	10	-1.0%		-2.8%	1.0%	3.3%	
Top Finance Position	14	4.9%		2.0%	4.2%	7.3%	
Top Operations Position	5	3.5%			4.0%		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	6	2.7%			3.2%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	21	4.3%	-1.0%	0.0%	3.7%	6.3%	10.8%
Top Education Position	5	6.8%			1.9%		
Top Finance Position	15	4.5%		0.6%	3.1%	6.9%	
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	2.8%			2.0%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	11	3.1%		0.6%	2.6%	6.1%	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	6	2.0%			0.4%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	12	0.2%		-6.4%	0.1%	5.1%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	19	5.9%		0.9%	3.2%	6.9%	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	12	5.9%		0.0%	1.9%	14.1%	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	15	2.1%		-0.4%	2.1%	4.6%	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	21	0.1%	-12.8%	-5.4%	2.2%	5.5%	6.3%
Top Finance Position	11	7.6%		2.8%	5.9%	14.9%	
Top Operations Position	5	3.8%			4.6%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	8	6.3%			8.0%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	29	5.4%	-10.0%	-0.6%	4.6%	11.8%	18.9%
Top Finance Position	19	5.3%		1.8%	4.9%	6.7%	
Top Human Resources Position	8	-1.4%			-1.6%		
Top Operations Position	6	7.7%			9.2%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	11	0.4%		0.0%	2.4%	4.7%	
Top Administrative Position	8	-1.8%			0.0%		
Top Finance Position	10	3.4%		0.7%	3.2%	4.9%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	5	2.1%			0.8%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	11	1.5%		-1.0%	1.6%	6.7%	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	14	6.6%		3.4%	5.9%	8.9%	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	4.3%			4.4%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	72	2.0%	-9.3%	-1.9%	0.4%	5.3%	12.2%
Top Administrative Position	7	6.5%			3.5%		
Top Finance Position	17	7.4%		3.2%	8.8%	12.0%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	33	3.1%	-3.5%	0.0%	2.3%	8.6%	10.9%
Top Finance Position	8	-0.6%			1.5%		
Top Operations Position	7	-1.3%			-0.8%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	15	3.0%		0.3%	1.4%	5.8%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	32	3.3%	-7.4%	-0.4%	4.2%	8.2%	10.0%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	50	2.5%	-4.8%	-0.8%	1.7%	5.7%	10.1%
Top Finance Position	9	0.8%			1.9%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	4.1%			3.7%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	-1.5%			0.6%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	20	0.2%	-9.9%	-1.6%	2.4%	4.4%	6.6%
Top Finance Position	5	4.3%			3.8%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	7	2.6%			1.5%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	5	2.0%			2.4%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	24	3.7%	-2.3%	0.4%	3.9%	6.1%	10.2%
Top Finance Position	13	5.2%		3.4%	7.1%	11.0%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	11	6.1%		3.3%	6.8%	9.8%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	8	4.9%			3.9%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	0.5%			1.1%		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	1.4%			5.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	13	1.7%		-5.3%	0.0%	10.7%	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	3.6%			4.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	48	-0.7%	-18.3%	-3.3%	0.0%	3.7%	11.6%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	10	1.4%		-3.3%	1.4%	7.8%	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	6	0.6%			-0.1%		
Youth Development: Scouting							
CEO/Executive Director	5	4.5%			6.2%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	3.5%			2.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	24	1.8%	-7.3%	-4.2%	0.3%	9.2%	13.9%
Montana							
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	6	3.1%			1.6%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	13	6.4%		2.8%	4.8%	11.6%	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	6	8.9%			5.2%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	8	2.8%			1.3%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	3.4%			5.3%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	4.5%			4.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	-0.8%			0.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	23	2.0%	-7.1%	-3.2%	4.3%	7.3%	8.1%
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	4.4%			2.9%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	3.7%			2.1%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	23	4.9%	-2.4%	0.0%	2.6%	9.7%	17.1%
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
Top Finance Position	5	5.2%			3.8%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	13	2.6%		0.3%	2.9%	6.3%	
Top Finance Position	13	4.3%		1.2%	2.7%	7.6%	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	9	1.0%			3.2%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	-0.1%			0.1%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	23	2.4%	-8.9%	-0.8%	1.9%	8.0%	12.8%
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	15	9.0%		1.6%	7.9%	17.9%	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	6.7%			6.6%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	10	3.0%		-1.4%	3.8%	7.1%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	21	5.9%	0.0%	3.2%	5.4%	7.2%	14.8%
Top Finance Position	7	4.6%			2.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	2.1%			3.1%		
Top Finance Position	5	2.7%			0.7%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	6	-2.2%			-0.6%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	5.6%			6.2%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	-4.8%			-2.2%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	2.2%			1.2%		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	-1.5%			0.0%		
Nebraska							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	12	4.9%		0.3%	2.4%	16.7%	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	6	-0.7%			-0.9%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	9	6.7%			3.7%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	15	4.6%		1.3%	3.5%	7.4%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	8	-1.2%			0.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	11	-0.7%		0.5%	1.7%	4.1%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	3.5%			3.2%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	3.4%			3.6%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	2.4%			1.5%		
Top Education Position	5	-0.8%			-0.8%		
Top Finance Position	5	-1.0%			-0.5%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	13	3.9%		1.9%	2.5%	8.1%	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	10.9%			10.4%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	4.1%			3.0%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	10	0.6%		-1.4%	0.8%	4.6%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	23	4.3%	-5.6%	0.0%	5.9%	8.8%	11.3%
Top Finance Position	20	6.7%	1.4%	2.9%	4.0%	7.2%	19.9%
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	5	-1.4%			-3.9%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	9	4.6%			2.9%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	9.0%			9.5%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	19	1.0%		-1.5%	2.5%	5.7%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	19	3.2%		-0.3%	3.1%	6.2%	
Top Finance Position	6	2.1%			4.5%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	14	6.4%		0.4%	3.9%	12.3%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	16	1.9%		-0.1%	1.5%	5.3%	
Top Finance Position	6	11.6%			10.4%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	7.2%			3.4%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	7.3%			5.8%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	11	4.6%		1.6%	4.3%	7.9%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	1.0%			-0.5%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	9	2.5%			1.9%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	1.5%			1.8%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	12	-0.5%		-8.8%	0.1%	6.4%	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	3.2%			2.8%		
Youth Development: Youth Development Programs							
CEO/Executive Director	9	1.7%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	10.7%			11.2%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	0.8%			0.6%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	1.6%			0.0%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	5.0%			3.4%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	5.7%		0.0%	4.9%	10.2%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	-2.3%			-0.4%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	-1.3%			0.2%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	-0.1%			1.7%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	14	2.7%		0.0%	1.7%	4.5%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	5.7%			3.3%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	9	6.1%			4.3%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	18	6.7%		1.1%	6.9%	9.9%	
Top Finance Position	5	5.6%			5.6%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	10	7.3%		0.7%	3.7%	12.8%	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	3.8%			3.5%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	1.0%			0.0%		
Unknown							
CEO/Executive Director	6	2.1%			2.5%		
Youth Development: Youth Development Programs							
CEO/Executive Director	8	1.9%			4.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	1.2%			2.1%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	10	1.2%		-4.5%	2.1%	5.2%	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	8	0.0%			1.2%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	8	3.2%			1.6%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	12	3.8%		0.3%	1.8%	4.9%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	2.6%			4.1%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	8.2%			6.9%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	29	2.3%	-4.5%	-0.3%	3.0%	6.9%	9.3%
Top Finance Position	9	4.9%			3.4%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	3.9%			5.2%		
Top Finance Position	5	-0.1%			1.5%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	8.5%			9.7%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	8	5.7%			6.9%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	6.2%			6.1%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	9.5%			9.7%		
Top Finance Position	5	5.4%			3.0%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	8	7.0%			6.8%		
Top Finance Position	9	3.3%			1.8%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	13	3.3%		0.0%	3.8%	7.9%	
Top Finance Position	7	8.9%			8.3%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	6	2.0%			2.2%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	11	1.3%		0.0%	4.1%	5.3%	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	4.9%			1.0%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	17	4.7%		1.1%	4.7%	6.2%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	22	2.4%	-3.5%	0.0%	2.4%	4.3%	7.9%
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	11	7.0%		2.9%	5.9%	10.4%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	21	5.0%	-1.5%	1.3%	4.4%	9.4%	12.5%
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	11	2.5%		-1.3%	0.0%	4.4%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	1.9%			3.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	10.4%			7.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	1.9%			0.9%		
Youth Development: Youth Development Programs							
CEO/Executive Director	10	4.4%		2.2%	2.9%	7.5%	
New Jersey							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	13	0.7%		0.0%	0.2%	3.8%	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	20	-0.3%	-9.5%	-1.6%	0.5%	3.5%	9.1%
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	5	5.4%			1.2%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	11	5.4%		1.0%	5.0%	7.0%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	31	3.4%	-4.6%	0.0%	1.0%	8.8%	14.0%
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	9	-0.2%			1.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	17	1.7%		0.0%	1.1%	5.9%	
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	5	6.7%			7.7%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	13	3.0%		1.7%	3.2%	6.6%	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	5	-0.6%			1.6%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	8	4.8%			1.8%		
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	8	3.2%			2.2%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	7	5.8%			5.5%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	17	2.4%		0.0%	1.9%	7.3%	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	5	0.0%			6.7%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	10	3.7%		-0.1%	4.7%	12.3%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	10	-0.1%		-2.9%	0.1%	4.9%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	137	3.6%	-3.4%	0.0%	3.2%	7.5%	14.7%
Top Administrative Position	7	2.9%			3.3%		
Top Business Position	18	4.5%		1.9%	3.7%	7.1%	
Top Development Position	17	5.9%		3.2%	4.6%	7.1%	
Top Education Position	8	3.7%			3.7%		
Top Finance Position	29	3.8%	-3.3%	1.1%	4.1%	6.5%	9.4%
Top Operations Position	5	0.1%			0.0%		
Top Technology Position	5	2.3%			2.8%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	-1.9%			0.2%		
Top Development Position	5	3.5%			3.9%		
Top Education Position	8	1.4%			1.8%		
Top Finance Position	5	1.1%			1.8%		
Top Legal Position	5	7.8%			4.2%		
Top Technology Position	5	1.2%			1.9%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	22	0.6%	-3.1%	-0.1%	0.0%	4.3%	6.9%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	6	3.3%			1.4%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	2.0%			2.0%		
Top Education Position	5	6.7%			6.0%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	9	5.0%			2.4%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	10	2.2%		-0.8%	0.7%	4.6%	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	14	3.3%		0.1%	2.2%	6.0%	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	12	-1.2%		-4.6%	-0.1%	2.6%	
Top Finance Position	6	0.7%			3.5%		
Top Operations Position	5	1.7%			0.0%		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	6	9.3%			9.0%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	14	1.1%		-1.3%	-0.2%	3.6%	
Top Finance Position	6	4.9%			3.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	21	1.5%	-9.1%	-3.7%	1.5%	8.6%	10.6%
Top Finance Position	14	-0.1%		-5.1%	1.5%	5.8%	
Top Human Resources Position	11	-0.4%		-3.7%	1.1%	3.1%	
Top Legal Position	7	2.8%			4.2%		
Top Operations Position	10	2.6%		1.7%	3.6%	5.0%	
Top Technology Position	10	0.2%		-5.0%	0.6%	4.0%	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	14	3.3%		0.6%	2.5%	8.2%	
Top Finance Position	8	4.7%			5.0%		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	4.0%			4.5%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	9	3.7%			3.2%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	24	4.7%	-1.8%	0.0%	3.6%	8.3%	14.6%
Top Finance Position	8	5.6%			5.6%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	11	-0.6%		-4.4%	1.1%	6.1%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	63	2.1%	-3.5%	0.0%	1.4%	4.6%	8.1%
Top Finance Position	13	2.7%		0.0%	4.3%	5.7%	
Top Human Resources Position	5	4.5%			4.9%		
Top Operations Position	5	6.4%			4.6%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	55	3.1%	-3.5%	0.0%	3.0%	6.8%	10.9%
Top Finance Position	15	4.1%		1.3%	3.9%	6.2%	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	7	1.8%			0.0%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	38	3.5%	-2.4%	0.0%	3.3%	7.6%	10.8%
Top Finance Position	8	8.3%			7.4%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	93	3.4%	-3.4%	0.0%	2.1%	6.2%	11.8%
Top Finance Position	31	4.7%	0.4%	1.5%	3.5%	7.2%	12.0%
Top Operations Position	15	1.7%		-1.4%	0.7%	4.2%	
Top Program Position	5	5.8%			1.7%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	14	3.9%		2.0%	3.3%	4.2%	
Top Finance Position	5	1.6%			0.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	-2.0%			-0.6%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	26	4.7%	0.0%	0.0%	4.6%	6.1%	12.1%
Top Finance Position	14	5.2%		2.8%	3.6%	5.0%	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	1.4%			0.1%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	7	5.2%			1.3%		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	9	1.5%			1.4%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	27	1.0%	-6.4%	-2.0%	-0.5%	4.3%	6.8%
Top Finance Position	17	4.6%		-0.8%	5.1%	7.9%	
Top Operations Position	9	1.5%			-0.8%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	27	4.8%	-3.3%	0.6%	4.3%	8.8%	13.0%
Top Finance Position	8	5.9%			2.6%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	8	6.2%			3.5%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	12	2.5%		-0.1%	1.2%	3.2%	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	6	0.4%			1.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	36	1.9%	-3.6%	-0.4%	0.1%	4.5%	12.7%
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	13	0.9%		0.0%	1.5%	6.1%	
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	-2.4%			1.4%		
Youth Development: Scouting							
CEO/Executive Director	5	1.2%			1.3%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	14	3.3%		1.0%	3.1%	6.5%	
Youth Development: Youth Development Programs							
CEO/Executive Director	18	5.2%		0.0%	6.1%	15.0%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	5.6%			6.6%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	10	-1.0%		-5.3%	0.0%	3.9%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	2.1%			2.2%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	6	2.4%			3.1%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	10	-1.1%		-1.6%	0.0%	2.6%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	12	2.8%		1.6%	2.7%	4.7%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	-2.9%			-0.4%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	34	3.2%	-3.2%	-1.8%	0.3%	5.0%	16.1%
Top Finance Position	6	-1.4%			-3.1%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	4.0%			0.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	11	2.7%		-0.5%	3.6%	6.6%	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	6	3.3%			1.9%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	8	0.1%			0.4%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	9	2.1%			1.7%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	6.2%			6.2%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	8.9%			8.6%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	24	5.8%	-2.1%	0.6%	4.4%	9.9%	15.3%
Top Finance Position	6	-1.9%			0.1%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	13	3.0%		-1.4%	1.5%	6.0%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	12	4.2%		-0.1%	2.9%	8.3%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	17	5.6%		1.5%	5.4%	10.7%	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	0.2%			-0.6%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	-0.3%			1.8%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	9.1%			7.4%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	-2.1%			2.7%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	12	5.7%		0.0%	1.8%	9.8%	
Youth Development: Youth Development Programs							
CEO/Executive Director	6	4.6%			5.6%		
New York							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	38	3.3%	-7.8%	-1.3%	3.0%	8.7%	14.8%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	5	7.1%			2.1%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	141	2.5%	-5.0%	0.0%	2.2%	5.6%	11.9%
Top Administrative Position	5	1.5%			1.4%		
Top Development Position	8	-1.6%			0.7%		
Top Finance Position	17	5.3%		0.0%	5.3%	8.6%	
Top Operations Position	7	2.5%			-1.3%		
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	24	2.2%	-1.6%	-0.1%	2.6%	4.2%	5.9%
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	22	2.4%	-4.4%	-0.9%	0.4%	4.8%	15.4%
Top Finance Position	5	0.9%			2.8%		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	50	1.6%	-4.0%	0.0%	1.3%	3.6%	7.2%
Top Finance Position	6	-0.9%			1.3%		
Arts, Culture, and Humanities: Humanities							
CEO/Executive Director	11	1.0%		-2.9%	0.0%	3.6%	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	68	3.5%	-7.7%	-0.2%	2.9%	9.1%	13.6%
Top Finance Position	10	-1.3%		-5.7%	3.3%	7.8%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	76	4.6%	-2.6%	0.0%	3.7%	8.4%	13.7%
Top Development Position	6	3.4%			2.1%		
Top Finance Position	20	4.8%	-0.1%	0.9%	4.2%	7.4%	12.5%
Top Operations Position	5	4.6%			4.3%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	182	2.9%	-6.7%	-1.3%	1.9%	8.4%	14.2%
Top Administrative Position	13	5.5%		2.5%	5.1%	8.2%	
Top Development Position	18	4.2%		-2.1%	4.6%	6.1%	
Top Finance Position	37	2.0%	-7.3%	-1.8%	2.3%	6.0%	9.4%
Top Marketing Position	8	8.0%			5.4%		
Top Operations Position	7	4.8%			3.5%		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	37	3.9%	-2.6%	0.3%	2.7%	6.4%	12.2%
Top Finance Position	9	1.6%			3.5%		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	22	3.5%	-7.0%	0.0%	2.0%	9.4%	14.8%
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	8	5.6%			3.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	45	5.4%	-1.5%	1.2%	4.5%	8.5%	15.8%
Top Development Position	6	2.9%			3.6%		
Top Finance Position	8	6.8%			6.6%		
Top Legal Position	6	3.6%			2.0%		
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	15	3.9%		0.5%	2.7%	4.7%	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	13	1.4%		0.1%	3.0%	6.1%	
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	28	1.0%	-14.4%	-1.7%	3.0%	7.0%	9.3%
Top Finance Position	6	3.8%			2.3%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	88	4.1%	-2.4%	0.0%	3.6%	8.1%	13.5%
Top Finance Position	18	6.0%		0.4%	5.1%	9.9%	
Top Operations Position	7	6.5%			3.2%		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	15	4.0%		-0.1%	1.8%	6.7%	
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	14	3.1%		0.1%	1.2%	6.0%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	51	3.5%	-1.5%	0.1%	2.6%	8.2%	13.2%
Top Finance Position	8	3.5%			4.3%		
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	9	5.2%			3.9%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	21	0.8%	-12.9%	-3.1%	3.2%	4.7%	10.8%
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	7	3.2%			3.2%		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	10	3.0%		0.0%	3.1%	5.3%	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	36	2.8%	-6.2%	0.0%	2.8%	7.3%	12.1%
Top Administrative Position	5	0.0%			1.6%		
Top Finance Position	12	5.1%		3.2%	4.6%	5.2%	
Top Legal Position	16	4.1%		1.4%	4.9%	8.5%	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	12	4.9%		-0.3%	3.7%	8.0%	
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	14	7.0%		2.0%	4.1%	10.8%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	11	4.9%		-0.2%	6.3%	8.4%	
Top Finance Position	7	3.8%			4.3%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	19	3.2%		0.4%	3.0%	10.8%	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	22	6.4%	0.1%	3.0%	5.3%	7.9%	15.3%
Top Finance Position	10	7.5%		2.7%	5.7%	10.0%	
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	10	6.4%		0.9%	5.9%	14.4%	
Top Finance Position	6	3.3%			0.5%		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle, & Bone Diseases							
CEO/Executive Director	7	6.3%			4.6%		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	5	1.9%			2.8%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	39	2.0%	-8.4%	-2.3%	3.4%	7.4%	12.2%
Top Finance Position	6	10.4%			9.5%		
Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C.							
CEO/Executive Director	8	7.3%			7.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	19	2.8%		-1.2%	2.4%	7.8%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	31	4.6%	-1.3%	0.2%	2.9%	9.9%	12.7%
Top Finance Position	8	6.7%			5.8%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	59	3.3%	-5.3%	-0.7%	3.0%	8.4%	13.3%
Top Development Position	8	3.4%			3.5%		
Top Finance Position	11	1.2%		-3.4%	2.8%	7.0%	
Top Operations Position	9	4.7%			5.5%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	320	3.1%	-4.6%	-0.3%	2.9%	7.1%	12.5%
Top Administrative Position	22	3.5%	-2.8%	0.9%	3.5%	7.1%	9.4%
Top Business Position	18	4.4%		1.5%	3.4%	8.6%	
Top Development Position	29	5.3%	2.0%	2.7%	4.7%	6.7%	11.3%
Top Education Position	21	4.6%	-0.7%	0.6%	4.0%	5.6%	14.3%
Top Facilities Position	11	4.2%		1.8%	3.8%	5.9%	
Top Finance Position	113	5.1%	-1.3%	1.8%	4.6%	8.3%	12.7%
Top Human Resources Position	6	3.0%			2.7%		
Top Operations Position	45	6.0%	-1.1%	1.5%	5.3%	10.4%	14.1%
Top PR/Communications Position	5	2.5%			0.1%		
Top Program Position	12	0.8%		0.0%	2.2%	4.6%	
Top Technology Position	12	1.9%		-0.4%	1.5%	5.9%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	7	3.4%			2.8%		
Top Education Position	5	-1.1%			-1.1%		
Top Finance Position	10	6.0%		1.7%	3.2%	10.7%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	63	5.0%	-3.5%	-0.1%	3.1%	10.0%	18.1%
Top Administrative Position	14	3.7%		0.8%	2.1%	6.6%	
Top Development Position	28	1.9%	-9.0%	-4.4%	3.3%	7.0%	12.6%
Top Education Position	29	2.9%	-6.1%	-0.5%	2.5%	5.3%	12.9%
Top Facilities Position	6	-2.2%			-0.7%		
Top Finance Position	51	2.1%	-8.9%	-1.0%	2.9%	5.2%	8.8%
Top Human Resources Position	9	5.0%			3.4%		
Top Legal Position	10	8.3%		2.0%	6.0%	16.5%	
Top Operations Position	11	6.5%		0.5%	5.7%	10.3%	
Top Technology Position	18	2.8%		0.5%	2.9%	4.9%	
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	42	3.7%	-4.8%	0.1%	3.5%	7.9%	15.4%
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	72	3.7%	-4.5%	0.0%	2.8%	7.2%	16.7%
Top Finance Position	20	4.9%	0.8%	2.2%	4.8%	7.3%	10.0%
Top Operations Position	12	4.2%		-0.3%	4.4%	8.6%	
Top Technology Position	5	6.1%			4.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	40	3.4%	-3.9%	0.3%	2.5%	5.5%	12.3%
Top Finance Position	10	7.0%		3.9%	4.4%	9.5%	
Top Operations Position	5	3.7%			1.6%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	28	4.5%	0.3%	1.2%	4.3%	6.5%	13.8%
Top Education Position	10	3.3%		2.0%	2.8%	4.0%	
Top Finance Position	11	4.4%		3.1%	3.9%	6.6%	
Employment, Job-Related: Labor Unions							
CEO/Executive Director	6	7.9%			3.0%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	13	5.1%		-0.8%	1.7%	10.3%	
Top Finance Position	5	4.1%			5.0%		
Environmental Quality, Protection, and Beautification: Botanical, Horticultural, & Landscape Services							
CEO/Executive Director	10	-2.3%		-10.5%	1.1%	3.3%	
Environmental Quality, Protection, and Beautification: Environmental Beautification							
CEO/Executive Director	6	2.5%			0.4%		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	11	-0.7%		-3.0%	0.4%	3.6%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	51	3.7%	-3.2%	0.5%	3.8%	8.6%	13.5%
Top Finance Position	6	5.7%			10.6%		
Top Operations Position	5	10.5%			10.9%		
Environmental Quality, Protection, and Beautification: Pollution Abatement & Control							
CEO/Executive Director	8	4.7%			3.5%		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	15	3.8%		-0.7%	1.0%	5.5%	
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	10	4.4%		0.0%	2.3%	7.0%	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	35	4.1%	-2.4%	0.0%	2.6%	6.9%	11.3%
Top Finance Position	5	8.1%			5.1%		
Food, Agriculture, and Nutrition: Nutrition							
CEO/Executive Director	7	4.3%			3.1%		
Food, Agriculture, and Nutrition: Service and Other							
CEO/Executive Director	5	2.9%			1.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	41	5.8%	-3.8%	1.7%	4.1%	10.2%	17.7%
Top Finance Position	21	5.6%	-0.5%	0.1%	5.9%	10.9%	16.4%
Top Operations Position	13	4.2%		-1.3%	1.2%	6.5%	
Top Technology Position	6	2.4%			1.6%		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	14	4.1%		0.0%	5.6%	8.8%	
Top Finance Position	5	3.8%			3.3%		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	11	3.8%		-0.5%	2.9%	9.3%	
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	30	4.2%	-7.9%	-0.2%	4.0%	8.1%	13.4%
Top Finance Position	8	5.7%			3.8%		
Top Operations Position	8	4.9%			3.1%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	93	1.3%	-10.0%	-4.2%	2.2%	6.2%	14.4%
Top Administrative Position	6	2.6%			3.9%		
Top Finance Position	65	5.0%	-4.0%	0.5%	3.9%	11.3%	15.9%
Top Human Resources Position	14	5.0%		1.0%	5.3%	7.4%	
Top Legal Position	6	2.6%			3.2%		
Top Operations Position	37	4.8%	-1.7%	1.5%	3.4%	10.1%	13.6%
Top Technology Position	8	1.9%			2.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	52	-0.1%	-14.3%	-2.4%	1.0%	4.2%	11.3%
Top Administrative Position	26	1.1%	-8.2%	-1.6%	1.5%	7.4%	10.1%
Top Finance Position	36	4.0%	-5.5%	1.1%	3.6%	9.1%	12.2%
Top Human Resources Position	5	1.7%			2.2%		
Top Operations Position	8	7.6%			5.9%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	16	3.4%		1.7%	3.8%	7.5%	
Top Finance Position	6	6.3%			7.5%		
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	9	4.6%			2.4%		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	12	4.6%		-0.1%	3.0%	7.0%	
Top Finance Position	7	6.7%			4.6%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	43	2.0%	-4.4%	-1.7%	0.0%	5.2%	13.5%
Top Finance Position	17	2.6%		-3.5%	2.8%	7.5%	
Top Operations Position	5	-3.5%			0.0%		
Housing, Shelter: Homeowners & Tenants Associations							
CEO/Executive Director	7	3.4%			2.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	11	0.5%		-5.2%	0.3%	2.0%	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	98	4.5%	-4.2%	0.0%	2.6%	8.6%	16.4%
Top Administrative Position	6	1.9%			0.9%		
Top Facilities Position	5	2.3%			4.9%		
Top Finance Position	27	3.5%	-4.9%	-1.2%	4.3%	9.4%	13.4%
Top Operations Position	11	3.9%		-0.4%	2.2%	6.5%	
Housing, Shelter: Housing Support							
CEO/Executive Director	19	5.1%		1.3%	3.4%	7.7%	
Top Finance Position	6	5.4%			4.1%		
Housing, Shelter: Service and Other							
CEO/Executive Director	10	3.6%		1.0%	1.7%	4.7%	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	26	4.0%	0.5%	1.5%	3.5%	5.8%	10.1%
Top Finance Position	9	6.9%			7.6%		
Top Operations Position	6	-1.9%			-2.1%		
Top Program Position	5	2.1%			4.7%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	201	3.5%	-4.5%	-0.4%	3.1%	8.1%	14.3%
Top Development Position	9	6.2%			4.2%		
Top Finance Position	78	4.5%	-2.5%	0.4%	3.9%	7.4%	15.4%
Top Human Resources Position	8	5.3%			5.3%		
Top Operations Position	20	2.2%	-2.2%	0.2%	2.5%	3.7%	4.9%
Top Program Position	8	-1.4%			-2.1%		
Top Technology Position	6	5.2%			5.1%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	169	2.2%	-7.1%	0.0%	2.6%	5.5%	10.5%
Top Development Position	5	6.5%			12.4%		
Top Finance Position	38	0.3%	-14.5%	-7.7%	1.6%	7.9%	10.5%
Top Operations Position	13	5.2%		2.1%	4.7%	9.0%	
Top Program Position	10	5.8%		0.6%	4.1%	7.6%	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	12	0.2%		-0.2%	2.1%	4.7%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	68	3.7%	-2.4%	0.6%	2.6%	6.4%	11.2%
Top Finance Position	15	4.1%		1.8%	4.3%	7.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	201	3.2%	-4.3%	0.0%	2.2%	6.9%	14.6%
Top Administrative Position	5	7.0%			7.3%		
Top Development Position	11	7.8%		2.6%	7.3%	13.1%	
Top Finance Position	81	2.7%	-4.4%	0.0%	2.7%	5.7%	10.9%
Top Human Resources Position	11	5.2%		0.5%	3.7%	8.7%	
Top Operations Position	21	4.8%	-2.4%	2.2%	4.3%	6.2%	16.0%
Top Program Position	13	-0.5%		0.0%	1.4%	3.9%	
Top Technology Position	7	2.7%			1.3%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	35	2.5%	-9.0%	-1.7%	2.7%	7.9%	13.7%
Top Finance Position	14	7.9%		0.5%	10.7%	15.0%	
Top Program Position	5	-3.3%			0.3%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	13	6.7%		2.5%	4.4%	16.8%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	74	4.9%	-2.2%	1.3%	4.1%	9.1%	12.6%
Top Administrative Position	10	3.3%		0.7%	3.9%	6.1%	
Top Finance Position	33	4.0%	-2.1%	1.0%	2.7%	9.7%	11.7%
Top Human Resources Position	5	2.5%			2.1%		
Top Operations Position	11	5.4%		1.9%	4.6%	9.7%	
Top Program Position	6	0.8%			0.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	24	1.8%	-5.7%	-0.2%	1.3%	4.5%	8.8%
Top Finance Position	5	-6.4%			-9.3%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	42	3.4%	-4.4%	0.0%	2.5%	6.1%	16.0%
Top Finance Position	11	1.6%		-0.8%	1.6%	7.5%	
Top Operations Position	5	10.2%			9.0%		
International, Foreign Affairs, and National Security: International Human Rights							
CEO/Executive Director	13	4.0%		0.0%	2.2%	4.2%	
International, Foreign Affairs, and National Security: International Peace & Security							
CEO/Executive Director	7	2.0%			3.5%		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	22	0.6%	-5.3%	-1.4%	0.1%	6.0%	8.9%
Top Finance Position	6	7.2%			8.3%		
International, Foreign Affairs, and National Security: Service and Other							
CEO/Executive Director	19	6.0%		0.0%	4.3%	10.2%	
Medical Research: Cancer Research							
CEO/Executive Director	11	6.5%		1.7%	6.9%	10.9%	
Medical Research: Medical Disciplines Research							
CEO/Executive Director	5	-3.4%			-2.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Medical Research: Medical Research N.E.C.							
CEO/Executive Director	7	0.8%			0.6%		
Medical Research: Service and Other							
CEO/Executive Director	5	-1.0%			4.2%		
Medical Research: Specifically Named Diseases Research							
CEO/Executive Director	8	0.8%			2.0%		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	7	4.3%			3.0%		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	12	4.6%		0.1%	3.5%	5.2%	
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	25	4.7%	-0.5%	1.1%	3.2%	5.7%	16.3%
Top Finance Position	10	3.4%		2.5%	3.7%	4.1%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	85	3.3%	-4.8%	-0.1%	1.9%	7.2%	13.1%
Top Administrative Position	5	8.9%			4.6%		
Top Finance Position	38	2.5%	-3.4%	0.0%	2.4%	5.7%	9.5%
Top Operations Position	17	4.7%		1.6%	4.3%	9.5%	
Top Program Position	7	2.7%			2.4%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	13	1.2%		0.0%	0.6%	5.3%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	52	3.9%	-5.2%	0.2%	3.0%	7.7%	14.8%
Top Finance Position	24	6.2%	-1.3%	0.6%	6.0%	10.3%	15.5%
Mutual/Membership Benefit Organizations, Other: Service and Other							
CEO/Executive Director	5	5.0%			8.4%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	18	3.4%		0.9%	5.0%	7.4%	
Top Finance Position	5	1.4%			1.3%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	8	6.8%			4.0%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.							
CEO/Executive Director	9	1.9%			0.0%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	10	4.6%		0.0%	2.9%	12.9%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	34	3.8%	-3.2%	0.1%	4.0%	7.5%	14.1%
Top Finance Position	13	3.4%		2.5%	3.2%	4.1%	
Top Operations Position	6	7.3%			6.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	22	0.7%	-2.1%	-0.4%	0.4%	3.3%	5.0%
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	13	2.9%		0.0%	1.1%	3.3%	
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	6	5.5%			5.3%		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	14	2.7%		-0.4%	0.0%	4.1%	
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	12	-1.5%		-8.3%	-1.0%	4.3%	
Top Finance Position	5	9.1%			4.7%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	37	2.5%	-6.4%	-1.0%	1.2%	4.6%	15.1%
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	19	5.7%		0.1%	7.5%	13.8%	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	14	0.4%		-4.5%	0.8%	3.6%	
Top Finance Position	6	3.0%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	5	4.8%			6.1%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	60	2.1%	-4.8%	0.0%	0.4%	6.0%	12.8%
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	6	0.8%			0.5%		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	35	2.5%	-9.3%	-0.6%	0.9%	6.5%	17.4%
Top Finance Position	8	3.3%			1.1%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	12	-2.1%		-3.4%	-1.2%	2.0%	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	5	-1.0%			0.0%		
Science and Technology Research Institutes, Services: Biological & Life Sciences							
CEO/Executive Director	6	2.2%			2.1%		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	7	6.0%			1.3%		
Unknown							
CEO/Executive Director	10	2.5%		0.9%	5.9%	7.8%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	8	2.1%			1.8%		
Youth Development: Scouting							
CEO/Executive Director	10	4.6%		2.3%	4.7%	5.7%	
Top Finance Position	5	4.3%			3.4%		
Youth Development: Service and Other							
CEO/Executive Director	11	2.5%		-2.1%	1.9%	6.7%	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	28	3.0%	-9.1%	-1.9%	4.1%	7.7%	14.9%
Top Finance Position	5	1.2%			2.3%		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	11	5.2%		0.6%	5.2%	10.3%	
Youth Development: Youth Development Programs							
CEO/Executive Director	91	3.6%	-7.1%	-0.1%	3.3%	7.4%	15.3%
Top Development Position	9	6.3%			2.0%		
Top Finance Position	15	3.6%		1.1%	3.4%	7.4%	
Top Operations Position	5	4.9%			2.7%		
Top Program Position	5	5.6%			1.7%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	17	5.9%		0.0%	3.2%	9.1%	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	38	2.3%	-9.7%	-1.7%	1.8%	7.2%	13.1%
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	13	0.1%		-4.0%	0.7%	3.8%	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	9	0.7%			-1.3%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	23	3.4%	-6.2%	-0.1%	2.4%	9.7%	14.5%
Top Finance Position	5	6.1%			3.6%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	35	3.4%	-2.3%	0.0%	3.0%	6.3%	9.4%
Top Finance Position	5	4.7%			4.5%		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	6	-1.2%			0.3%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	9	7.4%			8.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	6	-1.6%			-1.4%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	6	4.9%			4.5%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	32	2.9%	-7.7%	-0.7%	0.9%	5.5%	17.4%
Top Finance Position	6	1.9%			2.8%		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	5	-0.9%			3.4%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	24	1.2%	-4.7%	-1.6%	0.7%	2.7%	9.8%
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	5	-0.1%			0.0%		
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	5	0.5%			0.7%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	9	5.4%			1.2%		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	8	4.3%			3.7%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	5	-3.8%			-1.3%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	8	0.5%			1.5%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	2.2%			2.0%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	10	6.8%		2.0%	3.4%	10.4%	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	12	2.8%		1.1%	3.0%	6.7%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	21	3.9%	-13.1%	-1.0%	2.4%	12.2%	21.0%
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	27	1.2%	-7.3%	-2.1%	0.8%	6.5%	10.7%
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	139	3.6%	-6.7%	0.0%	3.5%	8.4%	14.5%
Top Administrative Position	10	3.8%		0.6%	3.6%	5.2%	
Top Business Position	5	11.0%			12.6%		
Top Development Position	6	3.4%			3.5%		
Top Finance Position	21	6.9%	-4.2%	2.6%	6.1%	11.0%	21.3%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	29	2.6%	-4.9%	-1.2%	1.5%	7.6%	11.9%
Top Administrative Position	5	7.1%			4.3%		
Top Development Position	8	3.0%			1.0%		
Top Education Position	9	1.9%			1.7%		
Top Finance Position	20	0.9%	-7.6%	-0.1%	2.1%	4.3%	6.0%
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	60	3.0%	-4.0%	0.5%	2.8%	7.1%	10.1%
Top Finance Position	7	3.9%			0.9%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	7	1.3%			2.2%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	10	4.2%		0.2%	2.1%	6.9%	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	20	2.4%	-2.7%	0.3%	1.8%	6.1%	9.6%
Top Finance Position	5	-3.6%			-0.1%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	35	4.9%	-0.2%	0.5%	4.8%	10.4%	12.9%
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	11	9.1%		3.8%	9.8%	13.5%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	25	3.3%	-7.2%	0.0%	1.4%	7.8%	17.0%
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	40	4.3%	-3.5%	-1.0%	2.5%	8.1%	20.2%
Top Finance Position	14	5.5%		1.3%	4.2%	12.9%	
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	6	3.4%			1.6%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	14	1.5%		-1.4%	-0.9%	1.8%	
Top Finance Position	8	3.6%			0.1%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	22	6.5%	0.0%	2.2%	5.0%	12.4%	16.5%
Top Finance Position	14	3.4%		1.3%	2.9%	5.6%	
Top Operations Position	9	3.8%			4.5%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	12	2.9%		-1.2%	2.2%	6.4%	
Top Finance Position	5	4.8%			0.3%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	9	0.2%			-0.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	3.4%			3.0%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	10	3.9%		2.2%	3.4%	4.7%	
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	5	7.8%			5.7%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	44	4.3%	-2.1%	0.0%	3.4%	6.7%	13.2%
Top Finance Position	11	3.5%		1.3%	5.0%	10.4%	
Housing, Shelter: Housing Support							
CEO/Executive Director	6	8.8%			7.1%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	13	3.1%		-0.3%	2.9%	4.2%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	65	2.7%	-5.5%	-0.1%	2.4%	6.5%	11.3%
Top Finance Position	8	4.6%			3.0%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	59	3.0%	-3.4%	0.0%	2.8%	6.8%	11.9%
Top Finance Position	6	6.6%			5.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	11	3.8%		0.0%	1.0%	3.9%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	54	3.8%	-4.4%	0.0%	3.2%	7.8%	15.2%
Top Finance Position	8	0.3%			-0.5%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	77	3.2%	-3.9%	0.0%	2.6%	6.0%	10.2%
Top Finance Position	17	5.5%		2.3%	4.1%	7.5%	
Top Operations Position	6	0.3%			1.5%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	14	6.2%		1.3%	6.4%	13.8%	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	13	0.7%		-0.9%	1.1%	2.1%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	51	2.0%	-8.3%	-0.9%	2.6%	6.5%	11.0%
Top Finance Position	22	3.4%	-5.5%	-1.9%	3.2%	6.8%	9.5%
Top Operations Position	6	5.5%			2.4%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	9	5.8%			0.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	13	0.5%		-0.1%	0.0%	0.4%	
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	6	-6.4%			-2.1%		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	5	5.3%			4.9%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	26	3.2%	-5.3%	0.0%	2.7%	6.8%	11.4%
Top Finance Position	6	3.1%			6.7%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	21	1.9%	-7.9%	0.0%	2.8%	4.9%	6.9%
Top Finance Position	8	4.0%			4.6%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	20	1.1%	-4.1%	0.0%	1.8%	4.2%	9.1%
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	5	-3.7%			0.0%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	7	1.3%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	20	5.3%	-0.8%	0.2%	4.8%	9.3%	13.3%
Top Finance Position	5	3.6%			5.1%		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	6	3.0%			0.8%		
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	6	5.5%			5.6%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	29	4.6%	-2.0%	0.0%	4.2%	9.0%	15.4%
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	6	4.2%			5.1%		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	4.3%			2.2%		
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	5	2.9%			4.7%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	79	2.5%	-6.6%	-0.3%	1.7%	7.4%	14.9%
Top Finance Position	11	3.2%		0.0%	1.8%	7.0%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	15	-2.3%		-5.4%	0.0%	0.0%	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	6	-4.0%			0.9%		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	-1.2%			0.0%		
Unknown							
CEO/Executive Director	5	-0.2%			0.8%		
Youth Development: Scouting							
CEO/Executive Director	9	4.0%			3.2%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	13	1.6%		-1.2%	0.0%	7.5%	
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	1.8%			3.6%		
Youth Development: Youth Development Programs							
CEO/Executive Director	35	3.0%	-5.1%	-0.2%	3.7%	7.4%	10.7%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	11.1%			10.0%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	0.6%			0.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	4.2%			4.0%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	9.2%			10.4%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	11	1.1%		-5.1%	-1.1%	6.3%	
Top Finance Position	14	4.5%		-0.9%	3.7%	9.5%	
Top Operations Position	5	3.5%			3.4%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	5	3.3%			6.5%		
Top Administrative Position	11	0.9%		-2.4%	0.8%	2.5%	
Top Finance Position	7	2.6%			2.7%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	7	1.0%			2.2%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	8	2.8%			1.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	22	2.9%	-3.3%	-1.3%	2.9%	4.5%	9.2%
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	0.0%			1.3%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	0.3%			3.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	4.3%			4.2%		
Ohio							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	28	3.4%	-1.0%	0.0%	0.5%	5.1%	11.3%
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	41	3.3%	-4.6%	0.0%	2.3%	8.4%	14.0%
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	12	2.9%		1.8%	4.2%	8.9%	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	10	6.4%		3.7%	5.5%	10.6%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	35	1.9%	-11.6%	-1.9%	2.7%	6.7%	13.5%
Top Finance Position	8	8.5%			8.5%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	59	4.7%	-2.5%	0.0%	3.7%	8.7%	16.7%
Top Finance Position	8	0.4%			2.2%		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	9	1.4%			1.4%		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	8	-0.1%			0.0%		
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	7	-1.0%			0.0%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	9	2.8%			-1.2%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	11	0.8%		-2.2%	0.0%	3.2%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	62	2.8%	-2.3%	0.2%	2.1%	5.2%	9.7%
Top Finance Position	15	4.4%		0.1%	3.3%	7.1%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	3.8%			1.7%		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	5	5.2%			1.5%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	23	2.5%	-1.4%	0.0%	3.2%	5.7%	9.2%
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	7	0.0%			1.9%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	8	2.4%			0.7%		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	5	-1.7%			0.0%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	10	5.8%		0.4%	4.0%	8.5%	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	7	6.3%			5.5%		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	5	-4.5%			-3.4%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	6	1.1%			0.7%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	9	2.0%			7.0%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	13	3.5%		-0.4%	1.8%	6.4%	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	9	1.0%			0.1%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	11	2.1%		0.3%	1.4%	4.1%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	23	1.9%	-2.5%	-0.2%	0.1%	5.7%	10.4%
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	120	2.6%	-4.4%	0.0%	2.1%	4.8%	11.3%
Top Administrative Position	23	2.6%	-10.0%	1.0%	3.9%	6.7%	14.1%
Top Development Position	6	-1.5%			3.6%		
Top Finance Position	32	3.8%	0.0%	1.5%	2.8%	6.5%	9.2%
Top Operations Position	5	4.3%			3.0%		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	5	0.2%			1.4%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	30	3.5%	-4.7%	1.1%	3.3%	7.0%	11.2%
Top Development Position	17	3.8%		0.9%	1.7%	3.1%	
Top Education Position	10	0.8%		-2.7%	1.0%	3.4%	
Top Finance Position	20	1.4%	-7.7%	0.4%	1.1%	3.1%	5.9%
Top Legal Position	5	3.2%			0.8%		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	9	4.7%			3.3%		
Top Finance Position	7	1.6%			2.1%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	33	3.6%	-5.8%	0.0%	3.5%	6.3%	12.4%
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	15	3.7%		1.1%	3.6%	5.9%	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	11	7.5%		2.9%	6.0%	11.5%	
Top Education Position	7	4.4%			2.9%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	15	-0.1%		-3.0%	3.5%	5.0%	
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	6	1.8%			2.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	14	2.9%		0.4%	2.2%	5.5%	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	22	5.2%	-1.0%	0.8%	3.6%	12.7%	17.8%
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	30	3.9%	-5.8%	0.5%	4.3%	6.2%	10.8%
Top Finance Position	13	4.3%		1.3%	3.2%	5.9%	
Top Operations Position	5	8.2%			8.5%		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	9	6.9%			5.5%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	20	0.9%	-7.4%	-2.3%	1.7%	6.6%	11.3%
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	43	2.5%	-9.2%	-1.2%	3.5%	7.1%	13.0%
Top Finance Position	32	4.5%	-3.2%	-1.0%	3.3%	8.0%	18.3%
Top Human Resources Position	13	6.5%		5.1%	7.2%	11.3%	
Top Operations Position	17	5.2%		2.0%	3.1%	7.9%	
Top Technology Position	10	8.9%		4.6%	7.2%	12.6%	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	19	4.4%		1.2%	3.5%	7.0%	
Top Finance Position	10	3.6%		0.7%	3.9%	5.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	10	6.2%		2.5%	4.0%	9.6%	
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	5	1.1%			0.0%		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	10	5.1%		0.5%	5.0%	8.3%	
Top Finance Position	5	0.0%			1.4%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	17	2.2%		0.0%	1.5%	4.6%	
Top Finance Position	5	1.2%			0.3%		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	11	-0.3%		-6.0%	1.1%	2.3%	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	48	2.9%	-6.2%	-0.3%	3.9%	7.6%	11.2%
Top Finance Position	11	4.2%		2.3%	3.7%	5.9%	
Housing, Shelter: Housing Support							
CEO/Executive Director	11	2.4%		-0.6%	0.3%	2.7%	
Housing, Shelter: Service and Other							
CEO/Executive Director	5	0.8%			5.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Housing, Shelter: Temporary Housing							
CEO/Executive Director	23	0.1%	-9.0%	-2.4%	1.7%	4.7%	7.8%
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	115	4.0%	-4.8%	0.0%	3.8%	8.1%	13.7%
Top Finance Position	30	2.6%	-4.2%	-0.6%	2.4%	7.2%	9.8%
Top Operations Position	12	3.0%		0.9%	4.1%	5.4%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	69	2.9%	-6.6%	-0.9%	1.7%	7.1%	13.7%
Top Finance Position	7	1.2%			4.5%		
Top Operations Position	5	-1.2%			0.8%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	20	0.7%	-9.6%	-0.1%	1.9%	4.4%	8.0%
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	51	4.1%	-1.3%	0.1%	3.6%	7.5%	11.1%
Top Finance Position	8	1.7%			1.1%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	125	1.7%	-6.9%	-0.8%	1.4%	5.5%	10.6%
Top Finance Position	39	3.7%	-2.7%	-0.5%	2.5%	6.8%	11.4%
Top Operations Position	10	2.8%		-0.7%	0.6%	6.5%	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	19	4.0%		-0.7%	1.9%	6.1%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	12	3.3%		1.2%	4.4%	7.8%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	62	2.3%	-7.1%	-1.2%	2.2%	6.0%	11.8%
Top Finance Position	26	4.8%	-1.7%	1.9%	5.4%	7.4%	12.0%
Top Operations Position	11	4.5%		1.1%	5.0%	7.7%	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	17	-1.2%		-3.7%	0.0%	3.1%	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	9	2.8%			1.4%		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	6	8.2%			5.3%		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	5	4.1%			3.2%		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	5	0.8%			1.2%		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	11	3.4%		-0.6%	1.8%	8.8%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	50	2.2%	-4.1%	-0.5%	2.2%	5.0%	12.0%
Top Finance Position	27	3.9%	-2.2%	-0.8%	2.9%	7.3%	11.2%
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	7	4.9%			0.2%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	39	4.0%	-4.0%	-0.4%	1.7%	7.9%	17.4%
Top Finance Position	10	4.5%		0.3%	5.2%	10.9%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	35	2.2%	-4.0%	0.0%	2.7%	4.6%	6.6%
Top Finance Position	9	3.2%			3.8%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	39	3.5%	-1.6%	1.5%	3.0%	6.1%	11.2%
Top Finance Position	14	6.7%		3.4%	4.7%	8.5%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	8	2.0%			2.0%		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	11	6.8%		3.7%	5.2%	9.2%	
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	5	4.3%			3.6%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	17	6.5%		3.4%	5.3%	9.5%	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	8	-0.6%			-0.7%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	0.2%			3.3%		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	5	3.2%			3.7%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	79	0.3%	-12.4%	-2.5%	0.0%	5.1%	10.0%
Top Finance Position	12	1.3%		-0.6%	0.0%	5.6%	
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	9	2.7%			2.2%		
Social Science Research Institutes, Services: Interdisciplinary Research							
CEO/Executive Director	6	3.8%			3.0%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	7	0.3%			1.9%		
Youth Development: Scouting							
CEO/Executive Director	5	5.7%			5.5%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	14	0.6%		-0.5%	2.5%	4.3%	
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	1.4%			2.5%		
Youth Development: Youth Development Programs							
CEO/Executive Director	33	1.8%	-11.1%	-3.7%	3.5%	7.8%	11.9%

Oklahoma

Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	4.5%			5.2%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	4.6%			4.0%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	5	1.4%			1.9%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	13	3.5%		0.1%	1.6%	4.3%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	8	3.8%			1.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	10	3.4%		-0.3%	0.2%	3.5%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	11.6%			10.5%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	-0.8%			1.2%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	24	6.2%	-1.3%	2.1%	7.3%	11.0%	15.3%
Top Administrative Position	5	3.0%			2.2%		
Top Finance Position	5	4.1%			3.7%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	9	4.4%			1.6%		
Top Finance Position	5	6.4%			2.2%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	-2.5%			-2.5%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	7	1.5%			0.9%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	8	4.0%			1.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	7	-1.0%			-4.7%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	8	4.9%			6.9%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	6	6.9%			4.9%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	12	2.5%		-0.1%	3.4%	5.4%	
Top Finance Position	11	5.3%		-1.5%	3.3%	13.5%	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	7	6.5%			6.8%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	27	1.9%	-2.2%	-0.1%	3.0%	5.1%	7.8%
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	21	4.8%	-1.9%	-0.2%	3.2%	7.3%	14.4%
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	3.5%			6.3%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	18	1.1%		-0.7%	1.6%	4.8%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	34	1.7%	-9.7%	-3.2%	1.8%	6.1%	12.1%
Top Finance Position	5	7.8%			9.1%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	0.5%			0.0%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	18	1.9%		0.1%	2.7%	4.5%	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	5	1.7%			0.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	12	7.0%		1.0%	5.6%	10.4%	
Top Finance Position	5	5.4%			2.2%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	15	3.1%		-1.2%	0.0%	10.1%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	8	-0.5%			1.2%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	-0.3%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	54	-0.7%	-12.7%	-7.1%	0.0%	3.8%	12.5%
Top Finance Position	5	-1.5%			-3.8%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	13	2.7%		-1.3%	0.0%	9.5%	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	6	1.2%			2.1%		
Youth Development: Scouting							
CEO/Executive Director	6	4.0%			2.9%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	1.0%			0.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	9	1.4%			0.0%		
Oregon							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	14	7.4%		2.7%	5.8%	11.2%	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	8	-0.2%			0.2%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	26	1.9%	-6.3%	-4.1%	0.6%	6.0%	11.1%
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	10	3.4%		-0.6%	2.5%	10.8%	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	11	2.8%		-0.7%	0.3%	5.2%	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	10	6.3%		0.4%	5.9%	10.5%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	34	1.6%	-8.2%	0.0%	2.8%	5.5%	9.5%
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	6	9.3%			8.6%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	6.7%			4.3%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	16	6.8%		2.4%	5.7%	15.2%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	11	6.1%		-0.9%	5.4%	15.2%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	5	9.6%			9.0%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	8	8.1%			2.6%		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	6	-0.8%			0.1%		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	5	3.1%			1.2%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	-1.0%			0.3%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	16	4.7%		-0.7%	4.0%	15.7%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	15	3.3%		-2.0%	1.0%	4.1%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	59	3.1%	-9.8%	-1.3%	3.2%	10.0%	13.9%
Top Administrative Position	10	0.7%		-6.0%	1.7%	8.3%	
Top Finance Position	13	3.3%		0.0%	1.6%	3.5%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	14	1.7%		-1.5%	2.2%	7.0%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	13	5.7%		2.2%	4.5%	6.4%	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	17	2.1%		-1.7%	4.1%	8.1%	
Top Finance Position	7	6.1%			6.7%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	13	5.9%		1.9%	8.6%	11.8%	
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	7	4.9%			5.5%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	48	2.1%	-5.8%	-2.5%	3.4%	7.1%	12.8%
Top Finance Position	8	8.1%			7.1%		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	10	2.5%		0.2%	3.0%	6.6%	
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	6	3.4%			2.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	11	5.5%		0.0%	3.7%	10.8%	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	11	9.6%		5.9%	8.4%	18.3%	
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	5	6.8%			5.4%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	21	1.7%	-16.8%	-1.0%	4.3%	8.5%	12.7%
Top Finance Position	10	6.4%		1.5%	5.7%	16.6%	
Top Operations Position	7	9.3%			8.9%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	7	5.5%			5.5%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	8	3.1%			0.6%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	25	2.8%	-3.0%	0.1%	2.4%	5.3%	8.4%
Top Finance Position	6	4.8%			3.4%		
Housing, Shelter: Housing Support							
CEO/Executive Director	9	5.8%			5.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Housing, Shelter: Temporary Housing							
CEO/Executive Director	9	-0.1%			1.2%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	44	6.7%	0.0%	1.6%	6.1%	11.3%	12.9%
Top Finance Position	5	-1.7%			-1.1%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	37	4.2%	-3.1%	0.0%	3.2%	8.9%	16.3%
Top Finance Position	5	4.7%			7.0%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	7	5.6%			6.2%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	19	2.1%		-1.6%	2.7%	4.9%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	30	3.1%	-11.9%	-5.4%	6.4%	9.7%	15.7%
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	12	-0.7%		-10.9%	-0.1%	4.6%	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	12	3.5%		0.2%	3.8%	7.0%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	29	4.5%	-1.8%	0.4%	3.4%	7.9%	12.7%
Top Finance Position	8	4.0%			1.9%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	9	3.7%			1.3%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	10	2.3%		0.0%	0.2%	3.4%	
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	9	4.3%			6.3%		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	6	3.2%			1.2%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	23	1.6%	-11.1%	-1.4%	0.8%	6.0%	10.2%
Top Finance Position	5	4.6%			2.3%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	14	1.5%		-1.2%	1.3%	6.6%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	-0.3%			0.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	3.7%			0.9%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	17	2.0%		-2.2%	4.0%	8.1%	
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	5	3.3%			1.6%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	32	-0.3%	-16.7%	-3.6%	0.6%	6.3%	11.2%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	8	8.0%			5.4%		
Unknown							
CEO/Executive Director	11	2.6%		0.0%	1.2%	5.4%	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	8	4.1%			1.2%		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	6	7.6%			9.4%		
Youth Development: Youth Development Programs							
CEO/Executive Director	21	6.2%	-0.5%	1.7%	4.6%	12.6%	16.7%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	26	2.8%	-3.9%	0.0%	2.6%	5.7%	8.6%
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	61	0.2%	-9.2%	-3.3%	0.1%	4.1%	10.8%
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	6	6.3%			3.8%		
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	12	2.9%		-0.1%	2.5%	10.7%	
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	29	1.5%	-7.2%	0.0%	1.5%	3.0%	8.0%
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	15	2.6%		-1.4%	2.6%	5.1%	
Top Finance Position	6	6.4%			6.1%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	42	2.6%	-3.0%	0.1%	2.6%	6.2%	8.8%
Top Development Position	6	4.6%			4.9%		
Top Finance Position	7	1.5%			3.7%		
Top Operations Position	6	10.6%			10.4%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	83	2.2%	-5.9%	-0.5%	1.6%	6.3%	10.0%
Top Finance Position	11	2.3%		0.1%	2.0%	5.2%	
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	8	1.7%			0.9%		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	9	2.5%			2.5%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	19	2.9%		0.6%	2.2%	5.5%	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	5	1.1%			3.2%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	12	1.3%		-0.8%	0.7%	3.5%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	59	3.2%	-4.8%	0.0%	3.1%	6.4%	12.2%
Top Finance Position	5	-0.7%			0.1%		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	6	1.3%			5.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	42	3.4%	-8.1%	-1.5%	2.3%	7.9%	14.2%
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	7	-3.1%			-3.4%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	8	1.4%			0.5%		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	10	1.6%		-1.9%	2.2%	6.2%	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	18	3.3%		1.2%	2.4%	4.0%	
Top Finance Position	7	5.9%			7.8%		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	10	0.4%		-5.0%	2.8%	4.4%	
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	9	0.1%			0.8%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	14	5.5%		1.7%	4.2%	12.6%	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	15	4.7%		0.0%	3.3%	7.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	7	6.4%			9.3%		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	6	2.9%			1.5%		
Top Finance Position	5	7.0%			4.9%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	10	5.2%		0.0%	1.4%	10.0%	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	10	4.8%		1.0%	3.3%	7.6%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	21	2.0%	-8.3%	0.0%	2.2%	6.6%	11.4%
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	34	2.6%	-7.8%	-1.6%	1.1%	7.6%	13.6%
Top Finance Position	5	4.0%			1.6%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	212	4.2%	-4.0%	0.1%	4.0%	8.0%	13.4%
Top Administrative Position	15	1.8%		-2.0%	0.3%	2.5%	
Top Business Position	10	0.8%		-2.5%	2.2%	6.0%	
Top Development Position	17	6.1%		2.1%	3.5%	5.5%	
Top Education Position	9	6.7%			6.6%		
Top Finance Position	43	3.6%	-2.5%	0.7%	2.7%	6.0%	10.3%
Top Human Resources Position	7	4.6%			1.0%		
Top Operations Position	18	4.4%		-1.0%	3.4%	7.0%	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	8	6.0%			4.5%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	54	4.1%	-3.4%	-0.1%	3.6%	6.2%	12.6%
Top Administrative Position	12	5.5%		2.2%	3.4%	5.3%	
Top Development Position	29	3.6%	-1.8%	0.6%	2.2%	3.9%	14.3%
Top Education Position	20	5.2%	-1.4%	0.0%	2.5%	8.5%	13.1%
Top Finance Position	37	3.9%	-0.1%	1.5%	3.2%	5.1%	9.8%
Top Human Resources Position	7	4.6%			4.8%		
Top Legal Position	13	6.0%		2.2%	7.2%	10.0%	
Top Operations Position	6	5.2%			3.4%		
Top Technology Position	13	1.5%		-0.6%	1.8%	3.7%	
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	46	1.5%	-4.9%	0.0%	2.1%	3.9%	6.9%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	41	5.1%	-0.8%	0.9%	4.0%	7.6%	13.4%
Top Finance Position	7	8.2%			11.7%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	25	3.6%	-4.1%	-0.4%	3.7%	7.7%	13.2%
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	20	-0.5%	-15.3%	-5.0%	-0.3%	5.5%	15.8%
Top Finance Position	5	0.6%			1.0%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	23	4.7%	-0.2%	0.8%	4.9%	7.3%	9.9%
Top Finance Position	8	4.4%			3.4%		
Environmental Quality, Protection, and Beautification: Botanical, Horticultural, & Landscape Services							
CEO/Executive Director	5	4.2%			-3.5%		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	6	6.2%			6.6%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	35	2.2%	-7.7%	0.1%	2.4%	5.3%	9.8%
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	5	4.0%			3.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	5	0.8%			3.6%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	22	3.3%	0.0%	0.9%	3.0%	5.2%	8.4%
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	33	1.6%	-6.9%	-1.7%	1.1%	5.4%	11.2%
Top Finance Position	12	0.8%		-4.7%	3.7%	6.1%	
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	7	5.3%			4.8%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	42	0.4%	-10.4%	-0.7%	1.4%	4.4%	6.8%
Top Administrative Position	5	1.2%			0.4%		
Top Finance Position	12	3.6%		0.4%	2.1%	5.4%	
Top Operations Position	7	3.6%			4.2%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	58	2.4%	-8.2%	-0.2%	3.2%	7.4%	10.7%
Top Development Position	6	-5.3%			-8.3%		
Top Finance Position	45	4.6%	-9.5%	-2.0%	4.1%	11.9%	20.6%
Top Human Resources Position	19	0.8%		-4.0%	-0.7%	4.5%	
Top Legal Position	7	5.8%			5.0%		
Top Operations Position	17	0.8%		-5.1%	1.8%	4.6%	
Top Technology Position	16	3.9%		0.0%	2.4%	10.0%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	29	1.0%	-9.5%	-1.9%	1.2%	5.7%	10.5%
Top Administrative Position	8	5.4%			3.9%		
Top Finance Position	24	2.6%	-0.3%	0.7%	1.6%	4.7%	9.8%
Top Operations Position	8	1.8%			4.6%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	11	2.8%		0.1%	6.1%	6.9%	
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	8	3.2%			4.6%		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	11	5.4%		0.1%	2.9%	9.1%	
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	32	4.7%	-1.2%	-0.4%	3.0%	8.5%	15.0%
Top Finance Position	7	4.1%			5.4%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	46	3.0%	-4.5%	0.0%	2.2%	6.4%	11.6%
Top Finance Position	9	4.0%			3.0%		
Housing, Shelter: Housing Support							
CEO/Executive Director	11	5.3%		0.0%	2.7%	10.5%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Housing, Shelter: Temporary Housing							
CEO/Executive Director	18	3.2%		0.5%	2.8%	5.2%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	171	2.6%	-7.4%	-1.1%	2.5%	7.2%	12.0%
Top Finance Position	38	4.1%	-1.2%	1.0%	3.2%	4.8%	13.6%
Top Human Resources Position	7	3.4%			3.3%		
Top Operations Position	12	5.6%		-0.3%	5.1%	9.3%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	98	4.0%	-1.6%	0.0%	2.0%	8.4%	13.3%
Top Finance Position	22	4.5%	-1.4%	1.6%	4.0%	6.8%	13.1%
Top Operations Position	8	8.9%			7.5%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	22	5.1%	-2.0%	2.2%	4.5%	9.1%	15.8%
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	61	3.3%	-5.2%	0.8%	4.3%	6.9%	10.6%
Top Finance Position	9	4.2%			3.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	154	2.9%	-4.1%	0.0%	2.9%	6.2%	11.7%
Top Finance Position	32	4.3%	-0.4%	0.5%	3.1%	7.2%	12.7%
Top Operations Position	12	6.3%		2.8%	8.9%	9.8%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	28	5.1%	-4.7%	0.7%	4.6%	10.3%	15.7%
Top Finance Position	8	4.1%			4.3%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	17	2.3%		0.0%	0.9%	3.7%	
Top Finance Position	5	4.7%			6.5%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	90	3.2%	-4.7%	-0.2%	2.3%	7.8%	12.0%
Top Administrative Position	6	1.3%			3.7%		
Top Finance Position	39	3.6%	-1.9%	2.1%	4.2%	6.5%	10.5%
Top Human Resources Position	10	5.9%		0.3%	5.6%	13.1%	
Top Marketing Position	8	6.3%			7.1%		
Top Operations Position	13	2.6%		0.8%	5.2%	5.5%	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	25	3.5%	-2.6%	-0.2%	1.9%	4.2%	13.0%
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	15	-1.7%		-1.8%	0.0%	1.6%	
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	9	2.1%			1.9%		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	5	3.6%			3.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	5	4.0%			5.1%		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	9	-4.8%			-3.6%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	48	1.2%	-8.0%	-3.6%	0.4%	4.9%	10.8%
Top Finance Position	24	3.8%	-1.9%	0.7%	3.5%	5.9%	12.6%
Top Operations Position	12	1.7%		0.7%	1.8%	3.4%	
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	9	4.5%			2.6%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	40	2.9%	-2.9%	-0.9%	2.8%	6.8%	10.9%
Top Finance Position	9	-0.4%			3.4%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	24	2.3%	-1.5%	0.0%	2.4%	5.8%	8.2%
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	12	2.3%		-0.1%	0.9%	5.5%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	27	6.2%	1.3%	2.8%	4.3%	8.3%	15.2%
Top Finance Position	6	2.7%			3.4%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	5	0.6%			3.7%		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	9	3.7%			2.7%		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	9	6.7%			5.3%		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	12	1.1%		-1.3%	1.7%	4.9%	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	23	-1.9%	-15.6%	-5.9%	0.0%	2.0%	7.3%
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	21	0.9%	-8.2%	-0.2%	1.2%	6.4%	9.0%
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	10	-1.4%		-0.3%	0.1%	4.9%	
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	5	-4.8%			0.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	92	0.2%	-8.2%	-3.8%	0.0%	3.8%	8.2%
Top Finance Position	17	-0.7%		-2.7%	0.0%	3.1%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	9	7.9%			6.8%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	11	5.7%		0.0%	1.2%	9.7%	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	8	-4.1%			-5.4%		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	3.5%			0.0%		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	5	3.3%			3.4%		
Unknown							
CEO/Executive Director	5	1.5%			0.1%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	8	1.8%			2.5%		
Youth Development: Scouting							
CEO/Executive Director	13	7.4%		4.2%	6.2%	9.5%	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	17	5.6%		1.0%	3.9%	9.1%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Youth Development: Youth Development Programs							
CEO/Executive Director	43	2.7%	-8.6%	-0.5%	2.2%	7.0%	12.7%
Puerto Rico							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	3.4%			1.7%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	0.8%			-0.2%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	5.0%			4.8%		
Rhode Island							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	5.6%			3.6%		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	9	1.8%			1.5%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	2.1%			2.9%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	-1.4%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	8.7%			8.8%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	27	3.5%	-4.2%	0.4%	3.3%	7.2%	11.1%
Top Finance Position	10	8.2%		3.0%	6.4%	12.0%	
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	6	3.5%			1.7%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	4.2%			2.7%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	7	2.7%			5.1%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	-0.6%			1.1%		
Health—General and Rehabilitative: Nursing							
Top Finance Position	6	0.5%			0.4%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	13	1.6%		0.0%	2.7%	7.2%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	7.0%			4.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	2.2%			2.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	18	3.6%		0.8%	3.5%	7.0%	
Top Finance Position	6	5.7%			4.9%		
Top Operations Position	5	4.9%			4.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	0.6%			-0.2%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	2.9%			2.9%		
South Carolina							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	11	2.7%		-0.1%	3.0%	5.2%	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	9	-0.1%			0.0%		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	6	4.9%			3.9%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	10	7.4%		3.7%	6.8%	13.9%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	18	4.2%		-0.8%	1.5%	7.9%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	11	6.9%		4.5%	5.2%	10.2%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	-1.9%			1.9%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	7.9%			3.6%		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	4.7%			5.9%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	7	3.9%			6.9%		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	6	5.5%			2.2%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	2.1%			1.3%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	55	4.9%	0.0%	0.0%	4.3%	9.2%	15.6%
Top Finance Position	7	3.1%			2.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	15	5.4%		0.5%	2.2%	8.6%	
Top Development Position	5	-0.9%			-0.7%		
Top Education Position	5	2.8%			1.4%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	42	3.1%	-1.2%	0.0%	2.2%	5.4%	10.4%
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	11	4.5%		0.8%	2.9%	6.5%	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	12	-0.3%		-4.6%	2.3%	4.1%	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	15	3.1%		1.1%	5.2%	7.3%	
Top Finance Position	7	7.4%			3.2%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	11	2.7%		1.1%	3.7%	6.9%	
Top Finance Position	9	5.1%			5.3%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	9	4.5%			3.2%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	17	5.4%		1.0%	4.0%	8.5%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	-0.3%			0.0%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	39	3.1%	-3.2%	0.0%	1.8%	5.1%	10.5%
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	21	5.3%	-1.7%	0.0%	2.4%	12.0%	16.2%
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	7	1.1%			3.0%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	17	3.1%		-0.2%	3.2%	6.4%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	42	2.9%	-6.7%	0.0%	3.0%	8.2%	9.5%
Top Finance Position	6	7.8%			5.3%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	8.7%			5.8%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	17	4.0%		0.0%	2.1%	6.7%	
Top Finance Position	8	7.8%			7.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	6	-2.1%			-2.2%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	0.0%			0.4%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	15	5.6%		2.1%	4.7%	10.5%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.							
CEO/Executive Director	6	-2.1%			3.1%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	11.1%			8.5%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	3.4%			0.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	46	2.1%	-10.8%	-0.8%	1.1%	6.9%	14.1%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	0.3%			0.6%		
Youth Development: Scouting							
CEO/Executive Director	5	3.1%			1.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Youth Development: Youth Development Programs							
CEO/Executive Director	12	1.5%		-0.8%	2.0%	4.6%	
South Dakota							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	2.5%			1.7%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	3.8%			4.0%		
Top Administrative Position	5	2.7%			2.4%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	2.5%			3.0%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	1.0%			2.8%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	2.8%			5.5%		
Top Finance Position	12	4.6%		1.5%	4.9%	8.0%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	15	0.7%		-1.2%	3.8%	8.8%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	5.3%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	8	-1.7%			-0.3%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	11	1.1%		-0.4%	1.0%	2.0%	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	1.3%			2.7%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	10	3.6%		0.2%	2.7%	7.7%	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	-4.7%			0.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	-0.4%		-7.3%	-0.1%	4.5%	
Tennessee							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	12	4.1%		0.0%	4.1%	9.1%	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	14	2.9%		0.0%	2.7%	8.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	11	4.4%		3.0%	3.7%	5.4%	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	9	1.0%			2.2%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	17	4.0%		0.8%	3.7%	7.5%	
Top Finance Position	5	2.5%			1.8%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	27	0.6%	-8.7%	-4.2%	0.0%	2.8%	12.5%
Top Finance Position	5	2.5%			2.4%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	8	4.0%			2.2%		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	6	4.5%			2.3%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	9	-2.5%			0.0%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	25	3.4%	-1.4%	0.0%	2.3%	7.6%	10.6%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	3.9%			4.6%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	7	1.9%			3.8%		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	6.8%			4.5%		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	7	1.1%			0.0%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	9	1.4%			5.9%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	-0.1%			0.0%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	8	2.9%			2.5%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	20	7.6%	-0.1%	0.0%	4.0%	14.7%	21.6%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	84	0.7%	-9.0%	-1.6%	1.2%	5.5%	8.0%
Top Development Position	10	4.7%		1.6%	3.1%	4.7%	
Top Finance Position	21	1.6%	-5.8%	0.6%	1.6%	4.4%	7.2%
Top Operations Position	6	4.9%			2.6%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	23	0.8%	-14.3%	-2.2%	1.5%	5.1%	16.7%
Top Development Position	9	-0.4%			4.1%		
Top Education Position	12	4.9%		1.1%	2.6%	8.4%	
Top Finance Position	17	3.6%		0.6%	3.9%	5.7%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	20	2.5%	-8.3%	-0.2%	3.2%	6.6%	11.2%
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	7	7.1%			4.0%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	8	0.8%			1.8%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	10	3.1%		-2.1%	0.6%	7.2%	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	10	5.4%		2.2%	4.6%	7.1%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	23	3.6%	-4.1%	-0.7%	3.7%	9.8%	11.1%
Top Finance Position	13	7.8%		0.3%	8.3%	16.0%	
Top Operations Position	7	7.3%			8.5%		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	7	4.3%			4.3%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	11	5.0%		1.1%	4.0%	7.9%	
Top Finance Position	5	6.3%			4.4%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	19	2.9%		1.2%	3.0%	5.3%	
Top Finance Position	16	7.4%		3.1%	7.4%	9.9%	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	11	0.7%		-7.1%	2.0%	11.5%	
Top Finance Position	5	-0.2%			2.2%		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	7	4.0%			1.8%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	7	4.5%			5.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	25	2.9%	-5.4%	0.0%	1.1%	4.4%	15.8%
Top Finance Position	5	5.3%			3.4%		
Housing, Shelter: Housing Support							
CEO/Executive Director	9	7.9%			5.4%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	17	1.8%		-1.4%	2.5%	7.6%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	67	1.4%	-8.9%	-3.2%	0.1%	5.8%	11.7%
Top Finance Position	10	6.0%		-1.0%	3.2%	14.5%	
Top Operations Position	5	-3.8%			-1.5%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	36	3.8%	-5.1%	1.3%	3.7%	8.6%	11.7%
Top Finance Position	7	1.6%			1.1%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	19	0.7%		-0.2%	0.0%	2.1%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	35	3.6%	-2.0%	0.0%	3.0%	7.0%	11.8%
Top Finance Position	5	1.1%			-0.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	30	4.8%	-2.6%	0.0%	3.7%	9.6%	17.3%
Top Finance Position	9	5.6%			7.0%		
Top Operations Position	5	1.6%			3.5%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	9	2.6%			0.0%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	1.0%			3.2%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	12	6.0%		0.0%	1.5%	13.9%	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	1.0%			2.4%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	12	3.1%		-0.5%	4.8%	7.5%	
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	5	-2.5%			-0.3%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	17	1.0%		-0.2%	1.5%	5.8%	
Top Finance Position	7	4.8%			0.8%		
Top Operations Position	5	7.5%			5.2%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	23	3.6%	-1.0%	0.0%	1.4%	7.1%	12.8%
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	10	-0.3%		-0.4%	1.0%	4.8%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	3.9%			3.2%		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	8.2%			9.2%		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	7	4.7%			2.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	3.7%			4.6%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	114	2.2%	-9.7%	-1.5%	1.7%	7.8%	12.8%
Top Finance Position	14	11.5%		3.8%	10.7%	20.6%	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	11	-7.8%		-17.6%	-4.5%	0.8%	
Unknown							
CEO/Executive Director	5	5.9%			8.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Youth Development: Scouting							
CEO/Executive Director	6	4.9%			2.8%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	11	2.2%		-1.1%	2.5%	7.7%	
Youth Development: Youth Development Programs							
CEO/Executive Director	35	2.0%	-9.3%	0.0%	2.1%	6.6%	11.2%
Texas							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	29	3.1%	-1.7%	0.0%	2.7%	9.0%	11.7%
Top Finance Position	5	5.5%			4.3%		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	7	6.5%			4.7%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	51	1.7%	-10.9%	-0.1%	1.2%	6.9%	14.1%
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	6	-0.7%			0.8%		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	18	1.6%		-0.2%	1.2%	4.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	16	3.9%		0.0%	2.1%	4.5%	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	37	0.4%	-5.7%	-2.0%	0.7%	3.3%	6.6%
Top Finance Position	11	2.7%		0.6%	4.7%	7.7%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	64	3.2%	-2.6%	0.0%	2.6%	6.8%	11.8%
Top Finance Position	14	5.6%		1.2%	4.9%	8.3%	
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	9	3.3%			3.6%		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	10	-1.7%		-7.1%	-1.6%	5.9%	
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	6	6.6%			4.0%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	20	-0.2%	-13.8%	-5.1%	-0.3%	5.2%	9.9%
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	6	5.4%			4.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	11	2.4%		0.1%	2.1%	7.4%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	43	5.9%	0.0%	0.4%	5.0%	8.8%	16.2%
Top Finance Position	6	4.1%			3.8%		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	9	1.7%			2.2%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	17	5.1%		0.4%	4.9%	10.5%	
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	5	1.2%			5.7%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	9	6.3%			3.8%		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	5	4.1%			2.6%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	13	5.2%		0.0%	4.0%	8.6%	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	17	6.1%		1.0%	3.3%	10.8%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	8	-0.2%			0.5%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	8	3.8%			4.6%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	11	-2.5%		-6.9%	-4.4%	3.7%	
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	15	4.0%		-1.5%	2.1%	8.4%	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	19	4.7%		0.2%	5.7%	8.2%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	30	-0.1%	-19.5%	-3.3%	0.2%	6.6%	12.5%
Top Finance Position	5	5.4%			2.5%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	44	5.2%	-5.0%	-0.1%	3.1%	12.0%	15.8%
Top Finance Position	9	5.6%			4.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	212	3.6%	-2.3%	0.0%	3.0%	6.9%	12.6%
Top Administrative Position	40	5.4%	-2.4%	0.0%	4.4%	9.4%	15.9%
Top Business Position	10	3.0%		0.3%	1.7%	7.1%	
Top Development Position	14	3.1%		0.8%	2.4%	6.7%	
Top Education Position	9	3.1%			2.6%		
Top Finance Position	57	3.2%	-5.2%	-0.2%	3.2%	6.7%	13.0%
Top Operations Position	21	2.1%	-2.3%	0.0%	2.6%	5.5%	7.8%
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	13	-1.7%		-1.3%	0.0%	1.1%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	35	0.9%	-6.4%	-3.5%	0.8%	5.6%	8.8%
Top Administrative Position	9	1.2%			0.8%		
Top Business Position	5	-0.8%			0.0%		
Top Development Position	12	-0.5%		-0.7%	0.4%	2.8%	
Top Education Position	9	2.5%			1.9%		
Top Finance Position	18	6.5%		1.2%	3.7%	12.0%	
Top Technology Position	5	0.3%			-0.1%		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	6	6.6%			3.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	44	2.0%	-6.0%	-0.5%	1.6%	6.5%	10.6%
Top Finance Position	6	2.6%			2.4%		
Top Operations Position	6	8.3%			10.6%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	28	3.2%	-6.2%	0.0%	2.3%	8.9%	14.1%
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	25	3.7%	-1.5%	0.0%	2.3%	6.8%	11.4%
Top Education Position	5	5.0%			3.4%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	17	4.8%		0.8%	4.1%	7.0%	
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	5	6.7%			5.5%		
Environmental Quality, Protection, and Beautification: Environmental Beautification							
CEO/Executive Director	7	5.2%			5.2%		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	6	-4.2%			-2.3%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	25	4.7%	-0.5%	1.8%	3.5%	8.7%	12.6%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	8	1.1%			0.7%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	44	3.7%	-4.9%	-0.4%	3.1%	8.0%	12.3%
Top Finance Position	8	8.8%			8.6%		
Top Operations Position	6	4.4%			3.8%		
Food, Agriculture, and Nutrition: Nutrition							
CEO/Executive Director	8	-0.1%			-1.6%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	48	2.6%	-6.4%	-0.1%	2.1%	5.9%	10.4%
Top Finance Position	28	5.3%	-4.1%	-0.1%	3.8%	8.8%	18.5%
Top Operations Position	14	3.4%		-0.5%	3.4%	5.6%	
Top Technology Position	5	-0.6%			0.1%		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	12	3.8%		-0.1%	3.3%	6.4%	
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	6	4.4%			1.8%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	32	2.3%	-8.9%	-0.3%	2.3%	7.8%	12.1%
Top Finance Position	13	7.1%		4.6%	7.5%	11.2%	
Top Operations Position	8	2.7%			4.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	43	4.1%	-3.4%	0.0%	2.5%	9.1%	13.3%
Top Finance Position	30	3.1%	-7.2%	-0.7%	1.8%	7.5%	17.6%
Top Human Resources Position	7	4.8%			3.0%		
Top Legal Position	5	3.6%			0.6%		
Top Operations Position	18	4.4%		-0.1%	4.4%	8.6%	
Top Technology Position	8	2.7%			6.1%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	9	7.0%			4.0%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	9	0.6%			2.5%		
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	16	4.1%		-2.4%	3.2%	8.5%	
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	9	4.8%			4.5%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	22	2.0%	-3.5%	0.0%	2.6%	3.9%	5.3%
Top Finance Position	5	8.4%			7.1%		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	7	4.4%			1.7%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	67	4.0%	-4.5%	0.0%	4.0%	8.0%	13.0%
Top Finance Position	9	3.6%			3.5%		
Top Operations Position	5	3.9%			5.0%		
Housing, Shelter: Housing Support							
CEO/Executive Director	12	4.4%		1.0%	2.7%	5.6%	
Housing, Shelter: Service and Other							
CEO/Executive Director	6	2.9%			0.1%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	20	3.8%	-3.8%	0.0%	1.3%	8.4%	15.4%
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	115	3.7%	-1.4%	0.0%	3.1%	6.9%	12.3%
Top Administrative Position	5	1.9%			3.2%		
Top Finance Position	26	4.2%	-1.6%	0.5%	4.1%	6.7%	11.6%
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	122	4.1%	-5.5%	0.0%	2.6%	8.4%	17.2%
Top Administrative Position	5	1.2%			-0.1%		
Top Development Position	6	5.7%			3.5%		
Top Finance Position	15	8.6%		4.2%	5.7%	13.3%	
Top Operations Position	7	3.5%			3.0%		
Top Program Position	10	3.6%		-3.0%	3.3%	7.3%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	36	3.8%	-1.4%	0.0%	3.1%	7.5%	12.2%
Top Finance Position	10	5.8%		1.7%	2.8%	11.3%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	69	2.9%	-4.2%	0.0%	1.7%	7.4%	11.7%
Top Finance Position	9	3.7%			2.0%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	129	3.3%	-4.0%	0.0%	2.0%	7.4%	14.4%
Top Development Position	7	8.3%			5.9%		
Top Finance Position	38	4.6%	-0.6%	0.9%	3.8%	7.4%	10.0%
Top Human Resources Position	5	3.2%			2.6%		
Top Operations Position	12	8.6%		2.6%	7.0%	15.0%	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	18	3.9%		0.0%	2.1%	9.7%	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	14	1.6%		0.0%	0.4%	4.8%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	32	2.8%	-6.9%	-0.8%	2.1%	9.3%	13.2%
Top Finance Position	9	7.5%			5.3%		
Top Operations Position	7	9.0%			9.6%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	13	3.9%		-1.7%	2.8%	5.8%	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	29	0.3%	-11.9%	-0.3%	0.0%	3.0%	11.1%
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	9	0.7%			-0.9%		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	9	2.7%			0.0%		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	8	2.7%			4.4%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	28	1.4%	-9.3%	-3.3%	0.6%	6.0%	15.7%
Top Operations Position	5	5.5%			4.6%		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	8	0.4%			1.6%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	44	2.7%	-6.4%	-0.1%	2.2%	6.7%	13.8%
Top Finance Position	5	2.3%			3.5%		
Top Operations Position	6	6.9%			5.7%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	23	3.2%	-0.1%	0.8%	3.0%	5.0%	9.1%
Top Finance Position	5	4.9%			2.1%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	12	-0.3%		-6.0%	1.1%	5.2%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	12	3.4%		0.0%	0.6%	6.0%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	28	4.9%	-3.5%	-0.3%	3.4%	12.2%	17.9%
Top Finance Position	7	7.7%			5.1%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	4.1%			0.4%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Voluntarism Promotion							
CEO/Executive Director	5	2.6%			0.0%		
Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	10	3.3%		-2.9%	2.1%	10.9%	
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	7	2.8%			1.7%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	7	9.6%			2.3%		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	5	5.6%			3.0%		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	8	-4.2%			0.4%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	40	3.0%	-5.4%	0.0%	3.4%	7.8%	14.8%
Top Finance Position	7	-4.4%			-1.1%		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	7	6.3%			4.8%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	11	2.0%		-3.1%	0.0%	5.5%	
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	7	3.2%			0.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	256	0.9%	-11.3%	-2.2%	0.0%	5.3%	14.8%
Top Administrative Position	5	-0.7%			0.0%		
Top Finance Position	16	4.6%		0.0%	0.3%	8.4%	
Top Operations Position	11	5.7%		1.6%	6.1%	9.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	5	3.0%			4.7%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	31	0.6%	-15.8%	-4.3%	0.8%	8.1%	13.4%
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	14	-2.6%		-5.4%	-1.9%	0.1%	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	21	3.2%	-6.0%	0.0%	3.2%	9.1%	15.0%
Unknown							
CEO/Executive Director	13	6.6%		0.5%	4.0%	13.6%	
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	10	3.8%		2.5%	3.9%	8.3%	
Youth Development: Scouting							
CEO/Executive Director	24	4.9%	-3.7%	0.0%	4.1%	11.7%	15.8%
Top Finance Position	8	3.8%			2.4%		
Youth Development: Service and Other							
CEO/Executive Director	9	7.3%			6.8%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	22	4.0%	-10.6%	-1.7%	4.4%	11.7%	14.3%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Youth Development: Youth Development Programs							
CEO/Executive Director	48	2.7%	-5.0%	-0.3%	2.8%	6.7%	10.5%
Utah							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	8	5.5%			3.1%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	-1.1%			1.8%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	11	5.2%		-0.6%	0.0%	10.5%	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	3.0%			6.6%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	7.6%			6.9%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	21	4.4%	-3.6%	-1.5%	3.3%	10.7%	13.7%
Top Finance Position	6	1.2%			2.2%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	7	3.7%			1.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	5	7.7%			7.1%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	3.7%			2.4%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	6.8%			4.6%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	5	10.3%			17.5%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	-1.0%			0.1%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	11	0.5%		-1.8%	0.7%	5.9%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	3.0%			3.0%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	7.8%			3.0%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	10	1.5%		-2.1%	-0.1%	6.5%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	4.7%			0.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	7.7%			8.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	11.6%			7.9%		
Vermont							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	9	-3.2%			-2.9%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	13	1.5%		-2.9%	1.8%	3.7%	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	8	2.1%			2.8%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	16	3.0%		-3.6%	1.1%	10.3%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	3.3%			1.6%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	-1.3%			0.9%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	14	5.0%		0.0%	4.4%	6.3%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	9	-2.1%			-1.2%		
Top Education Position	5	8.1%			9.6%		
Top Finance Position	6	4.0%			4.8%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	10	1.2%		-1.2%	0.5%	3.3%	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	7	5.7%			5.7%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	8	1.6%			0.4%		
Top Finance Position	5	8.2%			6.3%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	0.4%			1.8%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	13	8.7%		1.5%	7.1%	17.7%	
Top Finance Position	11	4.8%		0.9%	4.6%	10.9%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	6	5.7%			4.1%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	11	4.0%		1.1%	6.2%	8.4%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	19	5.0%		1.2%	4.2%	8.8%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	17	3.4%		0.7%	4.3%	9.0%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	2.0%			1.9%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	14	0.8%		-0.8%	-0.1%	1.5%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	0.2%			1.5%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	2.0%			1.1%		
Top Finance Position	5	2.1%			6.5%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	-0.3%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	5	3.1%			3.8%		
Youth Development: Youth Development Programs							
CEO/Executive Director	8	5.1%			3.9%		
Virginia							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	17	4.1%		-0.5%	3.8%	7.4%	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	8	1.4%			0.0%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	37	1.4%	-5.6%	-1.3%	0.2%	4.4%	10.7%
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	6	-1.3%			-4.1%		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	16	4.3%		0.0%	2.3%	9.3%	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	10	2.8%		-1.3%	0.6%	7.9%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	28	2.8%	-1.4%	0.0%	2.2%	4.3%	7.4%
Top Finance Position	6	3.8%			3.4%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	33	1.2%	-13.4%	-0.1%	2.4%	4.7%	7.9%
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	12	3.6%		1.5%	3.3%	7.8%	
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	6	1.5%			1.9%		
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	5	2.4%			3.3%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	8	2.1%			1.5%		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	7	3.1%			3.4%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	9	1.7%			2.4%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	16	3.2%		0.6%	2.4%	6.2%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	10	5.0%		1.2%	4.8%	8.7%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	15	2.7%		-5.0%	3.0%	7.4%	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	5	8.6%			8.5%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	3.3%			2.8%		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	0.8%			0.5%		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	6	7.7%			6.6%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	6	8.1%			7.9%		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	5	2.7%			2.4%		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	8	1.9%			1.3%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	10	4.9%		3.1%	5.9%	9.1%	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	10	-1.9%		-5.7%	-0.5%	5.3%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	11	5.9%		2.7%	6.7%	11.5%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	20	4.3%	-0.5%	0.0%	1.5%	7.2%	15.4%
Top Finance Position	5	-0.3%			1.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	111	3.4%	-6.3%	-0.7%	2.6%	8.4%	13.8%
Top Administrative Position	7	8.3%			7.4%		
Top Business Position	8	2.8%			2.7%		
Top Development Position	5	1.0%			2.1%		
Top Finance Position	20	5.4%	-1.5%	1.9%	3.6%	8.6%	11.9%
Top Operations Position	6	4.9%			0.6%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	22	2.5%	-1.3%	0.0%	2.3%	4.6%	7.5%
Top Development Position	9	2.3%			2.2%		
Top Education Position	11	0.9%		1.0%	2.1%	2.7%	
Top Finance Position	15	3.2%		0.9%	2.8%	4.9%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	44	1.0%	-10.1%	-0.9%	2.0%	4.4%	8.7%
Top Finance Position	15	0.7%		-1.0%	2.1%	4.1%	
Top Operations Position	6	6.1%			5.7%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	17	4.6%		0.0%	2.1%	3.7%	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	8	4.8%			6.3%		
Employment, Job-Related: Service and Other							
CEO/Executive Director	5	4.1%			4.7%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	9	0.2%			-0.1%		
Top Finance Position	5	2.1%			-0.3%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	27	5.2%	-3.0%	1.2%	3.5%	9.5%	16.0%
Top Finance Position	8	6.7%			7.2%		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	7	-0.1%			1.9%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	14	7.6%		2.4%	5.8%	9.7%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	28	4.9%	-1.4%	0.1%	2.6%	8.3%	14.8%
Top Finance Position	7	7.0%			5.5%		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	7	-0.9%			2.6%		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	8	4.1%			4.6%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	15	3.9%		1.8%	3.4%	5.0%	
Top Finance Position	6	0.0%			4.0%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	25	1.1%	-5.7%	-2.2%	1.0%	3.6%	7.7%
Top Finance Position	12	3.3%		-0.8%	2.5%	7.6%	
Top Technology Position	6	4.1%			4.1%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	5	5.5%			3.3%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	9	4.4%			4.0%		
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	5	4.0%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	3.8%			2.8%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	19	2.6%		0.0%	2.1%	4.5%	
Top Finance Position	5	2.2%			1.2%		
Top Operations Position	6	-1.9%			1.6%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	26	4.2%	-4.2%	1.1%	4.0%	6.9%	12.3%
Top Finance Position	6	3.2%			3.6%		
Housing, Shelter: Housing Support							
CEO/Executive Director	14	-0.8%		-2.9%	0.9%	3.3%	
Top Finance Position	6	3.8%			3.0%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	18	2.2%		0.1%	1.9%	8.8%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	60	3.8%	-5.5%	0.3%	3.6%	7.2%	10.2%
Top Finance Position	10	0.8%		0.0%	0.7%	1.2%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	49	2.5%	-2.6%	0.0%	3.2%	5.7%	9.8%
Top Finance Position	10	-1.4%		-3.0%	1.1%	2.5%	
Top Operations Position	5	5.1%			3.1%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	19	5.1%		0.0%	2.9%	6.9%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	36	4.3%	-3.2%	0.0%	3.7%	8.2%	12.1%
Top Finance Position	7	-2.7%			1.0%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	54	2.9%	-6.7%	-0.4%	1.9%	7.9%	14.7%
Top Finance Position	9	8.1%			7.2%		
Top Operations Position	7	2.1%			5.9%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	12	3.8%		-0.5%	4.7%	7.2%	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	-1.1%			0.0%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	26	3.0%	-9.7%	-2.2%	3.1%	10.9%	14.4%
Top Administrative Position	6	0.7%			3.1%		
Top Finance Position	11	8.0%		4.0%	6.2%	11.8%	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	9	2.7%			3.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	21	3.1%	-2.2%	0.4%	3.2%	5.8%	8.9%
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	6	6.4%			5.2%		
International, Foreign Affairs, and National Security: Service and Other							
CEO/Executive Director	6	4.1%			4.2%		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	6	0.7%			0.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	13	1.8%		0.9%	3.1%	5.6%	
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	5	7.0%			9.6%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	-5.3%			-3.5%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	9	1.3%			3.4%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	19	4.3%		1.4%	3.0%	6.2%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	3.4%			1.2%		
Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	6	-0.5%			3.0%		
Public Safety, Disaster Preparedness, and Relief: Safety Education							
CEO/Executive Director	6	-1.5%			0.9%		
Public Safety, Disaster Preparedness, and Relief: Service and Other							
CEO/Executive Director	5	2.6%			0.1%		
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	6	5.2%			5.2%		
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	13	4.1%		0.0%	2.7%	9.4%	
Top Finance Position	5	2.9%			1.8%		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	12	4.5%		1.0%	2.9%	6.3%	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	24	0.5%	-16.0%	-2.4%	1.6%	7.9%	10.7%
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	0.6%			2.5%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	64	3.1%	-5.6%	0.0%	1.7%	5.6%	16.0%
Top Finance Position	6	2.3%			1.2%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	8	-0.1%			1.0%		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	5	0.9%			0.0%		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	6	8.6%			10.3%		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	5	-1.1%			-0.2%		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	5	7.6%			8.5%		
Unknown							
CEO/Executive Director	5	5.4%			4.1%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	0.8%			2.8%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	10	3.4%		0.1%	1.5%	3.7%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Youth Development: Youth Development Programs							
CEO/Executive Director	21	0.3%	-10.0%	-1.3%	1.2%	3.8%	10.8%
Washington							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	13	1.5%		0.0%	4.3%	6.8%	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	10	6.8%		0.6%	4.4%	13.4%	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	33	1.5%	-3.0%	-0.1%	1.0%	3.0%	7.1%
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	5	4.0%			4.1%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	8	2.2%			1.9%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	18	5.1%		-1.0%	5.4%	9.5%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	40	5.6%	-2.6%	0.0%	4.5%	9.7%	17.1%
Top Finance Position	5	2.5%			3.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	6	0.2%			2.1%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	6	9.4%			5.4%		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	5	5.5%			8.0%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	14	5.5%		1.3%	4.4%	8.8%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	-1.5%			1.1%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	7	6.6%			3.5%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	8	4.8%			5.8%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	5	1.0%			0.0%		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	5	4.6%			1.8%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	0.2%			2.5%		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	5	6.9%			2.4%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	13	1.8%		-0.6%	1.8%	7.3%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	20	-1.0%	-20.3%	-1.6%	0.7%	5.9%	10.5%
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	88	3.2%	-3.2%	0.0%	3.0%	6.3%	12.2%
Top Administrative Position	7	4.2%			3.1%		
Top Business Position	8	5.4%			5.3%		
Top Development Position	7	4.7%			3.0%		
Top Finance Position	33	4.7%	-0.3%	1.7%	4.6%	6.3%	12.2%
Top Operations Position	8	3.3%			5.0%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	10	6.7%		1.4%	5.2%	16.3%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	17	6.3%		2.8%	6.3%	11.0%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	10	6.1%		2.6%	6.2%	9.8%	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	16	3.5%		0.1%	2.9%	5.2%	
Top Finance Position	7	2.0%			1.9%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	11	3.3%		-5.1%	0.8%	10.2%	
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	5	0.8%			0.9%		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	7	8.9%			11.0%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	35	0.8%	-14.3%	-3.9%	2.1%	5.4%	12.8%
Environmental Quality, Protection, and Beautification: Pollution Abatement & Control							
CEO/Executive Director	6	-5.5%			-3.2%		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	11	2.2%		-2.0%	0.0%	4.7%	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	22	4.6%	-3.1%	0.3%	4.4%	6.7%	9.4%

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	22	2.3%	-6.8%	0.0%	0.9%	6.1%	9.1%
Top Finance Position	12	8.0%		2.3%	4.1%	13.6%	
Top Operations Position	9	5.7%			5.3%		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	5	9.7%			10.3%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	9	3.8%			1.0%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	13	2.7%		0.9%	4.0%	6.1%	
Top Finance Position	13	1.8%		-8.4%	2.6%	12.9%	
Top Operations Position	6	1.9%			2.0%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	12	2.1%		1.8%	2.5%	4.6%	
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	6	11.6%			12.2%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	13	-0.3%		-5.1%	0.0%	2.9%	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	28	5.0%	-3.6%	-0.9%	4.4%	10.4%	13.3%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Housing, Shelter: Temporary Housing							
CEO/Executive Director	13	-1.2%		-5.1%	0.5%	4.5%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	76	5.4%	-3.3%	0.0%	4.3%	10.2%	17.7%
Top Finance Position	9	7.6%			8.9%		
Top Operations Position	5	4.9%			7.1%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	47	3.9%	-9.5%	0.0%	2.9%	9.1%	17.0%
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	13	2.8%		0.0%	1.6%	4.6%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	21	2.4%	-7.7%	-0.9%	1.9%	6.9%	13.5%
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	72	5.5%	-1.9%	0.0%	3.8%	10.4%	17.3%
Top Finance Position	26	4.8%	-2.8%	2.0%	4.7%	7.3%	12.1%
Top Operations Position	12	7.3%		3.2%	6.5%	10.2%	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	13	3.5%		0.6%	2.3%	5.7%	
Top Finance Position	7	1.4%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	10	4.3%		0.4%	2.0%	11.7%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	18	0.4%		-7.0%	1.1%	5.1%	
Top Finance Position	7	5.8%			3.3%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	21	-2.9%	-20.7%	-4.7%	0.0%	4.2%	7.5%
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	20	-0.1%	-16.1%	-10.1%	1.9%	6.0%	11.6%
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	6	4.3%			0.4%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	17	6.0%		-0.1%	5.1%	11.1%	
Top Finance Position	13	5.8%		1.2%	2.1%	8.7%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	13	4.3%		1.6%	9.2%	12.3%	
Top Finance Position	5	5.5%			4.2%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	7	1.7%			2.6%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	17	7.4%		3.3%	7.0%	10.7%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	6	0.3%			2.9%		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	5	3.2%			3.2%		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	1.5%			2.8%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	13	0.5%		-3.4%	0.0%	4.3%	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	6.8%			5.7%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	34	2.3%	-7.8%	0.0%	2.5%	6.9%	12.0%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	9	-3.3%			0.0%		
Unknown							
CEO/Executive Director	26	2.7%	-3.5%	0.0%	2.9%	6.1%	10.8%

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Youth Development: Scouting							
CEO/Executive Director	10	4.2%		0.0%	1.9%	8.1%	
Youth Development: Service and Other							
CEO/Executive Director	5	0.8%			0.0%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	9	11.1%			11.5%		
Youth Development: Youth Development Programs							
CEO/Executive Director	37	5.5%	-3.1%	0.9%	3.5%	9.7%	18.1%
West Virginia							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	20	3.2%	-1.8%	0.0%	1.7%	8.1%	12.7%
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	-0.8%			0.7%		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	2.5%			1.6%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	1.4%		0.9%	1.6%	2.6%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	2.0%			2.4%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	6	8.4%			8.4%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	6	5.7%			3.9%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	19	1.8%		-2.0%	2.7%	6.7%	
Top Finance Position	8	5.4%			5.6%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	6	1.9%			0.2%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	8	5.8%			4.3%		
Top Finance Position	11	9.4%		3.8%	7.3%	14.5%	
Top Operations Position	7	5.5%			4.6%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	3.7%			0.8%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	30	2.4%	-1.7%	0.0%	1.6%	4.4%	10.1%
Top Finance Position	6	2.2%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	12	4.5%		0.5%	4.2%	8.3%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	19	0.1%		-4.2%	0.0%	2.2%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	22	5.4%	-0.8%	0.1%	3.6%	10.9%	16.2%
Top Finance Position	11	4.8%		1.1%	2.9%	5.6%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	4.5%			2.9%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	0.2%			1.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	3.5%			3.6%		

Wisconsin

Animal-Related: Animal Protection & Welfare

CEO/Executive Director	17	-0.5%		0.0%	0.7%	2.9%	
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Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	26	6.7%	-0.1%	0.7%	4.1%	10.3%	21.5%
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501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	9	1.7%			2.5%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	7	1.9%			0.4%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	18	3.8%		-2.1%	1.5%	5.9%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	30	0.9%	-5.2%	-0.5%	1.7%	4.2%	6.7%
Top Finance Position	6	-1.1%			0.9%		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	6	5.0%			4.4%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	5.8%			5.2%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	18	2.2%		-1.8%	0.7%	5.7%	
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	8	7.5%			6.2%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	14	1.7%		-2.6%	0.7%	5.3%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	5	-0.2%			0.9%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	1.0%			1.8%		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	8	4.5%			3.9%		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	8	1.0%			0.9%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	17	0.4%		-3.5%	0.1%	3.7%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	15	3.4%		1.6%	4.7%	6.0%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	41	4.2%	-0.4%	0.2%	2.9%	6.1%	11.4%
Top Administrative Position	11	3.7%		-2.7%	2.3%	10.9%	
Top Finance Position	17	2.4%		-1.2%	2.9%	6.1%	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	5	6.2%			3.6%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	14	3.8%		0.4%	2.9%	6.7%	
Top Education Position	7	9.5%			8.4%		
Top Finance Position	7	3.9%			4.9%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	21	7.4%	0.0%	2.8%	6.8%	11.9%	14.6%
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	6	0.2%			1.0%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	10	-2.5%		-2.6%	-0.3%	1.7%	
Top Finance Position	5	3.1%			4.7%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	15	4.4%		1.1%	4.9%	9.3%	
Top Finance Position	5	3.2%			3.3%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	32	4.2%	-5.9%	-0.3%	3.0%	10.7%	15.6%
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	5	0.7%			0.0%		
Food, Agriculture, and Nutrition: Agricultural Programs							
CEO/Executive Director	5	2.4%			1.5%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	16	3.6%		-0.1%	2.6%	6.8%	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	17	3.5%		0.0%	3.0%	6.6%	
Top Finance Position	6	2.7%			3.8%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	13	2.2%		-4.0%	2.3%	4.9%	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	35	4.7%	-5.5%	0.2%	3.0%	11.2%	15.5%
Top Finance Position	26	6.5%	-1.4%	2.1%	6.4%	13.5%	15.7%
Top Operations Position	9	3.9%			3.2%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	13	0.0%		-3.2%	-0.1%	2.7%	
Top Finance Position	7	2.2%			1.2%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	11	2.7%		0.1%	3.6%	7.2%	
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	4.0%			3.2%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	19	5.7%		0.4%	3.6%	9.4%	

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Housing, Shelter: Housing Support							
CEO/Executive Director	12	5.0%		0.1%	2.8%	8.5%	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	8	3.5%			2.4%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	63	3.4%	-5.6%	-0.3%	2.6%	7.6%	14.3%
Top Finance Position	14	4.1%		2.3%	5.9%	8.1%	
Top Operations Position	6	-0.2%			-2.3%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	37	3.1%	-2.7%	1.3%	2.9%	5.6%	10.2%
Top Administrative Position	6	3.6%			2.9%		
Top Finance Position	11	5.0%		2.4%	4.3%	6.6%	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	10	0.2%		-1.7%	1.1%	3.7%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	35	2.4%	-4.6%	-0.7%	1.8%	4.8%	9.9%
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	66	5.5%	-2.4%	1.8%	4.6%	7.8%	16.4%
Top Finance Position	20	4.8%	-0.8%	1.5%	4.5%	8.6%	12.5%
Top Operations Position	5	2.3%			2.0%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	16	1.7%		-4.8%	1.2%	7.2%	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	9	7.1%			8.3%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	32	4.2%	-3.8%	0.0%	3.1%	7.7%	11.7%
Top Administrative Position	8	1.4%			1.9%		
Top Finance Position	10	7.5%		2.4%	4.7%	12.3%	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	9	4.5%			1.9%		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	5	5.3%			-0.3%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	15	2.7%		-0.5%	1.8%	3.3%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	8	3.7%			3.4%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	11	2.9%		0.3%	3.2%	4.9%	
Top Finance Position	5	3.3%			3.4%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	18	1.9%		0.6%	3.3%	6.0%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	8	1.3%			0.8%		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	3.6%			5.5%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	15	2.4%		0.0%	0.7%	4.9%	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	4.7%			4.5%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	3.9%			4.0%		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	5	0.4%			0.5%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	39	2.0%	-5.9%	-0.1%	1.5%	4.9%	8.8%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	4.6%			-0.4%		

501(c)(3) Organizations Incumbent Compensation Increases

State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	8	9.0%			5.0%		
Youth Development: Scouting							
CEO/Executive Director	10	7.0%		1.5%	3.3%	9.7%	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	16	2.0%		0.4%	2.8%	5.7%	
Youth Development: Youth Development Programs							
CEO/Executive Director	17	4.4%		0.5%	3.8%	8.0%	
Wyoming							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	6.5%			10.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	14	-0.6%		-3.1%	0.7%	3.2%	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	7	5.1%			4.5%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	15	0.1%		-4.5%	0.0%	2.1%	

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	3.3%			0.9%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	8	2.5%			4.0%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	10	0.0%		-2.6%	0.0%	1.3%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	11	3.8%		0.0%	1.1%	8.4%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	-5.0%			-1.6%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.1%			1.8%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
Top Business Position	9	4.7%			4.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.2%		-2.0%	0.9%	3.4%	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	46	2.9%	-0.4%	0.0%	2.9%	4.8%	9.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	1.4%	-7.3%	-1.0%	0.8%	4.4%	7.2%
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.7%		1.3%	3.0%	4.3%	
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	14	5.0%		3.5%	4.2%	6.0%	
Top Administrative Position	10	4.3%		1.9%	4.7%	5.6%	
Top Finance Position	9	7.4%			5.4%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	11	5.4%		2.4%	5.3%	6.0%	

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	11	10.4%		5.3%	8.8%	15.7%	
Top Finance Position	6	7.9%			7.3%		
Top Operations Position	7	7.3%			6.9%		
Top Technology Position	9	4.5%			5.8%		
Alaska							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Greater than \$5 million							
CEO/Executive Director	5	6.4%			8.4%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.1%			2.1%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	12	1.5%		-0.3%	0.7%	4.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.5%		-0.5%	0.9%	5.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.2%			5.6%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	5	7.5%			8.3%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.9%			4.7%		
Greater than \$5 million							
Top Finance Position	6	4.7%			3.2%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.8%			1.4%		
Top Business Position	5	2.6%			1.9%		
Top Finance Position	7	5.3%			3.0%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	46	3.2%	-3.5%	0.0%	1.8%	6.7%	10.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	2.8%	-2.4%	0.1%	4.5%	6.9%	9.4%
Between \$1 million and \$5 million							
CEO/Executive Director	26	2.7%	-6.7%	-0.9%	3.2%	6.8%	14.2%
Greater than \$5 million							
CEO/Executive Director	9	6.4%			4.7%		
Top Finance Position	5	2.7%			2.6%		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
Top Finance Position	5	5.2%			4.0%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	23	0.2%	-11.0%	-3.4%	1.1%	4.3%	7.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.5%			7.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	0.5%		-0.9%	0.0%	5.3%	
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	13	6.7%		5.1%	8.0%	13.2%	
Top Administrative Position	5	0.2%			5.1%		
Top Finance Position	6	8.0%			7.7%		
Top Operations Position	5	6.6%			4.5%		
California							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	29	1.7%	-5.1%	-1.4%	2.1%	5.0%	10.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	2.9%		-0.4%	1.8%	6.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	3.9%	-6.8%	-2.2%	3.0%	10.5%	17.9%
Greater than \$5 million							
CEO/Executive Director	21	7.8%	1.0%	2.3%	6.0%	10.6%	16.2%
Top Finance Position	11	8.2%		1.4%	2.6%	17.8%	

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Greater than \$5 million							
Top Operations Position	5	10.2%			8.8%		
Top Technology Position	5	4.1%			7.3%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	46	1.3%	-7.5%	-0.3%	1.2%	5.1%	9.9%
Top Finance Position	12	1.3%		-2.6%	1.6%	2.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	3.1%	-6.9%	-1.4%	2.9%	7.8%	15.1%
Top Business Position	5	4.5%			7.3%		
Top Finance Position	17	1.7%		-0.7%	2.2%	5.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	80	3.3%	-3.9%	0.1%	3.1%	6.3%	10.6%
Top Administrative Position	13	4.8%		3.3%	6.4%	9.1%	
Top Business Position	36	4.4%	0.1%	1.7%	3.3%	6.4%	11.0%
Top Finance Position	48	3.4%	-1.8%	0.4%	3.3%	5.0%	10.9%
Greater than \$5 million							
CEO/Executive Director	50	2.9%	-2.1%	0.3%	3.0%	4.7%	9.7%
Top Administrative Position	7	3.7%			3.8%		
Top Business Position	18	6.1%		3.0%	3.8%	7.2%	
Top Finance Position	32	4.2%	-2.7%	0.1%	3.5%	7.9%	12.1%
Top Legal Position	10	5.9%		-0.3%	4.1%	12.1%	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	208	1.7%	-6.6%	-0.5%	0.2%	6.2%	12.2%

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	113	3.5%	-5.5%	0.0%	2.8%	6.8%	13.8%
Between \$1 million and \$5 million							
CEO/Executive Director	182	4.1%	-4.5%	0.0%	3.2%	7.9%	13.9%
Top Administrative Position	5	4.3%			6.8%		
Top Finance Position	14	3.6%		2.5%	4.9%	7.6%	
Top Legal Position	9	4.9%			4.2%		
Top Operations Position	10	3.6%		-0.1%	4.5%	12.3%	
Top PR/Communications Position	5	5.9%			5.7%		
Top Technology Position	5	12.1%			10.8%		
Greater than \$5 million							
CEO/Executive Director	55	5.7%	-3.0%	1.8%	6.0%	10.4%	16.2%
Top Business Position	7	3.0%			2.8%		
Top Finance Position	29	3.7%	-5.8%	0.1%	3.4%	7.3%	10.6%
Top Legal Position	5	9.0%			9.1%		
Top Marketing Position	12	3.2%		0.7%	3.4%	4.4%	
Top Operations Position	11	5.3%		3.8%	5.5%	7.9%	
Top PR/Communications Position	5	4.1%			5.8%		
Top Technology Position	12	6.2%		1.4%	3.9%	11.8%	
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	28	4.1%	-9.7%	-1.8%	3.8%	10.2%	17.7%
Top Administrative Position	25	5.7%	-4.7%	0.0%	5.0%	10.9%	19.0%
Top Finance Position	6	4.5%			4.9%		
Greater than \$5 million							
CEO/Executive Director	36	1.8%	-5.7%	0.2%	2.7%	5.0%	8.0%

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
Top Administrative Position	37	1.9%	-5.7%	0.5%	2.8%	5.3%	8.0%
Top Facilities Position	22	3.2%	-3.7%	0.5%	2.8%	6.6%	11.2%
Top Finance Position	30	3.0%	-8.4%	0.4%	3.5%	8.1%	11.3%
Top Operations Position	5	3.6%			4.5%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	12	1.3%		-0.6%	3.9%	6.7%	
Top Administrative Position	10	0.0%		-1.8%	2.4%	4.6%	
501(c)(13)—Cemetery Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	5	13.8%			17.3%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	19	4.6%		0.0%	1.6%	9.3%	
Top Finance Position	5	2.2%			8.4%		
Greater than \$5 million							
CEO/Executive Director	30	2.8%	-10.0%	-0.4%	3.0%	6.9%	14.4%
Top Finance Position	28	5.4%	-4.8%	0.0%	6.5%	11.3%	17.3%
Top Human Resources Position	12	5.0%		3.4%	5.6%	9.4%	
Top Marketing Position	15	6.7%		1.2%	5.1%	13.6%	
Top Operations Position	16	7.4%		0.2%	5.4%	18.1%	
Top Technology Position	22	5.6%	-1.9%	1.9%	6.1%	10.1%	12.6%

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	5.8%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.7%			3.9%		
Greater than \$5 million							
CEO/Executive Director	5	4.8%			4.8%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	12	2.0%		-1.8%	0.3%	3.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.2%			0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.7%			5.8%		
Top Business Position	7	5.6%			4.5%		
Top Finance Position	8	0.5%			2.7%		
Greater than \$5 million							
CEO/Executive Director	5	1.6%			2.0%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	58	4.5%	-3.2%	0.0%	3.5%	8.7%	17.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	4.1%	-0.9%	0.4%	3.2%	6.2%	9.5%
Between \$1 million and \$5 million							
CEO/Executive Director	46	3.4%	-6.4%	-1.8%	3.9%	9.3%	12.3%
Top Operations Position	5	2.5%			0.9%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	14	4.9%		2.1%	3.7%	8.4%	
Top Finance Position	9	5.3%			3.1%		
Top Operations Position	5	10.4%			8.5%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.0%			4.6%		
Top Administrative Position	5	5.0%			0.7%		
Greater than \$5 million							
CEO/Executive Director	7	8.3%			6.1%		
Top Administrative Position	7	8.3%			6.1%		
Top Facilities Position	6	9.4%			9.5%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	12	8.6%		1.4%	6.1%	15.6%	
Top Administrative Position	8	5.0%			5.0%		
Top Finance Position	9	13.3%			10.4%		
Top Operations Position	9	3.3%			4.6%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.2%			3.0%		
Greater than \$5 million							
CEO/Executive Director	7	5.8%			5.9%		
Top Finance Position	7	7.4%			6.4%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
Top Operations Position	6	8.7%			9.0%		
Connecticut							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	12	1.7%		-1.2%	1.6%	4.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.1%		1.2%	3.1%	3.9%	
Top Business Position	5	-0.5%			2.9%		
Top Finance Position	8	2.5%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	1.0%		0.0%	0.8%	2.8%	
Top Business Position	6	2.7%			3.1%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	31	1.8%	-1.0%	0.0%	2.8%	5.2%	10.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	1.0%		-1.5%	2.0%	5.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	1.8%	-5.3%	0.1%	2.0%	4.3%	13.5%
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.9%		2.2%	4.1%	4.9%	

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
Top Administrative Position	10	5.0%		2.1%	4.0%	5.0%	
Top Facilities Position	6	4.5%			4.0%		
Greater than \$5 million							
CEO/Executive Director	14	-1.9%		-2.4%	-0.8%	3.2%	
Top Administrative Position	14	-1.9%		-2.4%	-0.8%	3.2%	
Top Facilities Position	14	4.6%		1.2%	3.3%	8.2%	
Top Finance Position	17	5.9%		1.6%	5.9%	7.9%	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	9.6%			7.6%		
Top Finance Position	6	2.4%			5.9%		

Delaware

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	8	8.2%			8.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.0%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.5%			2.4%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	9	0.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	0.6%			-0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.3%		0.4%	4.4%	5.9%	
Greater than \$5 million							
CEO/Executive Director	18	6.2%		1.6%	3.2%	10.1%	
Top Finance Position	7	4.9%			3.6%		
Top PR/Communications Position	9	3.8%			0.6%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.4%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	0.9%		-1.5%	1.8%	4.2%	
Top Finance Position	5	1.9%			1.1%		
Greater than \$5 million							
CEO/Executive Director	24	2.6%	-1.1%	0.6%	2.6%	5.0%	8.7%
Top Finance Position	20	6.0%	-0.9%	2.4%	4.9%	9.5%	15.6%
Top Legal Position	12	4.6%		2.4%	3.7%	6.9%	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	23	2.5%	-3.9%	0.0%	2.1%	5.7%	9.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	1.8%	-5.1%	-0.3%	2.5%	3.6%	6.5%

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	116	3.4%	-5.6%	0.1%	3.8%	7.4%	12.2%
Top Administrative Position	6	3.8%			4.5%		
Top Finance Position	14	3.1%		1.0%	4.9%	7.5%	
Top Legal Position	5	2.9%			5.4%		
Top Operations Position	12	2.8%		1.1%	5.0%	6.5%	
Top PR/Communications Position	8	3.1%			4.4%		
Greater than \$5 million							
CEO/Executive Director	107	5.3%	-2.8%	2.3%	4.6%	8.7%	14.0%
Top Administrative Position	18	5.2%		1.3%	5.5%	7.8%	
Top Finance Position	60	5.2%	-3.0%	2.1%	5.1%	8.2%	15.5%
Top Human Resources Position	5	7.5%			7.2%		
Top Legal Position	33	3.8%	-9.0%	1.5%	4.6%	8.1%	14.1%
Top Marketing Position	8	8.5%			10.8%		
Top Operations Position	33	4.4%	-2.6%	1.1%	4.3%	10.0%	14.0%
Top PR/Communications Position	29	5.7%	-1.9%	2.1%	4.5%	9.2%	15.8%
Top Technology Position	11	4.4%		2.3%	4.1%	6.4%	
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
Top Administrative Position	5	4.4%			3.7%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	11	2.0%		0.0%	1.9%	3.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.3%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.4%			1.5%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	22	1.9%	-14.6%	-3.6%	2.9%	7.6%	15.9%
Top Finance Position	9	4.6%			3.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	1.7%			3.7%		
Top Business Position	6	6.6%			2.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	28	1.9%	-6.9%	-0.2%	1.7%	4.8%	10.1%
Top Business Position	8	3.7%			7.6%		
Top Finance Position	13	0.8%		0.0%	1.9%	6.6%	
Greater than \$5 million							
CEO/Executive Director	7	3.5%			4.0%		
Top Finance Position	5	2.9%			2.4%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	130	2.7%	-7.1%	0.0%	2.5%	5.5%	12.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	59	3.8%	-6.3%	0.2%	3.7%	7.5%	15.1%

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	87	3.0%	-5.7%	0.0%	2.8%	6.2%	10.6%
Top Finance Position	7	4.5%			3.6%		
Top Operations Position	13	3.9%		0.1%	2.9%	4.6%	
Greater than \$5 million							
CEO/Executive Director	26	5.2%	-0.8%	4.1%	6.3%	7.7%	10.6%
Top Finance Position	14	3.3%		0.0%	1.8%	4.3%	
Top Marketing Position	5	0.7%			2.2%		
Top Operations Position	10	5.1%		2.3%	5.3%	6.1%	
Top PR/Communications Position	5	0.1%			2.8%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	24	4.4%	-2.5%	1.1%	2.8%	6.6%	15.0%
Top Administrative Position	23	4.4%	-2.8%	1.0%	2.7%	7.6%	15.3%
Top Finance Position	12	3.5%		3.2%	6.3%	8.6%	
Greater than \$5 million							
CEO/Executive Director	57	6.2%	-3.2%	1.1%	4.9%	11.0%	19.4%
Top Administrative Position	61	6.0%	-3.5%	0.6%	4.4%	11.0%	19.4%
Top Facilities Position	35	5.6%	0.0%	1.0%	3.4%	7.1%	16.3%
Top Finance Position	60	5.8%	-0.4%	2.1%	4.9%	8.4%	14.7%
Top Operations Position	7	1.4%			2.4%		
501(c)(08)—Fraternal Beneficiary Societies and Associations							
\$500 thousand or less							
Top Administrative Position	9	0.4%			0.0%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	15	7.5%		1.7%	8.2%	12.8%	
Top Administrative Position	7	6.8%			3.0%		
Top Finance Position	11	2.2%		-0.5%	5.8%	9.3%	
Top Operations Position	7	10.3%			11.5%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.2%		2.1%	2.4%	7.1%	
Greater than \$5 million							
CEO/Executive Director	17	1.1%		-0.1%	1.9%	4.4%	
Top Finance Position	14	6.0%		1.7%	5.4%	8.9%	
Top Human Resources Position	6	7.0%			5.2%		
Top Marketing Position	6	4.5%			6.5%		
Top Operations Position	9	7.0%			4.3%		
Top Technology Position	9	3.8%			5.0%		
Georgia							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.7%			3.6%		
Greater than \$5 million							
CEO/Executive Director	6	1.1%			2.9%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.8%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	3.7%		-0.5%	2.3%	7.8%	
Top Finance Position	9	6.3%			6.4%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	62	2.2%	-6.4%	0.0%	2.3%	5.6%	9.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	2.8%	-5.7%	0.0%	2.7%	4.4%	10.5%
Between \$1 million and \$5 million							
CEO/Executive Director	54	4.4%	-4.6%	0.3%	3.7%	8.7%	12.9%
Top Finance Position	7	1.9%			1.6%		
Greater than \$5 million							
CEO/Executive Director	19	5.0%		1.8%	3.7%	6.5%	
Top Finance Position	7	4.6%			3.8%		
Top Operations Position	6	4.2%			2.8%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.0%			3.2%		
Greater than \$5 million							
CEO/Executive Director	10	3.8%		2.0%	4.2%	6.3%	
Top Administrative Position	9	4.9%			4.5%		
Top Facilities Position	5	7.5%			7.3%		
Top Finance Position	9	7.6%			7.5%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	31	4.8%	-1.6%	3.2%	5.7%	8.8%	12.2%
Top Administrative Position	10	3.7%		1.7%	3.9%	6.9%	
Top Finance Position	10	6.6%		3.5%	5.1%	7.8%	
Top Operations Position	7	3.7%			2.8%		
Top Technology Position	5	1.1%			2.8%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.9%			4.0%		
Greater than \$5 million							
CEO/Executive Director	6	0.7%			-0.4%		
Top Finance Position	8	9.1%			7.8%		
Hawaii							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.4%			6.3%		
Top Finance Position	7	-0.2%			-4.4%		
Greater than \$5 million							
Top Finance Position	5	6.8%			3.6%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	13	1.0%		-1.3%	0.8%	3.6%	

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	19	4.0%		0.0%	3.8%	7.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.7%		0.3%	2.8%	4.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.3%			2.6%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	8	9.8%			9.7%		
Top Administrative Position	8	9.8%			9.7%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	9.8%			4.8%		
Illinois							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	8	2.4%			2.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	5.8%			7.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	5.4%		3.0%	6.4%	8.9%	
Greater than \$5 million							
CEO/Executive Director	6	13.3%			14.8%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	14	-1.8%		-6.2%	-0.6%	2.9%	
Top Business Position	9	3.0%			2.5%		
Top Finance Position	7	1.8%			3.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	1.8%	-1.0%	0.4%	1.6%	2.9%	4.3%
Top Business Position	18	2.0%		1.4%	1.8%	3.4%	
Top Finance Position	14	2.9%		0.7%	1.4%	4.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	52	3.0%	-1.7%	0.7%	2.8%	5.2%	8.8%
Top Business Position	41	4.6%	0.2%	1.9%	3.0%	6.7%	11.3%
Top Education Position	5	2.0%			2.6%		
Top Finance Position	43	3.9%	0.3%	1.8%	3.1%	6.5%	9.5%
Greater than \$5 million							
CEO/Executive Director	11	3.1%		2.3%	2.9%	4.7%	
Top Business Position	8	3.1%			3.1%		
Top Finance Position	14	6.1%		3.3%	4.5%	8.7%	
Top Legal Position	6	7.5%			5.5%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	109	3.9%	-2.0%	0.0%	2.2%	6.7%	13.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	55	2.8%	-1.7%	-0.4%	2.4%	5.3%	8.2%
Between \$1 million and \$5 million							
CEO/Executive Director	113	5.1%	-0.5%	1.5%	4.6%	8.3%	13.7%
Top Finance Position	20	4.5%	-1.7%	1.8%	4.9%	6.8%	11.6%

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
Top Operations Position	6	1.5%			1.9%		
Greater than \$5 million							
CEO/Executive Director	56	4.4%	-4.8%	-0.3%	4.0%	8.6%	15.1%
Top Education Position	8	2.8%			3.4%		
Top Finance Position	39	5.1%	-5.9%	0.4%	3.2%	11.4%	15.5%
Top Human Resources Position	8	8.9%			6.5%		
Top Legal Position	13	2.0%		0.6%	2.5%	5.1%	
Top Marketing Position	15	5.8%		2.3%	6.2%	9.0%	
Top Operations Position	16	6.1%		1.9%	3.9%	11.8%	
Top PR/Communications Position	15	6.1%		2.9%	4.7%	8.6%	
Top Technology Position	16	5.6%		1.1%	4.3%	10.0%	
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	11	0.3%		-2.8%	0.5%	2.6%	
Top Administrative Position	11	0.2%		-2.8%	0.5%	2.6%	
Top Facilities Position	5	0.5%			1.2%		
Greater than \$5 million							
CEO/Executive Director	30	4.3%	-2.6%	1.4%	4.0%	9.1%	11.8%
Top Administrative Position	30	4.2%	-2.6%	1.4%	4.0%	9.1%	11.8%
Top Facilities Position	26	5.0%	-1.2%	1.7%	4.2%	6.6%	11.7%
Top Finance Position	21	4.9%	0.4%	1.9%	3.7%	6.9%	12.5%
501(c)(08)—Fraternal Beneficiary Societies and Associations							
Greater than \$5 million							
CEO/Executive Director	7	2.3%			3.8%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
501(c)(08)—Fraternal Beneficiary Societies and Associations							
Greater than \$5 million							
Top Finance Position	6	1.9%			2.3%		
501(c)(09)—Voluntary Employees Beneficiary Associations							
Greater than \$5 million							
Top Administrative Position	6	0.9%			2.1%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	16	8.2%		3.9%	5.9%	13.8%	
Top Finance Position	7	4.5%			3.6%		
Top Operations Position	5	8.5%			7.9%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	22	1.7%	-1.3%	0.1%	1.6%	3.2%	10.2%
Top Finance Position	5	6.3%			7.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	1.2%		-1.8%	2.6%	4.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	28	3.7%	-5.9%	1.7%	3.7%	8.2%	11.8%
Greater than \$5 million							
CEO/Executive Director	26	6.7%	-3.3%	-0.1%	7.5%	12.6%	17.5%
Top Finance Position	18	4.2%		2.8%	4.3%	6.4%	
Top Operations Position	8	6.2%			8.4%		
Top Technology Position	7	6.4%			3.9%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	8	3.4%			1.2%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	12	-2.2%		-2.4%	0.9%	3.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	5.2%			5.6%		
Top Business Position	5	4.6%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	4.3%	0.7%	1.8%	2.6%	6.0%	9.5%
Top Business Position	17	4.0%		1.8%	2.6%	5.0%	
Top Finance Position	14	3.8%		0.7%	2.4%	5.4%	
Greater than \$5 million							
CEO/Executive Director	5	5.6%			2.3%		
Top Finance Position	8	4.3%			3.1%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	78	2.5%	-1.8%	0.0%	2.5%	4.7%	8.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	0.6%	-7.6%	-5.8%	1.9%	4.7%	11.2%
Between \$1 million and \$5 million							
CEO/Executive Director	38	2.4%	-6.8%	-0.1%	3.0%	5.3%	8.9%
Greater than \$5 million							
CEO/Executive Director	8	10.2%			7.0%		
Top Finance Position	6	2.8%			3.5%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	13	7.1%		2.6%	5.8%	12.9%	
Greater than \$5 million							
CEO/Executive Director	7	5.0%			3.5%		
501(c)(08)—Fraternal Beneficiary Societies and Associations							
\$500 thousand or less							
Top Administrative Position	5	4.8%			1.9%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	26	5.1%	-1.9%	2.0%	4.9%	8.7%	11.7%
Top Administrative Position	6	6.5%			5.8%		
Top Finance Position	12	3.4%		0.5%	3.2%	7.8%	
Top Operations Position	9	0.6%			1.3%		
Top Technology Position	6	7.2%			6.9%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.9%			2.1%		
Greater than \$5 million							
CEO/Executive Director	8	5.2%			4.4%		
Top Finance Position	5	4.7%			3.7%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	7.7%			6.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.7%			1.1%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	7	6.8%			5.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.6%			1.4%		
Top Business Position	7	3.2%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.3%			1.6%		
Top Finance Position	5	3.1%			2.5%		
Greater than \$5 million							
CEO/Executive Director	6	7.5%			4.0%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	55	3.3%	-1.0%	0.1%	3.0%	5.0%	7.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	4.2%	-0.4%	1.0%	4.1%	5.7%	9.3%
Between \$1 million and \$5 million							
CEO/Executive Director	29	4.0%	-1.6%	0.5%	3.5%	6.4%	9.8%

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.5%			0.5%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	27	5.1%	1.7%	3.1%	4.3%	7.1%	10.9%
Top Administrative Position	11	5.3%		3.5%	5.7%	7.3%	
Top Finance Position	17	6.2%		2.8%	4.7%	10.4%	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	18	5.8%		2.6%	6.1%	10.3%	
Greater than \$5 million							
CEO/Executive Director	10	6.2%		3.8%	8.3%	9.1%	
Kansas							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	7	3.0%			1.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.3%			2.7%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.8%			1.5%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	45	3.6%	-1.6%	0.5%	3.0%	4.9%	11.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	5.0%		0.0%	4.4%	9.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	27	5.6%	-2.7%	-0.1%	6.0%	9.5%	16.1%
Greater than \$5 million							
CEO/Executive Director	6	4.6%			5.8%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	15	7.9%		5.7%	7.2%	9.5%	
Top Administrative Position	8	9.1%			7.0%		
Top Finance Position	9	8.0%			9.8%		
Top Operations Position	8	7.9%			5.8%		
Kentucky							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Greater than \$5 million							
Top Finance Position	5	2.8%			3.5%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	6.6%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.0%			5.3%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
Top Finance Position	6	3.2%			0.6%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	34	2.0%	-2.0%	0.0%	1.5%	3.0%	7.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	2.8%	-2.5%	0.0%	3.5%	6.7%	7.4%
Between \$1 million and \$5 million							
CEO/Executive Director	22	4.6%	-3.2%	1.1%	4.8%	7.3%	13.5%
Greater than \$5 million							
CEO/Executive Director	9	4.3%			4.5%		
Top Finance Position	5	4.5%			3.5%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	19	3.1%		-0.5%	2.5%	5.3%	
Top Administrative Position	6	2.4%			2.0%		
Top Finance Position	7	6.3%			7.8%		
Top Operations Position	7	3.9%			3.3%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.0%			3.5%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	9	6.2%			3.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.6%			6.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.4%			4.2%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	7	-3.0%			0.9%		
Between \$500 thousand and \$1 million							
Top Finance Position	5	1.5%			0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	1.9%		1.1%	2.0%	4.4%	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	37	4.6%	-3.1%	0.0%	1.2%	8.5%	18.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	1.9%	-7.1%	0.1%	4.5%	5.0%	9.6%
Between \$1 million and \$5 million							
CEO/Executive Director	25	3.0%	-6.4%	0.4%	3.1%	6.2%	9.7%
Top Finance Position	5	2.4%			4.0%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.9%			5.7%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
Top Administrative Position	5	2.9%			5.7%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	6	6.9%			7.5%		
Top Administrative Position	6	6.9%			7.5%		
Maine							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	28	-0.1%	-5.1%	-1.8%	0.0%	2.3%	5.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.9%			6.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.4%		2.4%	3.2%	9.1%	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	11.5%			6.3%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	2.3%			0.0%		
Greater than \$5 million							
CEO/Executive Director	5	1.2%			0.0%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	0.3%			1.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.2%			1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	0.2%		-1.3%	1.6%	2.2%	
Top Business Position	8	0.9%			3.1%		
Top Finance Position	6	8.3%			6.9%		
Greater than \$5 million							
CEO/Executive Director	14	2.3%		-2.5%	2.0%	3.7%	
Top Finance Position	8	0.6%			2.5%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	38	2.3%	-1.8%	-0.5%	1.7%	4.8%	9.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	2.5%	-4.5%	-0.3%	3.0%	5.3%	7.4%
Between \$1 million and \$5 million							
CEO/Executive Director	53	5.5%	0.7%	2.8%	4.3%	7.7%	12.2%
Top Finance Position	5	4.1%			3.9%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	21	5.9%	-1.1%	1.8%	4.5%	7.7%	16.8%
Top Finance Position	11	5.6%		2.9%	3.6%	6.3%	
Top Operations Position	9	3.5%			2.6%		
Top Technology Position	5	7.7%			6.6%		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	13	4.8%		2.3%	6.1%	6.7%	
Top Administrative Position	12	4.5%		2.3%	5.3%	6.6%	
Top Facilities Position	7	2.5%			3.0%		
Top Finance Position	9	4.3%			2.7%		
Massachusetts							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.2%		0.5%	2.4%	11.6%	
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	12	1.9%		0.9%	2.2%	3.0%	
Top Business Position	9	1.6%			2.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	5.3%		2.6%	3.1%	10.1%	
Top Business Position	6	1.1%			3.3%		
Top Finance Position	10	4.8%		1.8%	4.9%	8.4%	

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	21	4.2%	-1.7%	1.0%	2.9%	5.0%	14.7%
Top Business Position	8	3.4%			3.1%		
Top Finance Position	11	-0.6%		-0.2%	1.3%	3.4%	
Greater than \$5 million							
CEO/Executive Director	7	1.0%			2.0%		
Top Business Position	5	5.2%			4.0%		
Top Finance Position	8	3.3%			2.1%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	59	1.2%	-3.8%	-1.5%	0.0%	4.0%	7.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	4.9%	-0.8%	2.2%	3.9%	6.5%	16.3%
Between \$1 million and \$5 million							
CEO/Executive Director	36	4.3%	-2.7%	2.0%	3.8%	7.8%	11.4%
Greater than \$5 million							
CEO/Executive Director	21	2.3%	-6.2%	-0.9%	2.1%	5.0%	7.8%
Top Finance Position	9	1.3%			3.7%		
Top Legal Position	7	2.8%			5.1%		
Top Operations Position	5	0.6%			1.3%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.9%		-1.2%	1.5%	3.7%	
Top Administrative Position	12	2.9%		-1.2%	1.5%	3.7%	
Top Facilities Position	11	2.1%		1.8%	2.8%	4.1%	

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	17	0.7%		-1.8%	0.4%	4.3%	
Top Administrative Position	17	0.7%		-1.8%	0.4%	4.3%	
Top Facilities Position	18	1.2%		-4.2%	2.8%	4.9%	
Top Finance Position	18	2.2%		0.7%	3.8%	5.6%	
501(c)(13)—Cemetery Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.8%			2.5%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.1%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.3%		1.1%	3.3%	5.8%	
Top Finance Position	6	5.7%			3.9%		
Greater than \$5 million							
CEO/Executive Director	21	6.5%	-2.5%	-0.3%	5.3%	13.5%	19.4%
Top Finance Position	10	11.7%		5.2%	12.6%	20.3%	
Top Operations Position	6	7.9%			6.4%		

Michigan

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less

CEO/Executive Director	7	2.1%			0.0%		
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Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.3%			2.9%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	18	2.4%		0.0%	1.0%	4.4%	
Top Finance Position	10	4.2%		4.2%	4.9%	7.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	2.8%		0.2%	1.9%	6.5%	
Top Business Position	8	1.7%			1.7%		
Top Finance Position	12	4.1%		-1.1%	2.8%	5.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	44	2.5%	-8.3%	0.2%	3.0%	6.5%	13.0%
Top Business Position	19	4.2%		1.6%	2.3%	7.1%	
Top Finance Position	40	3.6%	-1.7%	0.4%	2.8%	5.5%	11.2%
Greater than \$5 million							
CEO/Executive Director	8	3.9%			4.6%		
Top Finance Position	6	5.8%			7.0%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	94	4.3%	-3.6%	0.1%	2.9%	6.4%	16.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	3.9%	-1.9%	0.0%	3.0%	7.2%	10.3%
Between \$1 million and \$5 million							
CEO/Executive Director	56	4.1%	-1.9%	0.6%	3.6%	7.6%	11.2%
Top Finance Position	6	6.7%			4.1%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	15	4.3%		1.5%	3.3%	5.9%	
Top Finance Position	9	4.1%			5.1%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	12	1.6%		0.0%	1.5%	3.0%	
Top Administrative Position	12	1.6%		0.0%	1.5%	3.0%	
Top Finance Position	5	1.4%			1.9%		
Greater than \$5 million							
CEO/Executive Director	6	6.1%			7.5%		
Top Administrative Position	5	4.6%			7.4%		
Top Facilities Position	10	3.5%		0.7%	2.4%	3.5%	
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	5	2.0%			9.4%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	30	2.9%	-5.8%	-0.3%	2.9%	5.7%	10.1%
Top Finance Position	10	3.6%		0.8%	3.2%	6.3%	
Greater than \$5 million							
CEO/Executive Director	47	6.2%	-4.0%	1.0%	6.4%	12.6%	17.9%
Top Finance Position	34	8.5%	2.1%	4.6%	7.7%	12.1%	19.2%
Top Human Resources Position	8	7.7%			6.6%		
Top Marketing Position	5	3.4%			5.3%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
Top Operations Position	16	7.4%		-0.1%	5.3%	13.3%	
Top Technology Position	17	5.8%		2.2%	4.2%	9.3%	
Minnesota							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	15	-1.9%		-0.5%	0.1%	2.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.2%			6.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.0%			2.2%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	11	4.9%		0.8%	2.8%	7.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	0.2%		-1.0%	1.5%	2.7%	
Top Finance Position	6	2.5%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	23	6.5%	-0.3%	2.0%	3.2%	10.2%	20.7%
Top Business Position	9	3.8%			3.8%		
Top Finance Position	11	2.5%		1.2%	1.8%	4.5%	
Greater than \$5 million							
CEO/Executive Director	10	3.1%		2.1%	3.8%	4.7%	

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
Top Business Position	5	4.4%			3.8%		
Top Finance Position	8	3.6%			3.8%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	73	2.7%	-2.6%	-0.4%	2.2%	5.2%	8.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	4.4%	-0.3%	1.4%	3.1%	8.4%	12.7%
Between \$1 million and \$5 million							
CEO/Executive Director	37	2.2%	-7.6%	1.7%	3.2%	4.7%	7.9%
Greater than \$5 million							
CEO/Executive Director	14	2.6%		-0.1%	3.2%	5.7%	
Top Finance Position	8	7.7%			6.8%		
Top Operations Position	5	-0.8%			1.2%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.3%			1.0%		
Top Administrative Position	6	4.4%			4.5%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	25	4.7%	-5.0%	2.0%	6.6%	9.0%	13.3%
Top Administrative Position	14	6.4%		2.2%	6.4%	12.2%	
Top Finance Position	22	4.3%	-2.4%	2.1%	4.2%	6.6%	14.2%
Top Operations Position	10	10.1%		7.6%	8.2%	14.8%	

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	9	2.5%			2.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.7%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	9.3%		6.7%	7.6%	12.6%	
Greater than \$5 million							
CEO/Executive Director	11	4.1%		-2.5%	4.2%	8.0%	
Top Finance Position	10	4.8%		-0.5%	6.2%	10.3%	

Mississippi

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less							
CEO/Executive Director	5	2.4%			1.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.6%			2.3%		

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	26	0.6%	-4.1%	-1.2%	0.0%	4.0%	7.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	2.1%		-0.5%	1.5%	5.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	16	2.9%		0.0%	2.6%	6.9%	

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	15	4.0%		3.8%	4.5%	6.7%	
Top Administrative Position	13	3.8%		3.5%	4.5%	7.3%	
Top Finance Position	9	7.4%			9.3%		

Missouri

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less

CEO/Executive Director	6	0.6%			1.2%		
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Between \$500 thousand and \$1 million

CEO/Executive Director	5	3.5%			2.6%		
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501(c)(05)—Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less

CEO/Executive Director	13	3.6%		0.0%	1.5%	8.4%	
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Top Business Position	5	0.6%			1.3%		
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Top Finance Position	7	5.2%			2.1%		
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Between \$500 thousand and \$1 million

CEO/Executive Director	8	1.1%			1.5%		
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Top Business Position	7	-0.2%			0.2%		
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Between \$1 million and \$5 million

CEO/Executive Director	18	0.5%		-0.5%	2.0%	3.3%	
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Top Business Position	16	2.3%		0.8%	2.1%	2.6%	
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Top Finance Position	16	1.9%		0.5%	1.7%	2.8%	
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Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
CEO/Executive Director	6	8.0%			4.2%		
Top Business Position	5	3.8%			3.4%		
Top Finance Position	10	2.1%		0.0%	3.2%	4.8%	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	57	3.5%	-1.7%	1.3%	3.0%	6.2%	10.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	3.4%	-1.6%	0.1%	2.9%	5.7%	7.6%
Between \$1 million and \$5 million							
CEO/Executive Director	38	3.0%	-7.4%	-0.1%	3.0%	7.4%	13.4%
Top Finance Position	5	8.5%			9.6%		
Greater than \$5 million							
CEO/Executive Director	9	6.8%			3.8%		
Top Finance Position	6	1.2%			3.0%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.7%		3.2%	6.1%	7.5%	
Top Administrative Position	7	4.6%			5.9%		
Greater than \$5 million							
CEO/Executive Director	9	3.7%			3.8%		
Top Administrative Position	7	4.5%			4.2%		
Top Facilities Position	5	-0.8%			-0.6%		
Top Finance Position	5	2.9%			3.6%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	20	4.3%	-0.1%	0.9%	4.8%	7.2%	13.8%
Top Administrative Position	18	4.9%		2.2%	5.5%	9.0%	
Top Finance Position	12	11.6%		9.1%	12.7%	16.7%	
Top Operations Position	13	6.5%		3.0%	7.6%	9.6%	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	6	-2.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	1.1%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	7.2%		1.6%	8.1%	12.9%	
Greater than \$5 million							
CEO/Executive Director	12	7.2%		1.1%	8.8%	12.0%	
Top Finance Position	11	9.1%		4.0%	5.0%	18.1%	
Top Human Resources Position	5	8.0%			8.3%		
Montana							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	2.1%			2.5%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.6%			4.3%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	28	0.8%	-6.7%	-0.9%	0.5%	4.7%	6.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	7.2%			5.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	8.2%			7.5%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	14	4.6%		4.0%	5.6%	7.0%	
Top Administrative Position	12	4.1%		2.7%	4.9%	6.9%	
Top Finance Position	10	1.2%		0.5%	3.3%	3.9%	
Nebraska							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	1.1%			2.8%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	7	1.0%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.5%			5.0%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	33	2.5%	-5.0%	0.0%	2.2%	6.8%	10.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.1%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	22	3.2%	-2.8%	0.0%	2.4%	6.8%	8.6%

Nevada

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

Between \$1 million and \$5 million

CEO/Executive Director	8	1.6%			3.4%		
Top Finance Position	7	3.4%			3.4%		

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	12	4.0%		0.2%	4.5%	5.9%	
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Between \$500 thousand and \$1 million

CEO/Executive Director	9	7.4%			9.6%		
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Between \$1 million and \$5 million

CEO/Executive Director	11	6.0%		3.9%	7.0%	9.4%	
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Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	15	1.0%		-0.9%	0.8%	5.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	6.3%			9.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	6.3%			3.7%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
Top Finance Position	6	1.9%			3.3%		
Top Technology Position	5	1.3%			-0.4%		
New Jersey							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	27	4.9%	-0.4%	0.0%	2.0%	9.9%	15.6%
Top Finance Position	8	0.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	5.7%		2.1%	3.6%	6.3%	
Top Finance Position	5	1.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	49	2.2%	-2.3%	0.0%	2.3%	4.4%	8.4%
Top Business Position	8	5.2%			4.6%		
Top Finance Position	22	4.0%	0.1%	1.8%	3.0%	4.6%	6.8%

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
CEO/Executive Director	10	6.1%		2.5%	4.5%	9.2%	
Top Business Position	7	3.2%			2.6%		
Top Finance Position	9	3.2%			2.6%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	46	1.1%	-4.4%	-0.5%	0.4%	4.3%	7.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	2.3%	-3.4%	-0.3%	2.4%	4.0%	7.3%
Between \$1 million and \$5 million							
CEO/Executive Director	52	4.7%	-4.2%	-0.4%	3.7%	9.3%	15.4%
Greater than \$5 million							
CEO/Executive Director	15	3.8%		-0.7%	4.8%	9.0%	
Top Finance Position	5	1.3%			1.8%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.7%			-0.6%		
Greater than \$5 million							
CEO/Executive Director	18	3.8%		1.2%	4.9%	9.5%	
Top Administrative Position	18	3.8%		1.2%	4.9%	9.5%	
Top Facilities Position	24	5.0%	-2.3%	1.3%	3.8%	8.1%	16.2%
Top Finance Position	14	2.7%		-2.6%	2.7%	5.3%	

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
501(c)(13)—Cemetery Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.3%			1.0%		
New Mexico							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.1%			0.8%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	24	-1.2%	-8.8%	-4.4%	-0.1%	0.8%	7.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	4.4%		3.4%	5.0%	7.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.5%		2.7%	4.0%	6.2%	
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	7	4.8%			6.8%		
Top Administrative Position	5	5.2%			6.8%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	8	-1.1%			0.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	0.9%			5.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	1.5%		-4.7%	2.4%	7.7%	
Greater than \$5 million							
CEO/Executive Director	9	5.7%			5.7%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	29	0.6%	-6.3%	-0.4%	0.2%	2.5%	8.6%
Top Business Position	7	-3.6%			1.3%		
Top Finance Position	8	4.1%			3.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	48	4.0%	-0.2%	0.1%	2.4%	5.3%	11.9%
Top Business Position	14	0.8%		0.3%	1.1%	1.6%	
Top Finance Position	18	1.1%		-0.6%	1.9%	3.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	74	4.5%	0.0%	1.5%	3.4%	6.3%	11.4%
Top Business Position	31	1.6%	-2.0%	0.1%	2.0%	3.9%	5.2%
Top Finance Position	55	4.4%	-0.5%	0.5%	2.7%	6.5%	13.4%
Greater than \$5 million							
CEO/Executive Director	58	3.1%	-4.3%	1.0%	2.7%	6.0%	10.4%
Top Administrative Position	5	2.6%			5.0%		
Top Business Position	16	2.7%		1.8%	3.9%	5.4%	
Top Finance Position	47	3.9%	-2.1%	1.1%	3.7%	7.8%	9.6%

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
Top Legal Position	13	4.2%		1.9%	3.5%	4.8%	
Top Technology Position	6	4.7%			2.8%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	92	1.6%	-9.6%	-1.2%	1.8%	5.4%	11.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	69	2.9%	-3.7%	-0.7%	2.3%	6.4%	11.0%
Between \$1 million and \$5 million							
CEO/Executive Director	96	4.1%	-1.1%	0.8%	3.0%	6.2%	12.9%
Top Finance Position	14	1.9%		0.7%	3.8%	5.4%	
Top Legal Position	7	4.2%			2.4%		
Top Operations Position	13	4.5%		0.0%	4.7%	7.3%	
Greater than \$5 million							
CEO/Executive Director	40	3.7%	-5.0%	1.1%	3.6%	6.8%	10.3%
Top Finance Position	19	5.3%		1.2%	4.7%	9.2%	
Top Legal Position	10	4.5%		2.2%	4.9%	5.9%	
Top Operations Position	12	5.6%		4.0%	5.4%	9.0%	
Top Technology Position	5	9.1%			6.7%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	30	3.3%	-3.2%	1.0%	2.3%	5.9%	15.5%
Top Administrative Position	31	3.1%	-5.0%	0.5%	2.1%	5.8%	15.3%
Top Facilities Position	6	-3.3%			-0.9%		
Top Finance Position	8	4.2%			3.5%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	62	2.7%	-3.2%	-0.5%	1.8%	6.1%	10.2%
Top Administrative Position	62	2.9%	-3.0%	-0.5%	1.8%	6.1%	10.2%
Top Facilities Position	39	3.9%	-2.3%	1.2%	4.0%	6.8%	10.3%
Top Finance Position	50	3.7%	-5.0%	0.6%	3.1%	7.0%	13.0%
501(c)(09)—Voluntary Employees Beneficiary Associations							
Greater than \$5 million							
CEO/Executive Director	6	3.8%			3.6%		
Top Administrative Position	8	3.0%			3.4%		
Top Finance Position	6	4.3%			3.2%		
501(c)(13)—Cemetery Companies							
\$500 thousand or less							
CEO/Executive Director	6	1.1%			0.3%		
Top Administrative Position	5	-0.1%			0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	2.1%		0.0%	2.6%	4.2%	
Top Administrative Position	10	3.8%		1.6%	2.6%	4.6%	
Greater than \$5 million							
CEO/Executive Director	10	5.4%		2.7%	3.7%	8.7%	
Top Finance Position	7	3.5%			4.6%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.0%			1.6%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	10	-0.8%		-4.6%	1.3%	3.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-0.5%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.5%			0.7%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	74	1.4%	-7.5%	-1.4%	1.3%	4.8%	11.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	1.8%	-4.0%	-1.4%	2.3%	4.7%	9.3%
Between \$1 million and \$5 million							
CEO/Executive Director	37	4.7%	-5.7%	1.1%	3.9%	8.4%	13.6%
Top Finance Position	9	-0.6%			2.4%		
Greater than \$5 million							
CEO/Executive Director	14	-0.7%		-4.8%	0.4%	2.6%	
Top Finance Position	5	1.0%			-0.8%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	14	2.9%		0.0%	1.2%	8.0%	
Top Administrative Position	14	2.9%		0.0%	1.2%	8.0%	

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	12	3.8%		-0.3%	1.5%	6.8%	
Top Administrative Position	13	3.6%		-0.3%	1.6%	5.9%	
Top Facilities Position	8	5.9%			5.6%		
Top Finance Position	11	5.2%		2.2%	3.9%	7.4%	
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	20	6.5%	-1.7%	1.7%	6.4%	10.7%	15.6%
Top Administrative Position	7	3.8%			4.8%		
Top Finance Position	12	6.3%		3.8%	7.2%	8.4%	
Top Operations Position	7	7.9%			8.0%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.8%			4.0%		
Greater than \$5 million							
CEO/Executive Director	6	11.2%			10.5%		

North Dakota

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

Between \$1 million and \$5 million

CEO/Executive Director	6	7.8%			6.4%		
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Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	15	4.6%		1.8%	3.0%	6.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.8%			4.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.6%		2.3%	3.9%	7.8%	
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	11	6.7%		5.4%	8.2%	10.8%	
Top Administrative Position	7	7.3%			10.1%		
Top Business Position	5	10.5%			9.7%		
Top Operations Position	6	0.1%			2.3%		
Ohio							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	15	3.2%		-4.2%	4.4%	9.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.7%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.5%		-0.6%	2.1%	5.8%	
Greater than \$5 million							
CEO/Executive Director	8	7.8%			6.4%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	29	1.7%	-8.9%	0.0%	1.2%	4.8%	8.5%
Top Business Position	8	-2.0%			0.3%		
Top Finance Position	9	3.6%			3.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	2.0%	-2.9%	-0.2%	2.3%	3.9%	9.0%
Top Business Position	13	5.7%		1.9%	2.7%	4.9%	
Top Finance Position	24	2.1%	-3.4%	-0.4%	2.0%	5.0%	11.1%
Between \$1 million and \$5 million							
CEO/Executive Director	25	3.1%	-0.4%	1.0%	2.4%	3.5%	9.5%
Top Business Position	24	2.0%	-0.8%	1.1%	2.4%	3.0%	4.5%
Top Finance Position	34	4.1%	-0.5%	1.5%	3.2%	5.3%	10.5%
Greater than \$5 million							
CEO/Executive Director	10	2.9%		0.3%	1.9%	2.9%	
Top Finance Position	6	2.5%			1.4%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	127	1.9%	-7.7%	0.0%	2.4%	5.1%	9.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	2.2%	-7.2%	0.0%	2.7%	5.9%	9.4%
Between \$1 million and \$5 million							
CEO/Executive Director	75	4.1%	-4.4%	0.3%	4.3%	9.0%	14.5%
Top Finance Position	8	5.4%			2.2%		
Top Operations Position	6	6.6%			5.4%		
Greater than \$5 million							
CEO/Executive Director	10	4.8%		3.3%	4.3%	5.2%	

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
Top Finance Position	9	6.7%			7.9%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	17	2.4%		-3.6%	1.5%	7.7%	
Top Administrative Position	15	1.4%		-4.3%	0.6%	5.5%	
Top Facilities Position	5	1.5%			4.4%		
Top Finance Position	8	0.9%			0.1%		
Greater than \$5 million							
CEO/Executive Director	13	3.6%		0.0%	3.9%	7.8%	
Top Administrative Position	8	1.0%			1.6%		
Top Facilities Position	7	5.6%			0.8%		
501(c)(08)—Fraternal Beneficiary Societies and Associations							
Between \$500 thousand and \$1 million							
Top Administrative Position	6	-0.9%			0.0%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	17	8.1%		2.9%	7.7%	11.1%	
Top Administrative Position	6	5.1%			5.6%		
Top Finance Position	10	3.5%		2.1%	3.8%	5.7%	
Top Operations Position	6	8.0%			8.5%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
501(c)(13)—Cemetery Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.1%			2.8%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	8	1.8%			2.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	1.5%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	24	5.1%	-3.4%	2.0%	6.8%	9.1%	13.2%
Top Finance Position	9	5.7%			6.3%		
Top Operations Position	5	3.5%			3.4%		
Greater than \$5 million							
CEO/Executive Director	28	4.3%	-5.9%	0.1%	4.8%	7.7%	12.4%
Top Finance Position	17	2.9%		1.8%	3.1%	7.0%	
Top Human Resources Position	5	3.6%			4.6%		
Top Operations Position	7	4.6%			6.4%		
Top Technology Position	5	6.1%			5.3%		

Oklahoma

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less

CEO/Executive Director	7	4.6%			2.9%		
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Between \$1 million and \$5 million

CEO/Executive Director	7	2.6%			1.1%		
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Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	42	2.4%	-7.5%	-3.0%	2.7%	5.3%	11.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.3%		0.4%	3.1%	7.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	5.0%		-0.8%	3.9%	9.3%	
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	8	10.1%			7.4%		
Top Finance Position	6	11.7%			10.8%		
Top Operations Position	7	6.9%			8.1%		
Oregon							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	-0.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-1.0%			0.2%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	8	7.7%			8.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	5.7%		3.0%	3.6%	8.1%	
Top Finance Position	8	-2.1%			0.5%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	50	3.0%	-4.1%	0.0%	2.3%	6.1%	12.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	2.9%	-5.7%	-0.7%	0.4%	4.8%	14.7%
Between \$1 million and \$5 million							
CEO/Executive Director	40	3.6%	-7.9%	0.3%	3.9%	7.4%	13.1%
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.5%			6.2%		
Top Administrative Position	5	5.7%			7.9%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	9	5.8%			6.7%		
Top Administrative Position	7	4.5%			6.7%		
Top Finance Position	7	6.6%			10.4%		
Top Operations Position	8	2.8%			3.9%		

Pennsylvania

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less							
CEO/Executive Director	7	4.4%			3.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.0%			1.6%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.5%			1.7%		
Greater than \$5 million							
CEO/Executive Director	10	3.2%		-1.2%	2.0%	6.1%	
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	27	0.4%	-11.9%	-0.1%	1.0%	3.1%	10.3%
Top Business Position	5	2.5%			3.2%		
Top Finance Position	9	2.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	2.4%	-6.7%	0.0%	1.4%	4.2%	11.7%
Top Business Position	6	0.8%			1.9%		
Top Finance Position	14	3.7%		1.4%	3.1%	3.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	40	2.7%	-6.3%	0.9%	2.9%	5.9%	9.8%
Top Business Position	28	3.3%	0.1%	0.8%	2.6%	5.8%	7.0%
Top Finance Position	32	0.8%	-11.2%	1.2%	2.6%	4.1%	7.6%
Greater than \$5 million							
CEO/Executive Director	14	1.4%		0.6%	1.7%	3.3%	
Top Business Position	5	3.9%			3.6%		
Top Finance Position	11	3.9%		0.8%	2.4%	4.4%	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	103	2.0%	-7.3%	-0.4%	2.2%	5.5%	10.8%
Top Administrative Position	5	2.0%			2.6%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	3.2%	-1.3%	0.3%	2.2%	6.1%	12.2%
Between \$1 million and \$5 million							
CEO/Executive Director	62	4.3%	-3.4%	1.0%	3.5%	6.7%	14.3%
Top Finance Position	10	0.0%		-4.3%	5.3%	5.9%	
Top Operations Position	8	8.8%			8.4%		
Greater than \$5 million							
CEO/Executive Director	19	2.9%		-0.7%	3.2%	8.9%	
Top Finance Position	12	6.5%		3.5%	8.0%	11.8%	
Top Technology Position	5	2.1%			0.5%		
501(c)(07)—Social and Recreational Clubs							
\$500 thousand or less							
CEO/Executive Director	5	1.1%			0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	3.4%	-4.8%	-0.8%	3.2%	5.7%	16.0%
Top Administrative Position	18	3.5%		-1.2%	2.7%	7.5%	
Top Facilities Position	15	0.8%		-0.7%	0.3%	2.6%	
Greater than \$5 million							
CEO/Executive Director	11	5.1%		1.7%	2.8%	10.0%	
Top Administrative Position	12	5.0%		2.2%	3.8%	9.8%	
Top Facilities Position	14	3.1%		0.8%	2.1%	6.3%	
Top Finance Position	11	3.3%		0.6%	2.6%	5.9%	
501(c)(08)—Fraternal Beneficiary Societies and Associations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.1%			0.0%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
501(c)(08)—Fraternal Beneficiary Societies and Associations							
Greater than \$5 million							
CEO/Executive Director	5	3.6%			1.8%		
Top Finance Position	5	4.0%			3.1%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	10	4.4%		2.7%	3.7%	4.2%	
501(c)(13)—Cemetery Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.2%			5.0%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-0.2%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.4%		1.4%	3.8%	7.9%	
Greater than \$5 million							
CEO/Executive Director	5	3.2%			1.5%		
Top Finance Position	7	6.0%			8.6%		

Puerto Rico

501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds

Greater than \$5 million

CEO/Executive Director	6	0.7%			-0.7%		
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Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	3.5%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.1%			1.3%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	19	3.4%		0.0%	3.0%	6.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.2%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.1%			3.2%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	6	8.6%			7.6%		
Top Operations Position	5	6.1%			8.4%		
South Carolina							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	2.9%			1.5%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	35	4.3%	-3.0%	0.0%	1.5%	7.0%	16.4%

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	5.9%		2.3%	4.3%	10.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	2.9%	-0.4%	0.2%	2.3%	5.7%	7.8%
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.0%			0.7%		
Top Administrative Position	5	-1.0%			0.7%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	12	7.4%		4.0%	7.2%	10.9%	
Top Operations Position	7	7.5%			6.4%		
South Dakota							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	3.8%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.3%			7.5%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	21	1.9%	-3.0%	0.0%	1.6%	3.0%	6.3%

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	1.2%		-4.4%	1.8%	5.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.9%		0.8%	4.1%	6.1%	
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.3%			4.2%		
Top Administrative Position	6	4.9%			4.8%		
Greater than \$5 million							
CEO/Executive Director	17	7.0%		4.7%	8.1%	9.5%	
Top Administrative Position	15	6.7%		4.4%	7.0%	9.4%	
Top Finance Position	8	8.6%			8.8%		
Top Operations Position	7	6.0%			5.6%		
Tennessee							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	8	2.3%			0.0%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	11	3.2%		-1.0%	1.2%	7.2%	
Top Finance Position	5	-1.4%			-3.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.6%		0.5%	1.7%	5.0%	

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
Top Finance Position	8	3.4%			1.8%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	56	2.4%	-5.9%	0.0%	0.9%	6.2%	13.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	2.2%	-8.2%	-0.2%	3.0%	6.0%	10.0%
Between \$1 million and \$5 million							
CEO/Executive Director	29	4.1%	-6.2%	0.4%	4.1%	9.8%	14.3%
Greater than \$5 million							
CEO/Executive Director	8	4.8%			5.6%		
Top Finance Position	6	10.0%			8.7%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.4%			3.2%		
Top Administrative Position	5	3.1%			3.3%		
Greater than \$5 million							
CEO/Executive Director	8	4.4%			3.1%		
Top Administrative Position	5	4.7%			2.7%		
Top Facilities Position	6	5.1%			1.6%		
Top Finance Position	5	9.0%			8.4%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	18	6.1%		2.5%	5.0%	8.4%	

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
Top Administrative Position	9	5.8%			3.3%		
Top Finance Position	12	5.7%		3.4%	4.3%	6.1%	
Top Operations Position	8	5.3%			5.2%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	17	5.5%		2.4%	4.4%	6.0%	
Top Administrative Position	5	3.3%			3.7%		
Top Finance Position	6	5.2%			5.2%		
Greater than \$5 million							
CEO/Executive Director	10	0.3%		-8.0%	5.7%	9.9%	
Top Finance Position	8	10.3%			10.4%		
Top Technology Position	5	5.5%			3.7%		
Texas							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	16	2.3%		0.0%	0.6%	3.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	1.5%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	3.5%	-10.8%	0.0%	3.3%	8.3%	22.7%
Greater than \$5 million							
CEO/Executive Director	9	6.2%			3.4%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	10	2.3%		-2.8%	5.8%	8.9%	
Top Business Position	5	5.2%			2.9%		
Top Finance Position	7	3.3%			2.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	5.4%		0.0%	10.0%	12.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	5.2%	-0.8%	0.8%	3.2%	7.2%	15.2%
Top Business Position	6	0.7%			2.1%		
Top Finance Position	13	0.1%		-1.8%	2.2%	3.6%	
Greater than \$5 million							
CEO/Executive Director	6	0.0%			0.0%		
Top Finance Position	6	4.4%			4.2%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	148	2.9%	-4.9%	0.0%	1.5%	5.8%	11.5%
Top Administrative Position	5	1.6%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	86	3.8%	-2.7%	0.1%	3.4%	6.7%	13.4%
Between \$1 million and \$5 million							
CEO/Executive Director	115	3.4%	-5.8%	-0.2%	2.9%	7.7%	14.4%
Top Finance Position	14	0.5%		-4.2%	-0.4%	5.6%	
Top Legal Position	5	1.8%			6.4%		
Top Operations Position	9	2.8%			1.2%		
Top Technology Position	5	9.9%			6.9%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	32	3.9%	-9.3%	-0.2%	4.3%	10.8%	14.4%
Top Finance Position	17	4.4%		0.3%	4.4%	5.9%	
Top Legal Position	9	3.2%			4.2%		
Top Marketing Position	7	6.2%			4.2%		
Top Operations Position	11	4.0%		1.6%	4.4%	5.2%	
Top Technology Position	6	4.5%			4.9%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.4%			0.5%		
Top Administrative Position	7	1.6%			1.0%		
Greater than \$5 million							
CEO/Executive Director	22	1.5%	-2.1%	-0.6%	1.0%	3.1%	4.4%
Top Administrative Position	23	1.9%	-2.0%	-0.4%	1.0%	3.0%	8.0%
Top Facilities Position	11	4.6%		0.4%	3.0%	5.4%	
Top Finance Position	12	3.9%		0.2%	3.0%	5.5%	
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
\$500 thousand or less							
Top Administrative Position	6	2.1%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.0%		2.5%	4.2%	7.2%	
Top Administrative Position	10	3.0%		2.5%	4.2%	7.2%	
Greater than \$5 million							
CEO/Executive Director	45	5.2%	-1.4%	2.0%	5.4%	8.5%	9.9%
Top Administrative Position	34	5.2%	-2.1%	1.9%	5.9%	8.4%	9.6%

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
Top Finance Position	20	6.8%	1.9%	3.2%	5.2%	10.9%	15.6%
Top Operations Position	13	4.9%		2.5%	4.7%	8.5%	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	12	-2.7%		-4.6%	0.0%	2.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	4.5%		-0.1%	2.9%	5.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	28	1.8%	-7.5%	-2.2%	2.9%	5.3%	12.9%
Top Finance Position	5	4.3%			5.8%		
Greater than \$5 million							
CEO/Executive Director	21	5.1%	-3.7%	1.5%	5.6%	9.8%	12.5%
Top Finance Position	24	6.2%	-6.9%	-0.4%	6.2%	14.0%	17.8%
Top Marketing Position	7	11.7%			11.4%		
Top Operations Position	11	5.2%		1.3%	8.1%	11.2%	
Top Technology Position	11	3.4%		-0.3%	5.8%	9.9%	
Utah							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	22	1.5%	-7.8%	-2.1%	0.0%	4.0%	13.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	7.5%			4.8%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	16	5.5%		1.1%	4.8%	7.9%	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.7%			6.1%		
Vermont							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	24	0.6%	-9.7%	-2.4%	0.3%	4.9%	6.3%
Virginia							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	8	3.2%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.0%		-1.1%	0.0%	9.1%	
Greater than \$5 million							
CEO/Executive Director	10	6.1%		2.1%	2.8%	9.1%	
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	10	4.2%		1.9%	4.3%	6.5%	

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
Top Finance Position	7	0.7%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.8%			4.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.6%		2.0%	3.1%	5.1%	
Top Finance Position	5	0.4%			1.3%		
Greater than \$5 million							
CEO/Executive Director	5	6.9%			6.1%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	57	3.9%	-2.4%	0.0%	2.5%	8.3%	15.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	50	2.9%	-3.0%	0.0%	2.7%	5.0%	8.4%
Between \$1 million and \$5 million							
CEO/Executive Director	135	4.2%	-3.5%	0.5%	3.6%	7.6%	12.8%
Top Finance Position	26	5.0%	-2.2%	1.2%	6.3%	9.0%	14.1%
Top Marketing Position	6	3.2%			1.6%		
Top Operations Position	15	4.7%		2.9%	4.4%	6.9%	
Top PR/Communications Position	7	7.8%			7.3%		
Top Technology Position	6	2.9%			2.9%		
Greater than \$5 million							
CEO/Executive Director	89	4.0%	-6.1%	0.0%	3.9%	7.7%	15.8%
Top Administrative Position	9	2.3%			4.5%		
Top Finance Position	61	5.3%	-6.5%	1.2%	5.5%	9.3%	14.8%
Top Human Resources Position	11	6.2%		4.5%	5.3%	7.3%	

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
Top Legal Position	19	4.9%		2.4%	5.7%	10.6%	
Top Marketing Position	11	7.5%		3.9%	4.7%	12.2%	
Top Operations Position	32	3.9%	-3.3%	0.5%	4.0%	7.2%	10.8%
Top PR/Communications Position	14	6.2%		0.5%	4.9%	10.5%	
Top Technology Position	12	8.1%		1.8%	6.2%	11.6%	
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.0%			4.4%		
Greater than \$5 million							
CEO/Executive Director	14	3.5%		0.5%	3.1%	8.1%	
Top Administrative Position	13	4.6%		0.3%	3.5%	8.9%	
Top Facilities Position	10	3.4%		1.2%	3.0%	5.8%	
Top Finance Position	7	2.8%			4.4%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	8	5.3%			5.3%		
Top Finance Position	6	3.7%			5.9%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	7	15.7%			19.1%		
Top Finance Position	5	7.5%			6.2%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.5%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-8.8%			-11.2%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	23	5.9%	-3.9%	0.3%	6.6%	10.9%	15.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.1%		-1.9%	4.5%	6.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	5.3%		2.4%	3.9%	7.0%	
Top Business Position	13	7.1%		2.4%	6.4%	8.8%	
Top Finance Position	25	3.8%	0.0%	1.4%	2.6%	6.7%	8.5%
Greater than \$5 million							
CEO/Executive Director	14	4.2%		2.4%	5.1%	8.0%	
Top Finance Position	13	3.7%		1.3%	4.9%	5.4%	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	70	3.2%	-3.7%	0.0%	3.4%	6.9%	12.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	3.1%	-5.1%	-1.4%	1.9%	6.3%	13.3%
Between \$1 million and \$5 million							
CEO/Executive Director	43	3.2%	-3.4%	0.5%	3.6%	5.9%	9.5%
Greater than \$5 million							
CEO/Executive Director	6	2.5%			1.8%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
Top Finance Position	5	1.3%			-0.5%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	8	11.1%			12.0%		
Top Administrative Position	6	9.9%			9.9%		
Greater than \$5 million							
CEO/Executive Director	5	8.8%			6.9%		
Top Administrative Position	5	8.8%			6.9%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	11	7.0%		0.4%	4.1%	15.4%	
Top Administrative Position	8	10.5%			12.7%		
Top Finance Position	6	2.7%			3.3%		
Top Operations Position	5	4.0%			6.0%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.0%			0.9%		
Greater than \$5 million							
CEO/Executive Director	17	5.3%		-0.4%	6.7%	9.5%	
Top Finance Position	9	7.2%			7.5%		
Top Human Resources Position	5	9.2%			8.6%		
Top Marketing Position	6	6.3%			4.7%		
Top Operations Position	11	8.0%		3.3%	6.7%	9.9%	

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
Top Technology Position	8	5.8%			5.0%		
West Virginia							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
Top Business Position	6	1.3%			2.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.2%			2.5%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	37	1.7%	-6.3%	-2.1%	1.4%	4.5%	9.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	3.2%		0.9%	2.1%	3.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	6.7%			4.4%		
Wisconsin							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	14	-1.1%		0.0%	0.3%	3.1%	

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	9	3.8%			4.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	0.8%		-0.9%	0.8%	2.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	2.3%		1.2%	2.7%	3.9%	
Top Business Position	14	3.6%		3.1%	4.2%	8.0%	
Top Finance Position	9	-0.3%			2.8%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	59	3.6%	-3.6%	0.0%	3.0%	7.0%	14.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	5.0%	-2.5%	1.0%	4.2%	8.3%	14.5%
Between \$1 million and \$5 million							
CEO/Executive Director	41	2.4%	-3.8%	-0.6%	0.7%	4.8%	10.1%
Top Finance Position	5	2.8%			3.7%		
Greater than \$5 million							
CEO/Executive Director	14	2.5%		-4.8%	2.3%	4.2%	
Top Finance Position	7	6.5%			6.1%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.2%			3.4%		
Top Administrative Position	6	0.2%			3.4%		

Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	18	6.0%		3.5%	7.1%	10.4%	
Top Administrative Position	9	7.4%			7.2%		
Top Finance Position	7	8.4%			7.2%		
Top Operations Position	6	7.8%			5.7%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	12	6.2%		1.0%	3.3%	8.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.6%			4.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	32	4.5%	-2.0%	1.5%	5.3%	7.7%	9.2%
Top Finance Position	6	4.7%			5.9%		
Greater than \$5 million							
CEO/Executive Director	21	5.9%	-1.3%	2.0%	5.4%	10.3%	12.9%
Top Finance Position	17	5.9%		0.7%	5.1%	8.8%	
Top Marketing Position	5	3.5%			5.2%		
Top Operations Position	14	5.1%		5.2%	6.7%	8.8%	
Top Technology Position	9	7.9%			6.8%		

Wyoming

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	15	2.7%		0.0%	0.0%	4.6%	
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Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.3%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.9%			1.0%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	8	4.7%			4.7%		
Top Administrative Position	6	4.7%			4.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Abilene, TX							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.6%			4.4%		
Akron, OH							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.5%			2.2%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.2%			3.6%		
Greater than \$5 million							
CEO/Executive Director	5	4.5%			1.6%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	1.6%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.5%			2.6%		
Greater than \$5 million							
CEO/Executive Director	9	1.9%			3.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	12	6.6%		-0.4%	6.1%	11.3%	
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.9%			6.7%		
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.2%			4.8%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	9	3.8%			3.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.5%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	5.0%		-0.7%	4.1%	9.8%	
Top Finance Position	7	6.6%			6.3%		
Greater than \$5 million							
CEO/Executive Director	10	-2.9%		-5.1%	-2.5%	-0.4%	
Top Development Position	5	2.0%			0.6%		
Top Finance Position	5	6.7%			5.9%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.3%			2.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	12	0.9%		-0.5%	2.1%	3.7%	
Top Finance Position	7	3.8%			7.6%		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.8%			2.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.2%			7.6%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	-0.4%			-0.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	5.3%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	4.6%		1.1%	3.6%	8.0%	
Greater than \$5 million							
CEO/Executive Director	18	4.0%		1.4%	3.3%	5.4%	
Top Finance Position	12	6.5%		3.3%	5.1%	9.6%	
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.9%			7.1%		
Greater than \$5 million							
CEO/Executive Director	7	5.4%			5.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	8	0.2%			0.3%		
Albuquerque, NM							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.7%			2.6%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	7	0.3%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.3%			0.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	4.2%			3.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.4%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	1.2%		-1.8%	0.0%	1.1%	
Greater than \$5 million							
CEO/Executive Director	7	0.0%			0.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albuquerque, NM							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	6	1.2%			2.7%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	5.1%			4.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	6.2%		2.7%	3.8%	10.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.3%		-0.9%	2.4%	9.1%	
Top Finance Position	5	2.3%			1.1%		
Greater than \$5 million							
CEO/Executive Director	6	1.9%			4.7%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	7.9%			1.9%		
Allentown-Bethlehem-Easton, PA							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.2%			7.7%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.1%			4.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Allentown-Bethlehem-Easton, PA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	9	4.0%			3.0%		
Top Finance Position	5	7.0%			6.1%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	3.2%			0.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.0%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.0%			-0.3%		
Greater than \$5 million							
CEO/Executive Director	12	2.3%		-3.7%	2.5%	6.0%	
Top Finance Position	6	7.1%			4.5%		
Altoona, PA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.9%			1.5%		
Amarillo, TX							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.5%			0.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Anchorage, AK							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	8.2%			8.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	3.8%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	0.5%			1.5%		
Ann Arbor, MI							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-3.4%			-1.8%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.6%			2.8%		
Greater than \$5 million							
CEO/Executive Director	5	4.4%			6.9%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	11.7%			11.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ann Arbor, MI							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	6.0%			7.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.9%			0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	6.8%		-1.3%	4.3%	16.4%	
Greater than \$5 million							
CEO/Executive Director	7	7.9%			6.5%		
Appleton-Oshkosh-Neenah, WI							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	-2.8%			-0.6%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	4.0%			3.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.2%			0.0%		
Greater than \$5 million							
CEO/Executive Director	6	0.8%			2.4%		
Top Finance Position	5	3.6%			4.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Asheville, NC							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	10.1%			10.6%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	8.0%			10.4%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	-0.2%			-1.2%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	-1.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.0%			2.5%		

Atlanta, GA

Arts, Culture, and Humanities

\$500 thousand or less

CEO/Executive Director	14	2.6%	0.0%	2.7%	5.4%
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Between \$500 thousand and \$1 million

CEO/Executive Director	8	-0.2%		0.0%	
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Between \$1 million and \$5 million

CEO/Executive Director	16	3.6%	-0.1%	3.4%	7.3%
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	5	5.8%			4.6%		
Top Finance Position	7	3.3%			4.6%		
Top Operations Position	5	1.6%			4.2%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	6	-2.6%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-2.2%			0.0%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	-3.3%			1.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	9.3%			10.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.9%			2.9%		
Crime, Legal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.8%			2.6%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	7	1.4%			0.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Diseases, Disorders, Medical Disciplines							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.4%			4.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.3%			0.4%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	20	3.5%	-1.4%	0.0%	0.0%	8.6%	14.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	-1.4%	-15.3%	-2.0%	0.0%	2.6%	6.4%
Between \$1 million and \$5 million							
CEO/Executive Director	39	5.7%	-8.3%	0.0%	3.6%	15.0%	19.0%
Top Finance Position	5	-4.2%			-4.0%		
Greater than \$5 million							
CEO/Executive Director	55	4.5%	-4.4%	0.4%	3.6%	10.0%	15.5%
Top Business Position	6	1.6%			2.9%		
Top Development Position	13	3.2%		-1.1%	3.4%	3.9%	
Top Finance Position	28	4.9%	-2.2%	2.4%	4.7%	7.7%	12.9%
Top Operations Position	10	3.1%		0.3%	3.1%	7.0%	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	9	4.0%			2.2%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	11	2.1%		0.0%	0.0%	3.8%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Health—General and Rehabilitative							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	8.6%		1.8%	12.0%	16.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	12	-0.5%		-4.2%	0.5%	2.8%	
Greater than \$5 million							
CEO/Executive Director	17	3.7%		-1.3%	0.9%	9.9%	
Top Administrative Position	5	6.1%			9.5%		
Top Finance Position	11	6.9%		2.3%	5.4%	10.1%	
Top Operations Position	6	5.6%			2.6%		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	10	-0.4%		-8.3%	1.3%	4.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.9%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	1.6%		-2.4%	2.9%	7.8%	
Greater than \$5 million							
CEO/Executive Director	5	4.0%			-0.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	45	2.6%	-3.2%	0.0%	0.1%	6.8%	14.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	3.4%	-8.9%	-1.5%	2.7%	7.6%	16.8%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	47	2.9%	-8.6%	-0.7%	2.9%	7.3%	15.3%
Top Finance Position	6	-1.9%			-1.2%		
Top Operations Position	5	4.9%			2.2%		
Greater than \$5 million							
CEO/Executive Director	33	7.0%	-1.0%	2.6%	5.7%	10.6%	16.2%
Top Finance Position	12	2.9%		-0.2%	2.1%	9.7%	
Top Operations Position	6	5.8%			5.6%		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	10	3.2%		0.0%	0.9%	3.1%	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	7	6.8%			7.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	8.5%			8.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.9%			5.3%		
Greater than \$5 million							
CEO/Executive Director	5	3.5%			4.2%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	11	5.0%		0.0%	2.4%	8.8%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	1.9%		-2.9%	2.3%	6.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.5%			5.0%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	8	-9.4%			-9.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-2.3%			-1.9%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	66	0.4%	-8.6%	-4.7%	0.0%	4.0%	15.4%
Top Finance Position	5	-0.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	2.1%		0.0%	4.6%	7.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	16	3.2%		-0.7%	2.7%	9.3%	
Greater than \$5 million							
CEO/Executive Director	6	2.9%			3.1%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	18	1.0%		-3.6%	0.0%	7.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.7%			1.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	9	6.7%			4.9%		
Greater than \$5 million							
CEO/Executive Director	5	2.7%			5.1%		
Atlantic City, NJ							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	0.9%			1.9%		
Top Finance Position	5	11.5%			10.1%		
Augusta-Aiken, GA-SC							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.9%			9.4%		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.0%			2.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	18	-1.7%		-5.6%	0.0%	3.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.6%			1.3%		
Greater than \$5 million							
CEO/Executive Director	7	4.7%			3.0%		
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.5%			1.2%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	7.6%			8.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	6.7%		2.5%	5.1%	9.4%	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	11	3.8%		0.0%	3.0%	4.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.9%			5.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	34	2.5%	-6.6%	-1.7%	2.1%	7.4%	14.5%
Greater than \$5 million							
CEO/Executive Director	21	3.9%	-2.2%	0.2%	3.5%	6.4%	8.9%
Top Finance Position	12	5.6%		0.9%	4.2%	8.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-2.6%			0.8%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	9	3.7%			4.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.5%			7.7%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	7	-0.4%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	7.2%		1.3%	5.2%	12.2%	
Greater than \$5 million							
CEO/Executive Director	8	8.8%			7.7%		
Top Finance Position	5	11.2%			8.8%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.0%			7.5%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	15	1.3%		0.0%	2.8%	4.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	0.9%		-3.8%	-0.2%	6.7%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	21	3.4%	-5.9%	0.0%	3.9%	6.9%	11.8%
Greater than \$5 million							
CEO/Executive Director	13	4.0%		1.5%	2.7%	3.7%	
Top Finance Position	10	4.3%		0.7%	3.7%	5.6%	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	-4.0%			-0.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.1%			3.8%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.1%			7.8%		
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.8%			2.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	12	4.0%		0.0%	2.4%	6.9%	
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.6%			2.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bakersfield, CA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	11	-0.4%		-4.7%	0.4%	2.5%	
Baltimore, MD							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.7%			3.4%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	18	3.4%		0.1%	2.4%	6.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.8%			3.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	-0.9%		-3.0%	-0.7%	2.4%	
Top Finance Position	6	2.8%			2.5%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	8	-5.2%			-1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	-0.1%			0.9%		
Greater than \$5 million							
CEO/Executive Director	7	4.0%			4.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-0.6%			0.6%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	17	3.1%		-2.1%	0.0%	9.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.6%		0.3%	2.9%	4.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	29	1.0%	-5.7%	-3.6%	1.2%	6.1%	9.3%
Greater than \$5 million							
CEO/Executive Director	38	6.6%	2.1%	2.9%	4.9%	9.1%	15.4%
Top Development Position	9	3.5%			5.1%		
Top Education Position	6	10.6%			9.7%		
Top Finance Position	21	3.1%	-2.9%	-0.1%	3.1%	5.0%	7.5%
Top Operations Position	7	2.4%			3.1%		
Top Technology Position	5	2.2%			2.9%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	7	2.6%			1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.2%			1.4%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	1.2%			1.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	13	2.5%		0.9%	2.4%	6.9%	
Greater than \$5 million							
CEO/Executive Director	24	4.9%	-3.5%	-0.1%	3.5%	10.0%	16.8%
Top Administrative Position	5	2.0%			0.9%		
Top Development Position	5	4.4%			4.2%		
Top Finance Position	16	1.3%		-4.3%	2.8%	9.1%	
Top Human Resources Position	5	3.4%			4.8%		
Top Operations Position	11	4.7%		0.8%	6.4%	8.6%	
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.9%			2.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.6%			2.2%		
Greater than \$5 million							
CEO/Executive Director	5	5.9%			5.8%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	24	1.8%	-2.8%	0.0%	2.7%	5.2%	9.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	1.3%		-5.5%	5.6%	8.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	30	6.1%	-0.5%	0.8%	5.5%	10.7%	14.9%
Top Finance Position	6	2.4%			4.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	42	4.9%	-2.4%	0.1%	3.9%	10.7%	12.8%
Top Administrative Position	5	4.8%			4.3%		
Top Finance Position	28	4.8%	-8.2%	0.3%	5.4%	10.9%	15.9%
Top Human Resources Position	7	5.3%			3.2%		
Top Operations Position	12	3.9%		0.6%	2.5%	6.3%	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	8	4.0%			1.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	2.2%		-0.1%	2.4%	3.4%	
Greater than \$5 million							
CEO/Executive Director	12	5.0%		0.6%	4.2%	8.7%	
Top Finance Position	5	5.8%			3.2%		
Top Operations Position	6	3.8%			4.8%		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	2.9%			0.0%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	9	0.6%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Recreation, Sports, Leisure, Athletics							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.2%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	9.2%			6.2%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	4.5%		1.8%	4.1%	5.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.2%			0.8%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	8.6%			13.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.0%			6.0%		
Bangor, ME							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	4.1%			7.4%		
Top Finance Position	5	2.8%			3.7%		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.7%			2.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baton Rouge, LA							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	3.8%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.4%		-2.5%	2.4%	8.0%	
Greater than \$5 million							
CEO/Executive Director	6	4.8%			4.0%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	9.7%			13.7%		
Top Finance Position	5	-3.2%			2.1%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	-2.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.7%		0.0%	1.9%	5.9%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	2.1%			0.8%		
Beaumont-Port Arthur, TX							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.7%			0.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bergen-Passaic, NJ							
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.0%			5.5%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	12	-1.2%		-4.6%	0.7%	7.5%	
Greater than \$5 million							
CEO/Executive Director	15	5.7%		1.4%	3.6%	11.6%	
Top Education Position	5	4.8%			5.0%		
Top Finance Position	5	8.0%			5.8%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	5.0%			7.1%		
Top Finance Position	9	5.5%			6.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	-0.4%		-3.2%	0.0%	0.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.9%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	1.6%		0.0%	1.8%	5.0%	
Top Finance Position	7	2.7%			3.2%		
Greater than \$5 million							
CEO/Executive Director	13	2.9%		-2.0%	3.2%	5.2%	
Top Finance Position	9	3.2%			5.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bergen-Passaic, NJ							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	6	1.1%			-0.2%		
Top Finance Position	5	4.6%			5.3%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	-2.2%			-0.1%		
Billings, MT							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.5%			5.1%		
Binghamton, NY							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.4%			3.5%		
Greater than \$5 million							
CEO/Executive Director	6	2.3%			4.1%		
Top Finance Position	5	1.3%			4.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Birmingham, AL							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	1.1%			2.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	2.7%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.6%			2.0%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	5.2%			3.5%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.7%			2.3%		
Greater than \$5 million							
CEO/Executive Director	6	12.2%			11.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	14	5.1%		0.6%	5.1%	10.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.4%			0.9%		
Greater than \$5 million							
CEO/Executive Director	7	4.0%			3.1%		
Top Finance Position	5	3.8%			7.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Birmingham, AL							
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.9%			5.5%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	20	3.0%	-7.6%	-2.0%	2.0%	5.5%	19.5%
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.3%			2.2%		
Bloomington-Normal, IL							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-6.6%			1.5%		
Greater than \$5 million							
CEO/Executive Director	7	1.2%			0.2%		
Boise City, ID							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.0%			2.4%		
Top Administrative Position	6	2.9%			4.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boise City, ID							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.2%			4.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	9.2%			10.3%		
Boston, MA							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	2.4%			1.0%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	51	4.3%	-3.4%	0.0%	1.6%	6.8%	14.5%
Top Finance Position	5	-3.1%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	2.7%	-9.0%	0.0%	2.3%	5.4%	12.9%
Between \$1 million and \$5 million							
CEO/Executive Director	42	1.2%	-4.0%	-0.5%	1.5%	2.9%	6.5%
Top Finance Position	7	-0.7%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	19	3.0%		-0.5%	2.7%	5.1%	
Top Administrative Position	5	-0.7%			0.5%		
Top Development Position	9	-1.1%			0.8%		
Top Finance Position	16	1.4%		0.0%	1.1%	2.8%	
Top Operations Position	6	2.3%			3.8%		
Top Technology Position	5	0.9%			1.9%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	12	9.8%		4.7%	9.6%	12.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	7.8%			6.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	6.1%		1.1%	4.6%	13.1%	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	20	3.2%	-0.4%	0.0%	2.7%	5.0%	7.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.4%			2.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.7%		1.5%	2.0%	7.6%	
Top Finance Position	7	6.8%			7.3%		
Greater than \$5 million							
CEO/Executive Director	6	10.7%			10.1%		
Top Finance Position	5	8.7%			9.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	10	3.4%		0.1%	1.9%	5.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.9%			0.1%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	9	0.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	7.6%			6.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.2%		0.6%	3.2%	5.7%	
Greater than \$5 million							
CEO/Executive Director	14	4.0%		0.0%	2.9%	6.6%	
Top Finance Position	7	4.3%			3.4%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	60	0.9%	-9.0%	-1.8%	0.6%	4.7%	8.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	3.2%	-5.1%	0.0%	2.6%	7.5%	10.4%
Between \$1 million and \$5 million							
CEO/Executive Director	74	4.2%	-5.8%	-0.5%	3.5%	10.2%	15.5%
Top Finance Position	10	1.4%		-1.9%	1.4%	4.2%	
Top Operations Position	5	2.2%			2.3%		
Top Program Position	5	3.9%			2.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	84	4.2%	-3.7%	0.0%	3.8%	8.3%	14.2%
Top Administrative Position	7	5.0%			4.5%		
Top Development Position	44	3.0%	-4.3%	1.2%	3.5%	6.1%	9.9%
Top Education Position	15	4.2%		1.9%	5.9%	7.6%	
Top Finance Position	64	5.1%	-2.5%	2.0%	4.2%	8.3%	15.4%
Top Human Resources Position	7	0.4%			-1.1%		
Top Legal Position	9	4.0%			3.8%		
Top Marketing Position	6	4.2%			5.3%		
Top Operations Position	23	6.3%	-0.2%	2.4%	3.7%	10.0%	15.4%
Top Technology Position	18	2.6%		1.6%	2.9%	3.8%	
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	7	-3.8%			-1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	9.7%			11.6%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	12	4.7%		0.0%	3.2%	6.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	3.0%		0.0%	3.4%	6.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	17	3.6%		-0.3%	2.3%	4.8%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Environmental Quality, Protection, and Beautification							
Greater than \$5 million							
CEO/Executive Director	11	6.8%		3.1%	5.1%	10.5%	
Top Development Position	5	1.5%			4.5%		
Food, Agriculture, and Nutrition							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.2%			-1.3%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	6	4.7%			5.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.8%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	2.6%		-2.6%	3.2%	9.4%	
Top Finance Position	5	4.7%			3.8%		
Greater than \$5 million							
CEO/Executive Director	50	2.9%	-4.3%	0.6%	2.4%	8.1%	11.7%
Top Administrative Position	7	5.0%			3.4%		
Top Development Position	5	-0.6%			-0.8%		
Top Finance Position	43	6.3%	-4.8%	1.6%	6.7%	11.0%	16.5%
Top Human Resources Position	10	7.0%		-0.3%	6.6%	10.9%	
Top Operations Position	23	2.1%	-7.2%	-0.9%	3.4%	5.7%	11.1%
Top Technology Position	15	5.2%		0.0%	4.5%	13.6%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	7	-1.6%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	1.0%		-2.4%	1.3%	1.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	24	6.7%	1.2%	2.5%	5.7%	10.1%	19.2%
Greater than \$5 million							
CEO/Executive Director	16	7.5%		2.4%	5.4%	13.9%	
Top Finance Position	9	6.3%			2.4%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	33	2.2%	-1.9%	0.0%	2.5%	5.0%	9.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	3.2%	-4.6%	-0.5%	2.5%	7.1%	11.8%
Between \$1 million and \$5 million							
CEO/Executive Director	80	1.7%	-7.9%	-0.7%	2.0%	6.1%	10.1%
Top Finance Position	16	0.8%		-3.8%	2.1%	4.5%	
Greater than \$5 million							
CEO/Executive Director	87	5.1%	-2.2%	0.4%	4.1%	9.0%	15.4%
Top Development Position	6	4.9%			5.4%		
Top Finance Position	60	3.1%	-5.8%	-1.5%	3.4%	7.2%	13.8%
Top Human Resources Position	10	2.6%		0.4%	4.4%	6.5%	
Top Operations Position	28	2.9%	-1.7%	-0.2%	3.7%	6.0%	8.9%
Top Program Position	5	2.4%			2.6%		
Top Technology Position	7	2.8%			2.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
International, Foreign Affairs, and National Security							
Greater than \$5 million							
CEO/Executive Director	11	3.6%		1.7%	4.1%	6.5%	
Top Operations Position	5	6.3%			4.3%		
Medical Research							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-6.4%			-5.0%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	1.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.1%		-1.1%	1.5%	5.0%	
Greater than \$5 million							
CEO/Executive Director	10	5.0%		0.4%	3.4%	8.4%	
Top Finance Position	6	12.1%			11.8%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	15	4.4%		0.2%	4.0%	7.9%	
Greater than \$5 million							
CEO/Executive Director	7	1.5%			2.6%		
Top Finance Position	6	3.9%			4.6%		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	-1.3%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Public, Society Benefit—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.4%			2.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.9%			1.8%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	6.4%			7.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	2.5%		0.1%	2.9%	3.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	2.0%		0.0%	2.3%	3.4%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	16	3.3%		-1.3%	2.1%	10.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.5%			-0.1%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	-1.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	4.5%		0.9%	4.2%	8.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	37	2.0%	-8.8%	-3.6%	2.1%	6.8%	12.3%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Youth Development							
Greater than \$5 million							
CEO/Executive Director	6	1.6%			2.9%		
Top Finance Position	5	2.2%			3.9%		
Boulder-Longmont, CO							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	-1.7%			-2.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.0%			-0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.2%			4.3%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	4.1%			3.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-3.0%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.3%			1.4%		
Greater than \$5 million							
CEO/Executive Director	6	5.4%			4.9%		
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	10	-0.2%		-6.6%	0.4%	6.0%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boulder-Longmont, CO							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	3.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.3%			4.4%		
Greater than \$5 million							
CEO/Executive Director	5	4.0%			3.6%		
Bremerton, WA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.8%			0.0%		
Bridgeport-Milford, CT							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	1.3%			0.0%		
Greater than \$5 million							
CEO/Executive Director	9	3.0%			3.6%		
Top Finance Position	5	2.6%			0.1%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.8%			-1.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bridgeport-Milford, CT							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	8.4%			8.6%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.7%			3.6%		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.1%			1.9%		
Greater than \$5 million							
CEO/Executive Director	6	8.8%			8.4%		
Brockton, MA							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	3.7%			0.7%		
Buffalo-Niagara Falls, NY							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	12	5.0%		0.8%	4.1%	8.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.3%			2.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Diseases, Disorders, Medical Disciplines							
Greater than \$5 million							
Top Finance Position	5	3.6%			1.4%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.1%			2.7%		
Greater than \$5 million							
CEO/Executive Director	17	2.6%		-1.0%	2.9%	4.5%	
Top Finance Position	10	1.2%		-0.7%	2.5%	3.5%	
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.7%			2.5%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	8	-0.7%			-0.9%		
Greater than \$5 million							
CEO/Executive Director	11	1.3%		-4.6%	0.9%	6.4%	
Top Finance Position	13	4.1%		0.1%	2.9%	12.2%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	0.1%			-0.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.1%			4.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	19	1.8%		-0.5%	2.9%	6.7%	
Top Finance Position	10	2.9%		2.3%	4.5%	11.1%	
Greater than \$5 million							
CEO/Executive Director	17	2.7%		0.6%	2.1%	3.4%	
Top Finance Position	10	4.6%		0.6%	2.5%	9.2%	
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.4%			3.2%		
Greater than \$5 million							
CEO/Executive Director	11	7.7%		3.1%	8.3%	11.7%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	-0.1%			1.1%		
Burlington, VT							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	0.4%			2.7%		
Greater than \$5 million							
CEO/Executive Director	5	7.9%			3.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Burlington, VT							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	3.6%			2.9%		
Top Finance Position	6	2.8%			1.3%		
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.5%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.8%			1.7%		
Greater than \$5 million							
CEO/Executive Director	6	6.4%			7.8%		
Casper, WY							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.0%			2.5%		
Cedar Rapids, IA							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.2%			-1.1%		
Greater than \$5 million							
CEO/Executive Director	5	4.1%			4.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charleston, WV							
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-6.6%			-7.3%		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	-0.4%			-1.8%		
Charleston-North Charleston, SC							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	10.6%			11.7%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	11	1.7%		-2.1%	2.6%	4.5%	
Greater than \$5 million							
CEO/Executive Director	7	3.7%			1.3%		
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.7%			3.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.6%			2.7%		
Greater than \$5 million							
CEO/Executive Director	5	4.8%			7.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	1.8%		0.0%	2.0%	3.3%	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	5.6%		-0.8%	6.5%	16.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.7%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	5.2%	0.0%	0.8%	2.4%	14.7%	16.5%
Greater than \$5 million							
CEO/Executive Director	20	5.2%	-2.7%	0.5%	2.8%	9.7%	17.4%
Top Finance Position	10	1.9%		-0.5%	0.7%	6.2%	
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	8	-0.8%			-3.5%		
Greater than \$5 million							
CEO/Executive Director	5	7.8%			8.6%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.2%			4.4%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	18	4.7%		0.0%	3.7%	7.0%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	-0.3%		-8.4%	0.0%	8.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	24	2.5%	-5.0%	-1.0%	0.5%	5.3%	12.1%
Greater than \$5 million							
CEO/Executive Director	21	3.1%	-2.6%	-0.1%	2.7%	9.2%	11.0%
Top Finance Position	10	6.3%		1.9%	3.5%	12.0%	
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	7	5.2%			3.0%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	2.5%			1.9%		
Greater than \$5 million							
CEO/Executive Director	5	12.0%			11.8%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	25	2.2%	-9.1%	-0.2%	0.3%	7.0%	16.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.9%			5.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-4.0%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	-4.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.7%			3.7%		
Charlottesville, VA							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.7%			0.0%		
Greater than \$5 million							
CEO/Executive Director	7	6.6%			5.2%		
Top Finance Position	6	5.1%			2.8%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	7.8%			8.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	0.5%			-0.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chattanooga, TN-GA							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.7%			1.4%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.1%			6.3%		
Greater than \$5 million							
CEO/Executive Director	7	2.9%			3.5%		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.9%			2.7%		
Greater than \$5 million							
CEO/Executive Director	6	6.0%			6.9%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	-3.0%			1.8%		
Chicago, IL							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	10	-1.8%		-4.5%	-0.2%	2.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.1%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	50	2.9%	-10.7%	0.0%	2.4%	7.9%	15.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	3.6%	-7.1%	0.0%	2.0%	8.7%	18.2%
Between \$1 million and \$5 million							
CEO/Executive Director	32	4.2%	-3.3%	1.2%	3.7%	9.3%	11.0%
Top Finance Position	5	1.1%			1.1%		
Greater than \$5 million							
CEO/Executive Director	19	2.3%		-0.5%	2.1%	4.8%	
Top Administrative Position	5	3.9%			2.6%		
Top Development Position	10	7.9%		3.3%	3.9%	12.7%	
Top Finance Position	14	2.1%		1.4%	2.5%	3.8%	
Top Marketing Position	5	2.8%			2.3%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	7	-0.3%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.8%			-0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.6%		1.0%	5.0%	9.7%	
Greater than \$5 million							
CEO/Executive Director	7	4.5%			2.0%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	12	0.3%		-2.6%	2.6%	5.3%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	25	4.6%	0.0%	1.5%	6.0%	7.9%	11.2%
Greater than \$5 million							
CEO/Executive Director	12	5.3%		0.4%	3.1%	9.1%	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	10	1.2%		0.0%	0.2%	2.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.7%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.5%			1.3%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	12	0.6%		0.0%	0.5%	2.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.7%		0.0%	1.7%	6.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	3.4%	-3.6%	-1.3%	3.6%	6.7%	9.4%
Greater than \$5 million							
CEO/Executive Director	19	3.4%		-0.5%	4.3%	9.5%	
Top Finance Position	7	5.4%			5.0%		
Top Technology Position	7	3.4%			1.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	32	-0.3%	-15.7%	-5.8%	0.0%	5.9%	17.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	1.0%	-4.5%	-0.2%	1.4%	3.7%	9.4%
Between \$1 million and \$5 million							
CEO/Executive Director	88	3.6%	-4.8%	0.0%	2.5%	8.1%	14.0%
Top Finance Position	8	0.4%			2.8%		
Greater than \$5 million							
CEO/Executive Director	87	4.1%	-4.5%	-0.2%	3.5%	9.3%	13.7%
Top Administrative Position	5	2.6%			2.5%		
Top Development Position	15	5.1%		-0.6%	3.7%	7.8%	
Top Education Position	17	2.4%		-0.5%	1.5%	3.3%	
Top Finance Position	53	5.0%	-7.0%	0.5%	4.0%	10.1%	19.5%
Top Human Resources Position	7	6.9%			5.5%		
Top Legal Position	5	6.9%			4.2%		
Top Operations Position	15	7.3%		4.7%	7.3%	10.1%	
Top Technology Position	11	4.0%		1.0%	2.4%	5.8%	
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	6	0.8%			0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.7%		1.8%	5.1%	8.6%	
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.5%			-1.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.6%			4.1%		
Food, Agriculture, and Nutrition							
Greater than \$5 million							
CEO/Executive Director	5	2.9%			1.8%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	13	2.9%		1.9%	3.5%	6.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	12.9%			15.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	22	4.1%	-0.2%	0.7%	3.5%	6.0%	11.7%
Greater than \$5 million							
CEO/Executive Director	40	4.8%	-4.9%	1.4%	5.7%	9.9%	14.4%
Top Finance Position	41	6.4%	-6.5%	1.7%	7.2%	12.0%	17.1%
Top Human Resources Position	11	4.8%		2.6%	4.6%	11.4%	
Top Legal Position	6	0.1%			2.5%		
Top Operations Position	22	3.8%	-5.8%	-2.7%	3.4%	9.6%	11.6%
Top Technology Position	10	5.2%		-0.3%	3.9%	6.9%	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	3.3%			0.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.5%			2.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	30	5.0%	-0.7%	0.2%	2.6%	7.4%	14.4%
Greater than \$5 million							
CEO/Executive Director	15	1.4%		-3.9%	3.1%	6.9%	
Top Finance Position	8	5.7%			10.8%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	48	1.8%	-8.8%	-0.1%	1.6%	7.8%	11.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	2.2%	-9.1%	-0.2%	3.3%	6.7%	8.4%
Between \$1 million and \$5 million							
CEO/Executive Director	90	3.4%	-8.3%	0.0%	3.9%	8.0%	12.1%
Top Finance Position	16	-0.3%		-2.9%	0.2%	3.1%	
Top Operations Position	6	6.7%			8.0%		
Greater than \$5 million							
CEO/Executive Director	101	3.3%	-6.8%	-0.5%	1.8%	8.5%	16.6%
Top Business Position	7	3.0%			3.5%		
Top Development Position	13	3.7%		2.1%	4.5%	7.2%	
Top Finance Position	49	2.9%	-2.9%	-0.2%	2.8%	6.6%	11.0%
Top Human Resources Position	13	6.2%		1.4%	3.9%	7.8%	
Top Marketing Position	6	-2.8%			-2.7%		
Top Operations Position	19	8.2%		2.4%	5.7%	12.8%	
Top Program Position	11	3.6%		0.8%	2.8%	4.7%	
Top Technology Position	7	4.6%			4.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	10	-0.2%		-2.8%	0.0%	4.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.0%			5.2%		
Medical Research							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.8%			1.2%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	9	4.1%			7.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	6.6%		1.6%	3.2%	10.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	3.2%	-4.5%	0.0%	3.0%	7.7%	10.6%
Greater than \$5 million							
CEO/Executive Director	16	1.7%		-1.5%	1.7%	6.6%	
Top Finance Position	7	5.4%			4.8%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	9	1.9%			0.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.4%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.1%		4.5%	7.7%	8.6%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	9	5.2%			4.1%		
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.4%			5.8%		
Recreation, Sports, Leisure, Athletics							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.3%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	1.8%		-2.2%	4.2%	8.6%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	32	1.6%	-9.2%	-4.6%	0.0%	6.8%	14.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	-2.0%		-11.7%	-0.3%	5.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	5.5%		0.0%	6.0%	11.0%	
Greater than \$5 million							
CEO/Executive Director	9	1.1%			0.3%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	20	3.6%	-2.9%	-0.4%	3.0%	9.9%	14.2%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	6.6%			5.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	5.4%		0.0%	3.0%	12.3%	
Chico-Paradise, CA							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.9%			2.2%		
Cincinnati, OH-KY-IN							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	16	3.9%		0.8%	2.6%	6.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.4%			3.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.7%			3.0%		
Greater than \$5 million							
CEO/Executive Director	7	4.3%			4.4%		
Top Finance Position	6	10.1%			8.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	7	-0.9%			-1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.6%			8.4%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	14	3.5%		0.0%	3.7%	4.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.7%			6.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	4.5%		2.0%	4.0%	5.5%	
Greater than \$5 million							
CEO/Executive Director	13	5.3%		1.4%	2.1%	8.8%	
Top Finance Position	5	2.3%			2.6%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	6	7.6%			8.3%		
Greater than \$5 million							
CEO/Executive Director	19	4.6%		-0.5%	4.4%	10.2%	
Top Finance Position	10	2.4%		-0.5%	3.6%	5.4%	
Top Operations Position	7	5.1%			2.4%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.1%			9.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Housing, Shelter							
Greater than \$5 million							
CEO/Executive Director	6	1.5%			-0.6%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	18	2.0%		0.0%	0.1%	10.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.5%			5.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	22	5.6%	-3.6%	0.4%	4.3%	13.2%	19.0%
Greater than \$5 million							
CEO/Executive Director	22	3.4%	-2.3%	0.6%	2.4%	7.3%	9.9%
Top Finance Position	18	4.1%		0.4%	5.3%	9.4%	
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.5%			0.2%		
Greater than \$5 million							
CEO/Executive Director	8	-1.5%			1.0%		
Top Finance Position	5	5.4%			3.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	3.6%		-0.1%	1.9%	4.1%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.6%			2.5%		
Cleveland, OH							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	24	2.8%	-10.9%	-0.4%	1.5%	10.4%	17.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.9%			7.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.0%			1.3%		
Greater than \$5 million							
CEO/Executive Director	7	8.8%			6.6%		
Top Finance Position	5	-2.0%			0.9%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	9	1.5%			1.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.7%			3.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.6%			0.2%		
Greater than \$5 million							
CEO/Executive Director	6	1.6%			4.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	16	2.8%		0.0%	0.7%	4.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	0.7%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	1.1%	-4.2%	-0.1%	2.0%	3.0%	5.4%
Top Finance Position	6	4.7%			3.9%		
Greater than \$5 million							
CEO/Executive Director	16	4.6%		0.5%	2.9%	7.6%	
Top Development Position	6	-2.0%			1.2%		
Top Education Position	5	0.9%			0.7%		
Top Finance Position	13	3.4%		0.5%	2.6%	2.9%	
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.2%			3.7%		
Greater than \$5 million							
CEO/Executive Director	14	4.9%		0.0%	3.8%	7.4%	
Top Finance Position	12	1.4%		-0.5%	1.6%	3.9%	
Top Operations Position	5	4.3%			2.9%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.8%			4.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	17	-1.1%		-3.5%	0.0%	3.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.4%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	27	2.2%	-6.2%	-0.7%	2.6%	6.3%	9.2%
Top Finance Position	7	1.4%			2.5%		
Greater than \$5 million							
CEO/Executive Director	24	6.6%	-1.8%	-0.3%	5.8%	11.3%	17.9%
Top Finance Position	19	6.0%		2.2%	4.7%	8.0%	
Top Operations Position	11	3.6%		1.3%	3.4%	6.3%	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	9	6.5%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.2%			1.5%		
Greater than \$5 million							
CEO/Executive Director	6	2.1%			3.1%		
Top Finance Position	7	4.0%			5.8%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	5	0.9%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.3%			6.7%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	2.3%			2.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.8%			4.2%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	2.6%			2.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.4%			3.0%		
Colorado Springs, CO							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.8%			3.7%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	-2.8%			0.2%		
Greater than \$5 million							
CEO/Executive Director	11	4.6%		1.3%	2.1%	4.8%	
Top Finance Position	6	1.0%			1.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado Springs, CO							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.2%			8.8%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	-0.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.9%			4.5%		
Greater than \$5 million							
CEO/Executive Director	6	3.9%			2.3%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	10.9%			9.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	1.2%		-2.2%	2.5%	6.4%	
Greater than \$5 million							
CEO/Executive Director	8	6.9%			9.4%		
Top Finance Position	7	3.6%			6.5%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	22	-3.9%	-18.7%	-11.3%	-2.8%	0.2%	8.2%
Between \$1 million and \$5 million							
CEO/Executive Director	9	0.8%			2.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbia, MO							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	-0.4%			3.5%		
Columbia, SC							
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	5	-0.9%			0.0%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.2%			2.4%		
Greater than \$5 million							
Top Finance Position	6	4.4%			4.1%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	7.0%			6.8%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	2.2%			3.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.1%			4.5%		
Greater than \$5 million							
CEO/Executive Director	6	5.8%			4.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbia, SC							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	-1.6%			0.0%		
Columbus, OH							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	6.3%			5.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.5%			5.0%		
Greater than \$5 million							
CEO/Executive Director	5	2.4%			2.3%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	12	0.6%		-0.7%	1.2%	3.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.0%			1.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.8%			3.3%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	13	1.2%		0.0%	2.5%	5.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.6%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	22	2.9%	-12.9%	-0.3%	3.7%	8.4%	11.8%
Greater than \$5 million							
CEO/Executive Director	17	4.5%		0.0%	2.9%	5.6%	
Top Development Position	6	4.9%			4.6%		
Top Finance Position	10	3.3%		0.4%	2.9%	4.5%	
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	17	3.6%		2.0%	3.2%	6.9%	
Greater than \$5 million							
CEO/Executive Director	11	2.5%		-1.3%	1.5%	4.0%	
Top Finance Position	8	3.8%			2.5%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.5%			0.1%		
Greater than \$5 million							
CEO/Executive Director	9	2.8%			3.8%		
Top Finance Position	6	3.5%			3.8%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	23	1.4%	-11.9%	-1.4%	0.6%	4.9%	8.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	3.0%		-0.1%	2.6%	5.2%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	29	0.6%	-7.7%	-2.8%	0.9%	5.0%	11.4%
Greater than \$5 million							
CEO/Executive Director	21	2.3%	-5.9%	0.0%	1.9%	5.5%	9.9%
Top Finance Position	13	5.6%		2.7%	6.5%	9.1%	
Top Operations Position	6	3.2%			4.1%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	-0.4%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	-2.2%		-3.4%	0.6%	4.5%	
Greater than \$5 million							
CEO/Executive Director	7	-1.1%			0.0%		
Top Finance Position	7	2.3%			1.8%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.8%			2.5%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	-6.4%			-4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.4%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.9%			4.3%		
Corpus Christi, TX							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.5%			0.1%		
Dallas-Fort Worth, TX							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	20	2.6%	-7.0%	-1.0%	3.5%	7.1%	15.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.6%			4.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.8%		0.4%	4.7%	9.5%	
Greater than \$5 million							
Top Finance Position	6	1.8%			5.9%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	-3.3%			1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.1%			4.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	19	2.4%		-0.9%	0.7%	7.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	5.0%		0.2%	5.0%	9.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	27	2.4%	-6.0%	-2.7%	1.7%	5.2%	9.4%
Greater than \$5 million							
CEO/Executive Director	44	4.0%	-3.6%	0.0%	4.0%	7.4%	11.7%
Top Administrative Position	12	3.9%		0.3%	4.4%	7.3%	
Top Development Position	12	1.7%		-0.2%	1.0%	7.1%	
Top Education Position	6	5.2%			4.4%		
Top Finance Position	20	4.8%	-3.6%	3.0%	5.0%	7.0%	13.1%
Top Operations Position	12	5.3%		3.9%	5.6%	8.0%	
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.0%		0.0%	2.7%	4.9%	
Greater than \$5 million							
CEO/Executive Director	17	6.2%		3.6%	5.8%	10.1%	
Top Finance Position	14	4.7%		1.2%	2.8%	6.5%	
Top Operations Position	14	5.3%		1.0%	4.5%	7.2%	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	7	3.6%			5.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.4%			1.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	26	2.6%	-5.3%	-1.6%	1.8%	5.3%	15.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	5.6%		0.0%	4.8%	9.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	40	3.8%	-4.8%	0.0%	3.3%	6.6%	11.8%
Greater than \$5 million							
CEO/Executive Director	15	5.3%		-0.2%	7.3%	9.4%	
Top Development Position	5	5.0%			4.2%		
Top Finance Position	10	0.0%		-4.5%	2.5%	3.3%	
International, Foreign Affairs, and National Security							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.4%			3.0%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	6.6%			5.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.6%			7.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.1%			1.4%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.5%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.6%			3.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	69	0.8%	-11.4%	-1.9%	0.0%	6.0%	15.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.7%		-0.7%	2.7%	12.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	3.9%	-4.8%	-0.5%	2.5%	10.8%	14.9%
Greater than \$5 million							
CEO/Executive Director	8	3.3%			1.0%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	8	-1.0%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	9.0%			10.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.8%		-0.1%	4.3%	8.9%	
Davenport-Moline-Rock Island, IA-IL							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.7%			0.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Davenport-Moline-Rock Island, IA-IL							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	7	5.6%			4.3%		
Top Finance Position	5	6.7%			8.7%		
Daytona Beach, FL							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	3.1%			1.5%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	4.0%			0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-4.1%			-2.9%		
Greater than \$5 million							
CEO/Executive Director	5	2.1%			1.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	4.0%			0.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dayton-Springfield, OH							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	1.7%			-1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.5%			0.0%		
Greater than \$5 million							
CEO/Executive Director	7	1.1%			1.4%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	10.1%			10.1%		
Top Finance Position	6	10.5%			8.7%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	5.2%			3.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.0%		-2.2%	3.0%	5.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	14	2.3%		-0.3%	3.6%	6.6%	
Greater than \$5 million							
CEO/Executive Director	16	1.0%		-3.4%	1.5%	6.0%	
Top Finance Position	8	3.8%			2.7%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	-5.0%			-6.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	12	6.8%		0.0%	6.2%	10.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	3.5%		1.1%	3.0%	6.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	5.3%	-3.6%	-0.8%	1.4%	10.8%	21.1%
Greater than \$5 million							
CEO/Executive Director	8	0.2%			0.4%		
Civil Rights, Social Action, Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.2%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.5%			5.3%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	12	3.9%		-0.3%	4.8%	10.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.9%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.7%		1.9%	5.4%	12.8%	
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.2%			4.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	12	-1.6%		-4.4%	0.0%	1.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	2.0%		-5.0%	0.2%	7.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	38	3.3%	-0.9%	0.0%	4.1%	6.8%	10.3%
Greater than \$5 million							
CEO/Executive Director	30	9.0%	1.7%	3.2%	8.3%	15.7%	19.7%
Top Development Position	5	3.5%			8.3%		
Top Finance Position	12	5.7%		3.7%	6.0%	7.6%	
Top Operations Position	6	9.7%			7.3%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	8	5.6%			5.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.0%			4.3%		
Greater than \$5 million							
CEO/Executive Director	5	5.7%			6.3%		
Health—General and Rehabilitative							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	6.1%		0.0%	4.0%	9.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	5.1%		2.2%	3.9%	6.7%	
Top Finance Position	5	2.2%			3.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	15	8.7%		3.7%	8.0%	13.7%	
Top Finance Position	6	5.0%			4.1%		
Top Operations Position	5	7.9%			8.6%		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.5%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	9.5%			9.5%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	31	4.3%	-7.9%	0.6%	4.9%	8.8%	16.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	4.8%	-3.1%	0.2%	4.6%	8.7%	13.1%
Between \$1 million and \$5 million							
CEO/Executive Director	37	3.3%	-6.4%	-0.5%	2.7%	6.8%	12.7%
Greater than \$5 million							
CEO/Executive Director	27	4.8%	-6.9%	0.5%	4.2%	9.9%	14.3%
Top Development Position	5	-0.2%			0.6%		
Top Finance Position	15	3.4%		-1.4%	3.5%	6.6%	
Top Operations Position	5	0.5%			1.9%		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	5	8.5%			5.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	8	4.4%			1.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.1%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.4%		-0.7%	4.4%	11.2%	
Greater than \$5 million							
CEO/Executive Director	5	2.6%			1.5%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	8	3.3%			1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.7%			1.5%		
Public, Society Benefit—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.5%			3.1%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.7%			3.0%		
Greater than \$5 million							
CEO/Executive Director	5	7.9%			10.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	38	-0.1%	-11.7%	-2.0%	0.0%	3.6%	11.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.7%			1.8%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	8	-0.9%			-0.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	0.7%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.4%			3.2%		
Des Moines, IA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	-1.4%			-0.4%		
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	7	5.5%			5.5%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	8	-1.0%			0.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Des Moines, IA							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.8%			6.2%		
Greater than \$5 million							
CEO/Executive Director	5	5.5%			5.9%		
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.4%			2.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.6%			3.2%		
Greater than \$5 million							
CEO/Executive Director	8	3.0%			3.4%		
Top Finance Position	5	1.9%			3.9%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	3.0%			1.9%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.7%			3.0%		
Detroit, MI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	2.1%		0.0%	2.0%	4.7%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.1%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.8%			2.5%		
Greater than \$5 million							
CEO/Executive Director	8	6.7%			4.7%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	11	1.2%		-1.6%	0.0%	2.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.8%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	-0.2%		-2.3%	0.0%	1.7%	
Greater than \$5 million							
CEO/Executive Director	5	-3.9%			-2.7%		
Crime, Legal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.8%			2.0%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	9	0.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.3%			1.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.5%			4.7%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	0.7%			1.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	5.6%		0.0%	4.1%	6.6%	
Greater than \$5 million							
CEO/Executive Director	13	0.7%		-4.5%	1.5%	5.6%	
Top Education Position	7	2.9%			0.9%		
Top Finance Position	8	2.1%			1.9%		
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	5	6.0%			4.7%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	-1.5%			3.9%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-3.7%			-0.3%		
Greater than \$5 million							
CEO/Executive Director	21	0.5%	-11.0%	-10.1%	0.3%	7.3%	11.3%
Top Finance Position	11	4.3%		-2.0%	2.6%	9.0%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	3.2%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	9.4%			5.8%		
Top Administrative Position	6	-1.6%			-1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.4%			2.0%		
Greater than \$5 million							
CEO/Executive Director	5	9.2%			11.5%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	24	1.8%	-15.3%	0.0%	0.7%	4.8%	16.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	0.9%		-0.9%	0.3%	5.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	47	2.1%	-7.3%	-2.6%	2.0%	6.4%	14.2%
Top Finance Position	6	2.4%			2.1%		
Top Operations Position	5	0.2%			0.1%		
Greater than \$5 million							
CEO/Executive Director	43	3.1%	-5.0%	-1.4%	2.6%	7.6%	11.6%
Top Finance Position	24	3.7%	-6.6%	-0.8%	3.0%	8.3%	15.2%
Top Human Resources Position	7	4.8%			5.0%		
Top Operations Position	12	1.3%		-2.5%	-0.1%	2.8%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	5	1.1%			-0.2%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.9%			3.2%		
Greater than \$5 million							
CEO/Executive Director	18	4.0%		-0.1%	2.6%	9.1%	
Top Finance Position	6	4.9%			4.0%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	7	1.2%			0.0%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-1.0%			0.8%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	17	1.6%		-2.1%	1.0%	2.3%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	-1.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.8%			0.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Duluth-Superior, MN-WI							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.6%			3.9%		
Dutchess County, NY							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	1.9%			0.7%		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.1%			4.1%		
Greater than \$5 million							
CEO/Executive Director	6	7.7%			5.3%		
El Paso, TX							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.1%			3.2%		
Erie, PA							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	9.4%			9.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Erie, PA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.6%			3.7%		
Greater than \$5 million							
CEO/Executive Director	7	2.7%			3.7%		
Eugene-Springfield, OR							
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.3%			0.6%		
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.9%			1.2%		
Greater than \$5 million							
CEO/Executive Director	5	9.0%			11.2%		
Evansville-Henderson, IN-KY							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	0.2%			1.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fargo-Moorhead, ND-MN							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-2.0%			-1.5%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	4.8%			-2.6%		
Top Finance Position	5	2.5%			2.6%		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	6.1%			4.4%		
Greater than \$5 million							
CEO/Executive Director	6	3.5%			4.4%		
Top Finance Position	5	1.0%			2.5%		
Fayetteville-Springdale-Rogers, AR							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	7	0.9%			4.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	-5.1%			-3.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Flagstaff, AZ-UT							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	0.4%			0.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	3.5%			4.5%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	5.1%			5.0%		
Flint, MI							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	5.3%			5.6%		
Fort Collins-Loveland, CO							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.0%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Lauderdale-Hollywood, FL							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	-0.9%			-3.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.5%			1.1%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	7.9%			3.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.0%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.8%			2.4%		
Greater than \$5 million							
CEO/Executive Director	5	6.5%			2.1%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.9%			1.9%		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.0%		-2.3%	1.4%	11.3%	
Greater than \$5 million							
CEO/Executive Director	19	2.5%		0.0%	2.6%	4.4%	
Top Finance Position	10	2.8%		1.0%	2.8%	4.5%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Lauderdale-Hollywood, FL							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	8.7%			11.4%		
Fort Myers-Cape Coral, FL							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.4%			5.6%		
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	0.2%			0.0%		
Health—General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	5	-4.1%			-6.0%		
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.0%			4.9%		
Greater than \$5 million							
CEO/Executive Director	5	7.7%			5.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Wayne, IN							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	1.7%		0.0%	2.8%	4.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.9%			1.0%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	-0.8%			3.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	1.2%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	5.5%		1.4%	4.0%	8.5%	
Greater than \$5 million							
CEO/Executive Director	11	3.3%		1.2%	3.3%	5.4%	
Top Finance Position	9	5.2%			3.7%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.4%			2.2%		
Fort Worth, TX							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	-1.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	8.6%			4.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Worth, TX							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	4.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	-0.3%			-0.4%		
Greater than \$5 million							
CEO/Executive Director	10	0.7%		-2.6%	2.2%	5.7%	
Top Finance Position	9	2.6%			-0.2%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	8	7.4%			4.8%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	-3.9%			-3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	4.8%	-0.1%	0.1%	4.2%	7.1%	11.6%
Top Finance Position	5	4.8%			3.0%		
Greater than \$5 million							
CEO/Executive Director	8	6.1%			3.1%		
Top Finance Position	6	7.2%			7.5%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	38	-0.8%	-11.5%	-5.3%	-0.2%	3.9%	8.9%
Between \$1 million and \$5 million							
CEO/Executive Director	7	-3.4%			-1.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Worth, TX							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	-0.7%			8.3%		
Fresno, CA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	1.3%			1.0%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	5.3%			5.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	0.3%			3.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.1%			6.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	3.9%		0.0%	2.1%	7.1%	
Greater than \$5 million							
CEO/Executive Director	8	5.7%			2.7%		
Top Finance Position	5	3.0%			5.0%		
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.3%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fresno, CA							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.5%			6.3%		
Gary-Hammond-East Chicago, IN							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.7%			2.4%		
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.4%			3.8%		
Greater than \$5 million							
CEO/Executive Director	6	3.7%			4.2%		
Grand Forks, ND-MN							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.0%			0.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	5.6%			8.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.5%			5.3%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	5	5.2%			12.7%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	4.9%			5.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.0%			1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	1.9%		-5.5%	1.5%	9.6%	
Greater than \$5 million							
CEO/Executive Director	11	4.6%		0.3%	3.4%	8.5%	
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.3%			2.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	13	5.4%		3.3%	5.5%	10.4%	
Top Finance Position	10	3.8%		0.0%	4.5%	8.0%	
Top Operations Position	5	8.0%			8.9%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.5%			2.4%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	19	2.5%		-1.7%	1.4%	7.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.9%			3.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	5.2%	-5.4%	-0.2%	3.8%	10.0%	15.1%
Greater than \$5 million							
CEO/Executive Director	11	3.2%		0.4%	4.5%	5.9%	
Top Finance Position	8	4.4%			1.4%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.0%			3.2%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	21	2.6%	-4.6%	0.0%	2.9%	7.0%	11.7%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	7.0%			5.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.1%		0.1%	2.7%	6.0%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	9.2%			5.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-2.6%			3.3%		
Greeley, CO							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	0.7%			-3.2%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	0.8%			-0.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Green Bay, WI							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	7	4.9%			4.0%		
Top Finance Position	7	4.5%			4.6%		
Greensboro—Winston-Salem—High Point, NC							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	15	-1.0%		-1.6%	0.5%	3.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.4%			1.0%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	13	1.3%		-0.4%	0.0%	4.2%	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	2.1%			2.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.2%			0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	2.7%		0.0%	2.8%	6.6%	
Greater than \$5 million							
CEO/Executive Director	15	6.5%		0.8%	5.9%	9.9%	
Top Finance Position	5	3.2%			5.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro—Winston-Salem—High Point, NC							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.0%			5.6%		
Greater than \$5 million							
CEO/Executive Director	9	8.0%			3.4%		
Top Finance Position	5	4.4%			1.8%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.2%			1.7%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	20	3.1%	-0.7%	0.0%	2.2%	6.0%	9.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	3.3%		-0.1%	2.8%	6.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.6%		-0.6%	2.0%	5.6%	
Greater than \$5 million							
CEO/Executive Director	14	1.6%		-0.2%	1.1%	4.2%	
Top Finance Position	12	4.4%		2.6%	4.5%	6.8%	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	-1.5%			0.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.7%			3.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro—Winston-Salem—High Point, NC							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	7	1.8%			2.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	2.5%			0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.9%			6.8%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	1.4%			0.0%		
Greenville-Spartanburg-Anderson, SC							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.9%			1.4%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	7.5%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	9.9%		6.1%	8.8%	14.0%	
Greater than \$5 million							
CEO/Executive Director	9	4.7%			4.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greenville-Spartanburg-Anderson, SC							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	3.6%			4.6%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	4.3%		0.0%	2.4%	7.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	0.5%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	5.0%		0.4%	4.8%	8.6%	
Greater than \$5 million							
CEO/Executive Director	6	6.2%			9.3%		
Top Finance Position	5	12.5%			9.4%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	14	2.1%		0.0%	2.4%	5.8%	
Hagerstown, MD							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	-0.2%			1.5%		
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	1.9%			0.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hamilton-Middletown, OH							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.1%			7.9%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	2.4%			2.9%		
Harrisburg-Lebanon-Carlisle, PA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	12	1.7%		-3.2%	0.0%	4.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.3%			5.9%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.2%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.0%			-0.5%		
Greater than \$5 million							
CEO/Executive Director	9	7.6%			6.0%		
Top Finance Position	6	3.5%			4.1%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.3%			4.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Harrisburg-Lebanon-Carlisle, PA							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	0.3%			0.4%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	2.8%		0.4%	3.0%	9.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.2%			5.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.5%		-0.8%	1.8%	5.4%	
Greater than \$5 million							
CEO/Executive Director	13	-1.0%		-2.9%	0.4%	3.3%	
Top Finance Position	9	-1.0%			0.6%		
Mental Health, Crisis Intervention							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.8%			2.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	4.3%		-1.3%	0.9%	11.7%	
Hartford, CT							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	18	2.8%		0.0%	0.6%	3.3%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.2%			8.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.0%		-1.7%	1.1%	3.3%	
Greater than \$5 million							
CEO/Executive Director	5	10.1%			8.0%		
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.7%			3.5%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	2.7%			2.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.5%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.5%		-0.5%	1.1%	5.3%	
Greater than \$5 million							
CEO/Executive Director	17	4.4%		1.4%	4.0%	7.1%	
Top Development Position	6	0.0%			1.6%		
Top Education Position	6	3.8%			2.6%		
Top Finance Position	10	3.8%		0.7%	2.4%	8.2%	
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	5	4.7%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	6	-3.7%			-1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.4%			-1.5%		
Greater than \$5 million							
CEO/Executive Director	14	5.6%		1.4%	3.0%	8.7%	
Top Finance Position	10	2.1%		-2.5%	2.0%	5.3%	
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.7%			12.5%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	0.8%			0.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	8.3%			7.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	25	-0.2%	-7.5%	-2.3%	0.3%	3.5%	8.0%
Greater than \$5 million							
CEO/Executive Director	28	1.6%	-2.6%	-1.8%	1.8%	4.6%	7.5%
Top Finance Position	16	4.0%		0.3%	3.4%	5.5%	
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	9	0.1%			0.8%		
Top Finance Position	5	3.3%			4.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.5%			4.3%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.3%			3.8%		
Hickory-Morganton-Lenoir, NC							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	-1.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.4%			2.0%		
Greater than \$5 million							
CEO/Executive Director	5	6.2%			8.3%		
Honolulu, HI							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.3%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	-1.1%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Honolulu, HI							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	4.5%			4.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.1%			1.6%		
Greater than \$5 million							
CEO/Executive Director	14	6.3%		1.2%	4.9%	13.3%	
Top Finance Position	6	1.9%			2.8%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.4%			4.3%		
Greater than \$5 million							
CEO/Executive Director	8	4.0%			4.9%		
Top Finance Position	8	5.6%			5.1%		
Top Operations Position	6	3.8%			6.4%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	5.7%			8.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-6.2%			-4.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.5%			2.9%		
Greater than \$5 million							
CEO/Executive Director	8	5.8%			5.3%		
Top Finance Position	5	4.5%			1.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	14	-0.7%		-0.1%	0.3%	1.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	0.5%		-3.8%	1.5%	3.4%	
Greater than \$5 million							
CEO/Executive Director	5	3.2%			3.6%		
Top Development Position	5	4.7%			3.2%		
Top Finance Position	8	3.6%			5.3%		
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.7%			5.3%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	12	-2.9%		-17.8%	1.5%	3.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.4%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	31	5.0%	-0.5%	0.0%	1.6%	9.9%	15.8%
Greater than \$5 million							
CEO/Executive Director	31	4.4%	-6.2%	-1.0%	3.9%	11.4%	18.3%
Top Administrative Position	8	6.9%			7.1%		
Top Development Position	6	2.0%			2.3%		
Top Finance Position	14	4.1%		0.2%	3.7%	8.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.2%			4.3%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	8	-1.6%			-1.1%		
Greater than \$5 million							
CEO/Executive Director	19	2.0%		-2.8%	-0.2%	8.2%	
Top Finance Position	14	2.2%		-1.4%	1.8%	6.8%	
Top Operations Position	11	6.6%		3.9%	5.4%	9.7%	
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.0%			5.4%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	21	-1.2%	-8.4%	-7.0%	0.0%	2.2%	7.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	4.7%		-0.5%	1.7%	8.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	28	4.2%	-2.7%	-0.2%	2.3%	8.2%	15.6%
Top Finance Position	5	8.4%			7.9%		
Greater than \$5 million							
CEO/Executive Director	24	3.2%	-4.1%	-1.0%	2.7%	7.6%	14.2%
Top Finance Position	9	3.9%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	7	-4.5%			0.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	40	-0.7%	-15.7%	-4.8%	0.0%	5.9%	10.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-0.4%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.2%			0.6%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	8.3%			6.5%		
Huntington-Ashland, WV-KY-OH							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.3%			8.1%		
Indianapolis, IN							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	3.3%			0.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-2.3%			-1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.6%		-1.5%	1.3%	4.0%	
Greater than \$5 million							
CEO/Executive Director	10	2.2%		-0.4%	2.3%	5.2%	
Top Finance Position	7	3.8%			5.5%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	7	3.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.8%			2.1%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	5.9%			4.8%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	15	1.3%		-1.3%	0.0%	3.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	5.1%	-3.5%	-0.2%	4.4%	9.6%	17.0%
Greater than \$5 million							
CEO/Executive Director	23	2.1%	-3.6%	0.1%	2.2%	4.7%	5.5%
Top Finance Position	14	6.2%		4.4%	5.3%	6.7%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.1%			2.6%		
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	7	2.2%			3.0%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	6	4.3%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	3.7%		-0.2%	2.6%	8.3%	
Greater than \$5 million							
CEO/Executive Director	19	4.1%		0.3%	4.2%	7.8%	
Top Finance Position	13	4.2%		0.0%	3.6%	7.7%	
Top Operations Position	9	3.2%			3.6%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.1%			1.8%		
Greater than \$5 million							
CEO/Executive Director	5	5.2%			4.4%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	18	3.4%		0.0%	2.2%	4.6%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	3.6%		0.2%	4.0%	6.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	26	2.3%	-6.1%	-0.6%	1.5%	7.7%	11.3%
Greater than \$5 million							
CEO/Executive Director	20	1.6%	-8.1%	-3.7%	1.5%	6.9%	12.7%
Top Finance Position	7	3.5%			3.6%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.2%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	5.1%		2.6%	3.8%	5.3%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	18	-2.8%		-6.6%	0.0%	1.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.4%			3.4%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	3.4%			1.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.1%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	7.7%		4.2%	7.1%	11.2%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa City, IA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.1%			5.3%		
Jackson, MS							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.6%			2.7%		
Greater than \$5 million							
CEO/Executive Director	12	0.1%		-1.8%	0.5%	2.7%	
Top Finance Position	6	-1.2%			0.4%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	9	0.9%			0.1%		
Top Finance Position	8	-1.7%			0.3%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.4%			3.9%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	6.7%			2.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.1%		0.8%	1.3%	3.1%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jackson, MS							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	2.0%			0.8%		
Jackson, TN							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	-10.0%			-14.5%		
Jacksonville, FL							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	-3.2%			0.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	-1.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-3.9%			0.9%		
Greater than \$5 million							
CEO/Executive Director	9	0.9%			0.0%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	5.1%			1.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jacksonville, FL							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	16	2.9%		-1.3%	2.7%	6.6%	
Top Finance Position	5	6.9%			4.8%		
Greater than \$5 million							
CEO/Executive Director	15	5.4%		0.7%	5.1%	8.4%	
Top Finance Position	7	5.4%			4.9%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	16	0.8%		-2.6%	0.0%	6.9%	
Janesville-Beloit, WI							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.4%			3.5%		
Jersey City, NJ							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-0.1%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Johnson City-Kingsport-Bristol, TN-VA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	0.0%			0.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	3.9%			1.7%		
Johnstown, PA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	3.7%			1.5%		
Greater than \$5 million							
CEO/Executive Director	5	4.9%			3.4%		
Jonesboro, AR							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	3.4%			3.4%		
Kalamazoo-Battle Creek, MI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	-1.1%			-0.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kalamazoo-Battle Creek, MI							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	1.4%			3.2%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	-1.1%			0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.2%			1.0%		
Greater than \$5 million							
CEO/Executive Director	5	1.1%			0.6%		
Top Finance Position	8	0.5%			1.5%		
Kansas City, MO-KS							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	12	1.2%		0.0%	0.0%	0.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.8%		-3.3%	1.8%	3.8%	
Greater than \$5 million							
CEO/Executive Director	10	7.0%		3.5%	5.3%	7.1%	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	2.1%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	10.6%			11.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	9	-1.6%			0.2%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	4.8%			4.8%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	15	3.0%		0.5%	3.8%	6.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.2%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	0.9%	-10.4%	0.1%	3.3%	5.6%	8.2%
Greater than \$5 million							
CEO/Executive Director	20	2.3%	-2.4%	-0.1%	2.0%	3.8%	10.2%
Top Administrative Position	6	2.9%			1.8%		
Top Education Position	5	-0.8%			0.0%		
Top Finance Position	10	5.4%		2.2%	3.7%	5.8%	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	7	-6.1%			-2.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.1%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.2%			3.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	12	2.8%		0.2%	2.7%	6.9%	
Top Finance Position	11	5.6%		2.1%	4.9%	10.6%	
Top Human Resources Position	5	4.2%			2.1%		
Top Operations Position	5	2.3%			0.6%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	20	3.1%	-3.1%	-1.0%	1.0%	8.9%	17.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	5.1%		0.0%	3.1%	8.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	30	1.4%	-6.8%	-2.1%	1.6%	4.5%	7.8%
Greater than \$5 million							
CEO/Executive Director	20	0.4%	-9.7%	-4.9%	2.1%	5.5%	7.1%
Top Finance Position	14	2.3%		-1.6%	3.0%	9.0%	
Top Operations Position	5	2.2%			3.2%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.1%			2.9%		
Greater than \$5 million							
CEO/Executive Director	8	3.6%			4.9%		
Top Finance Position	5	1.5%			4.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	5	7.7%			4.7%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	-1.2%		-12.7%	-0.3%	10.1%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	2.4%			0.8%		
Knoxville, TN							
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.6%			3.5%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	5	5.1%			6.9%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.1%			5.5%		
Greater than \$5 million							
CEO/Executive Director	6	2.3%			4.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Knoxville, TN							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.0%			5.4%		
Greater than \$5 million							
CEO/Executive Director	7	3.5%			1.9%		
Top Finance Position	9	7.9%			8.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	-1.8%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.8%			0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.0%			0.0%		
Greater than \$5 million							
CEO/Executive Director	6	8.9%			5.0%		
Mental Health, Crisis Intervention							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.7%			4.8%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	15	0.0%		-5.7%	2.6%	5.5%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
La Crosse, WI-MN							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.2%			3.3%		
Lakeland-Winter Haven, FL							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	7	-1.9%			0.7%		
Top Finance Position	5	7.8%			4.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	-0.5%			1.0%		
Lancaster, PA							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	1.5%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.9%		1.3%	3.7%	6.2%	
Greater than \$5 million							
CEO/Executive Director	5	1.1%			2.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lancaster, PA							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.1%			5.7%		
Greater than \$5 million							
CEO/Executive Director	5	8.3%			8.9%		
Top Finance Position	5	4.2%			4.2%		
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	15	5.0%		2.4%	4.1%	7.3%	
Top Finance Position	9	4.6%			4.8%		
Top Human Resources Position	5	2.9%			2.6%		
Top Operations Position	7	4.3%			2.1%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	1.3%			-0.1%		
Lansing-East Lansing, MI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	5.3%			0.4%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	-0.6%			2.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lansing-East Lansing, MI							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.7%			7.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.7%			3.3%		
Greater than \$5 million							
CEO/Executive Director	7	-3.3%			0.1%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	4.4%			5.1%		
Top Finance Position	5	5.6%			7.4%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	0.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	6.2%		2.4%	6.0%	8.9%	
Greater than \$5 million							
CEO/Executive Director	8	1.4%			0.9%		
Las Vegas, NV-AZ							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	-2.5%			1.6%		
Greater than \$5 million							
CEO/Executive Director	7	3.9%			0.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Las Vegas, NV-AZ							
Health—General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	5	-1.6%			-3.2%		
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	6.0%			3.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	4.1%		1.6%	4.2%	7.7%	
Greater than \$5 million							
CEO/Executive Director	6	3.5%			0.2%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	-0.3%			0.0%		
Lawrence-Haverhill, MA-NH							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.9%			3.0%		
Greater than \$5 million							
CEO/Executive Director	7	1.2%			1.9%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	5.1%			3.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lawrence-Haverhill, MA-NH							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.4%			5.1%		
Greater than \$5 million							
CEO/Executive Director	11	3.7%		2.1%	4.0%	4.8%	
Top Finance Position	7	1.9%			0.9%		
Lewiston-Auburn, ME							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.2%			1.5%		
Greater than \$5 million							
CEO/Executive Director	5	2.3%			3.0%		
Lexington, KY							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.8%			5.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.3%			0.9%		
Greater than \$5 million							
CEO/Executive Director	8	0.3%			-0.1%		
Top Finance Position	7	4.3%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lexington, KY							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	4.3%			3.7%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	4.0%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	0.7%		0.0%	0.6%	3.7%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	-3.3%			-2.4%		
Lincoln, NE							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.5%			2.2%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.0%			2.5%		
Greater than \$5 million							
CEO/Executive Director	5	6.9%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lincoln, NE							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	0.2%			-0.1%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	2.8%			3.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.3%			4.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.2%		2.9%	5.0%	8.4%	
Little Rock-North Little Rock, AR							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	8.5%			5.7%		
Greater than \$5 million							
CEO/Executive Director	6	8.1%			9.0%		
Top Finance Position	5	10.3%			5.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	2.8%		0.0%	1.9%	4.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.4%			5.2%		
Greater than \$5 million							
CEO/Executive Director	7	1.3%			1.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Longview-Marshall, TX							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	5.6%			4.8%		
Los Angeles-Long Beach, CA							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	8	0.7%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	-0.8%		-1.1%	0.0%	1.2%	
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	44	0.4%	-10.7%	-6.3%	0.0%	3.1%	17.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	1.5%	-6.0%	-0.8%	0.0%	6.4%	9.8%
Between \$1 million and \$5 million							
CEO/Executive Director	48	4.4%	-1.4%	0.0%	3.1%	7.5%	16.7%
Greater than \$5 million							
CEO/Executive Director	19	5.2%		1.9%	4.7%	9.2%	
Top Development Position	12	6.6%		2.8%	4.2%	11.2%	
Top Finance Position	16	5.5%		2.6%	6.9%	9.8%	
Top Operations Position	7	0.7%			1.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	5	5.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.4%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.0%			3.9%		
Greater than \$5 million							
CEO/Executive Director	8	9.1%			8.9%		
Top Finance Position	6	11.9%			9.5%		
Top Legal Position	5	4.5%			5.3%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	15	-0.9%		-5.6%	0.0%	3.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.6%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	1.4%		-0.1%	1.2%	6.0%	
Greater than \$5 million							
CEO/Executive Director	9	0.1%			0.6%		
Crime, Legal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.3%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.2%			3.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Crime, Legal-Related							
Greater than \$5 million							
CEO/Executive Director	5	6.7%			5.4%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	9	3.3%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-2.2%			0.0%		
Greater than \$5 million							
CEO/Executive Director	8	5.4%			3.4%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	32	0.6%	-11.5%	-4.7%	0.0%	7.9%	15.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	3.0%	-11.0%	-0.1%	3.0%	6.2%	16.7%
Between \$1 million and \$5 million							
CEO/Executive Director	90	4.5%	-4.5%	0.1%	3.6%	8.8%	16.1%
Top Finance Position	7	-1.3%			1.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	151	3.5%	-5.0%	0.3%	3.3%	7.1%	13.9%
Top Administrative Position	10	1.8%		-2.4%	2.5%	6.1%	
Top Business Position	7	7.5%			6.5%		
Top Development Position	22	3.3%	-2.1%	0.7%	2.9%	6.3%	8.7%
Top Education Position	14	5.2%		1.8%	3.9%	10.7%	
Top Finance Position	61	6.4%	-2.4%	2.2%	5.8%	11.1%	17.4%
Top Human Resources Position	11	8.2%		1.9%	4.0%	14.4%	
Top Legal Position	6	4.6%			3.5%		
Top Operations Position	26	5.1%	0.2%	2.0%	3.6%	6.7%	12.5%
Top PR/Communications Position	5	2.8%			3.4%		
Top Technology Position	13	4.3%		2.1%	4.7%	8.6%	
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	6	2.5%			0.7%		
Greater than \$5 million							
CEO/Executive Director	11	0.0%		-0.7%	0.6%	1.0%	
Top Finance Position	8	2.6%			1.7%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	1.9%			3.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	6.4%		0.0%	6.0%	10.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	6	2.4%			3.3%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	9	6.2%			4.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	0.8%		0.0%	0.0%	1.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	1.9%	-10.3%	-3.7%	0.5%	9.7%	12.7%
Greater than \$5 million							
CEO/Executive Director	43	5.4%	-6.4%	0.5%	5.5%	11.0%	17.2%
Top Finance Position	30	5.3%	-2.2%	1.2%	5.0%	9.0%	12.5%
Top Human Resources Position	7	8.8%			6.3%		
Top Operations Position	19	5.7%		1.2%	4.6%	9.4%	
Top Technology Position	5	0.7%			-1.1%		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	10	4.7%		-2.1%	5.1%	8.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.0%			-0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	1.3%		0.0%	1.3%	6.8%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Housing, Shelter							
Greater than \$5 million							
CEO/Executive Director	19	3.3%		-0.1%	2.7%	6.8%	
Top Finance Position	11	3.2%		0.8%	3.0%	6.2%	
Top Human Resources Position	5	-0.8%			3.1%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	32	1.2%	-12.4%	-0.4%	2.4%	4.5%	10.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	0.4%	-12.8%	-3.7%	0.0%	7.0%	10.1%
Between \$1 million and \$5 million							
CEO/Executive Director	77	2.8%	-7.5%	0.0%	0.8%	7.6%	13.4%
Top Finance Position	11	2.3%		0.0%	0.8%	6.4%	
Greater than \$5 million							
CEO/Executive Director	91	3.8%	-6.0%	0.0%	3.1%	7.8%	15.3%
Top Administrative Position	9	5.2%			1.7%		
Top Development Position	10	-0.5%		-1.0%	2.3%	3.5%	
Top Finance Position	54	4.9%	-1.5%	1.9%	4.4%	8.8%	12.4%
Top Human Resources Position	12	4.4%		1.4%	4.1%	7.7%	
Top Operations Position	18	6.1%		3.4%	4.9%	8.4%	
Top Program Position	12	4.5%		1.4%	7.2%	9.3%	
Top Technology Position	9	0.3%			2.4%		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	6	4.5%			3.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
International, Foreign Affairs, and National Security							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.3%			0.0%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	8	1.0%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	0.9%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	1.0%		-1.7%	1.5%	3.2%	
Greater than \$5 million							
CEO/Executive Director	30	4.6%	-3.6%	0.0%	5.3%	8.3%	12.5%
Top Finance Position	18	6.1%		1.5%	5.7%	7.5%	
Top Human Resources Position	7	4.4%			4.0%		
Top Operations Position	7	4.0%			4.2%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	7	3.0%			4.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.7%			5.0%		
Greater than \$5 million							
CEO/Executive Director	9	7.3%			4.5%		
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.0%			1.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Public, Society Benefit—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	11	3.9%		-0.1%	3.7%	6.8%	
Top Finance Position	5	8.0%			9.5%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	8	2.7%			0.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	12.7%			7.9%		
Greater than \$5 million							
CEO/Executive Director	6	4.8%			2.8%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	61	-0.4%	-9.8%	-4.4%	0.0%	2.4%	8.9%
Top Finance Position	6	-0.8%			1.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	2.1%		0.0%	1.0%	5.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.2%		-3.0%	0.8%	7.5%	
Top Finance Position	5	-5.1%			-2.4%		
Unknown							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.0%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	14	-2.3%		-12.3%	0.0%	4.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	0.7%		-0.9%	1.2%	4.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	33	5.5%	-2.5%	0.0%	5.1%	10.5%	14.1%
Top Finance Position	5	0.9%			-0.1%		
Greater than \$5 million							
CEO/Executive Director	15	2.5%		0.0%	6.0%	8.2%	
Top Finance Position	5	1.4%			3.4%		

Louisville, KY-IN

Arts, Culture, and Humanities

\$500 thousand or less

CEO/Executive Director	8	5.0%			2.7%	
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Greater than \$5 million

CEO/Executive Director	5	2.3%			-0.2%	
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Top Finance Position	5	2.6%			5.0%	
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Diseases, Disorders, Medical Disciplines

\$500 thousand or less

CEO/Executive Director	6	3.9%			8.0%	
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisville, KY-IN							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	19	3.6%		1.1%	3.5%	4.7%	
Greater than \$5 million							
CEO/Executive Director	6	3.3%			1.9%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	8	6.2%			4.5%		
Greater than \$5 million							
CEO/Executive Director	6	3.7%			4.1%		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	6	0.9%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.3%			3.0%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	2.9%		-1.4%	3.6%	8.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.0%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	5.7%		0.9%	4.7%	10.1%	
Greater than \$5 million							
CEO/Executive Director	17	5.0%		0.0%	1.5%	9.9%	
Top Finance Position	13	2.9%		0.4%	2.9%	6.4%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisville, KY-IN							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	6.2%			6.2%		
Lubbock, TX							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	10.0%			12.7%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	3.9%			0.0%		
Lynchburg, VA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-3.1%			-1.9%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	7.4%			4.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Madison, WI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	2.6%		-0.3%	2.3%	4.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.7%			2.5%		
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.3%			6.2%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	-0.1%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	8.7%			12.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	3.9%		0.1%	3.1%	5.6%	
Greater than \$5 million							
CEO/Executive Director	7	5.3%			4.4%		
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.2%			3.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-0.1%			1.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Madison, WI							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.5%			2.2%		
Greater than \$5 million							
CEO/Executive Director	6	3.6%			0.9%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	2.2%		-3.7%	0.5%	6.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	-0.9%		-5.1%	1.6%	3.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	4.6%	-4.4%	1.8%	3.2%	8.7%	14.2%
Greater than \$5 million							
CEO/Executive Director	8	6.0%			6.0%		
Top Finance Position	5	4.8%			2.3%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.1%			2.8%		
Manchester, NH							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	0.4%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	9.1%			10.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Manchester, NH							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	10.9%			13.1%		
Greater than \$5 million							
CEO/Executive Director	6	6.9%			7.1%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	8.2%			5.7%		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.2%			5.5%		
Greater than \$5 million							
CEO/Executive Director	9	1.3%			-0.1%		
Top Finance Position	6	3.6%			4.6%		
Medford-Ashland, OR							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.3%			2.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Melbourne-Titusville-Palm Bay, FL							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	3.3%			3.1%		
Memphis, TN-AR-MS							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	0.0%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.7%			5.8%		
Greater than \$5 million							
CEO/Executive Director	5	6.9%			2.7%		
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.6%			5.8%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.7%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	26	4.7%	-2.9%	0.6%	4.0%	8.1%	15.6%
Greater than \$5 million							
CEO/Executive Director	16	0.2%		-3.4%	2.3%	6.3%	
Top Development Position	5	-0.8%			2.2%		
Top Finance Position	9	3.4%			1.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Memphis, TN-AR-MS							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.9%			4.4%		
Greater than \$5 million							
CEO/Executive Director	17	6.0%		0.5%	3.6%	13.1%	
Top Finance Position	11	3.4%		0.1%	2.3%	5.5%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	3.7%		-0.3%	1.5%	6.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	11	3.2%		1.9%	2.5%	4.6%	
Greater than \$5 million							
CEO/Executive Director	6	-0.9%			-2.8%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.7%			1.7%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	4.0%		1.6%	3.6%	8.8%	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	9	10.8%			11.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	3.3%		-0.7%	0.1%	7.9%	
Greater than \$5 million							
CEO/Executive Director	5	3.4%			2.2%		
Top Finance Position	6	3.9%			2.9%		
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	7	13.2%			9.8%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-2.4%			-2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	0.7%		-4.0%	-0.4%	7.7%	
Greater than \$5 million							
CEO/Executive Director	23	3.7%	-5.3%	0.3%	4.2%	10.1%	13.1%
Top Finance Position	7	5.1%			3.4%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	16	0.5%		-4.7%	1.4%	6.8%	
Top Finance Position	5	2.5%			3.0%		
Top Operations Position	10	6.4%		0.8%	4.5%	14.0%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	7.4%			5.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	-0.3%		-3.7%	0.0%	0.8%	
Greater than \$5 million							
CEO/Executive Director	10	1.8%		-2.9%	0.5%	5.6%	
Top Finance Position	7	2.2%			1.3%		
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	7	2.2%			0.9%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	-8.6%			-7.9%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	8	-1.2%			1.7%		
Middlesex-Somerset-Hunterdon, NJ							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.9%			4.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Middlesex-Somerset-Hunterdon, NJ							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	10	1.1%		0.3%	2.1%	2.5%	
Top Finance Position	6	4.0%			5.4%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	8.5%			6.6%		
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	3.4%		0.5%	1.7%	7.6%	
Greater than \$5 million							
CEO/Executive Director	16	5.6%		1.8%	5.4%	7.2%	
Top Finance Position	12	2.2%		1.1%	1.9%	3.8%	
Milwaukee, WI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	1.9%		-0.6%	2.1%	6.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-0.4%			-0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	1.2%		0.4%	1.6%	3.2%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	8	2.9%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.4%			1.0%		
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.5%			4.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	14	0.2%		-7.3%	0.0%	2.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.0%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	2.6%		-0.1%	2.5%	4.8%	
Greater than \$5 million							
CEO/Executive Director	15	5.0%		0.9%	4.1%	7.8%	
Top Finance Position	12	0.2%		-2.6%	2.4%	4.3%	
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.8%			1.3%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.9%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	12	4.9%		1.4%	5.3%	8.7%	
Top Finance Position	9	7.2%			6.7%		
Top Operations Position	5	4.9%			0.9%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.7%			2.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	16	5.5%		0.0%	3.2%	11.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	5.9%		-1.3%	1.8%	11.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	4.8%	-2.8%	-0.5%	4.9%	10.8%	12.2%
Greater than \$5 million							
CEO/Executive Director	25	3.1%	-3.0%	0.8%	2.6%	5.1%	9.8%
Top Finance Position	18	7.5%		0.9%	5.7%	13.9%	
Top Operations Position	7	2.3%			4.1%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.6%			5.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	-1.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.0%			4.8%		
Minneapolis-St. Paul, MN-WI							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	11.6%			9.9%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	40	4.1%	-7.7%	0.0%	2.6%	11.6%	17.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	2.3%	-6.9%	-0.3%	2.7%	5.7%	10.6%
Between \$1 million and \$5 million							
CEO/Executive Director	36	3.1%	-7.6%	-1.7%	2.1%	5.6%	15.4%
Greater than \$5 million							
CEO/Executive Director	10	0.3%		-5.8%	-0.3%	4.4%	
Top Development Position	7	1.0%			1.8%		
Top Finance Position	7	4.9%			2.7%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	5	5.7%			3.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Civil Rights, Social Action, Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.0%			0.0%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	24	0.4%	-14.1%	-2.1%	2.9%	4.3%	7.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.8%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	5.6%		0.7%	6.2%	7.6%	
Greater than \$5 million							
CEO/Executive Director	5	7.9%			5.0%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	5	6.7%			5.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.6%			6.1%		
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.0%		-1.9%	1.3%	9.6%	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	13	0.7%		-0.3%	0.0%	8.5%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	2.1%	-5.2%	0.0%	3.6%	5.0%	7.2%
Between \$1 million and \$5 million							
CEO/Executive Director	49	2.8%	-6.9%	0.0%	2.5%	6.9%	12.8%
Top Finance Position	8	12.0%			14.3%		
Greater than \$5 million							
CEO/Executive Director	60	5.1%	-4.6%	0.6%	3.9%	11.2%	15.5%
Top Administrative Position	5	2.3%			0.5%		
Top Development Position	6	4.6%			2.6%		
Top Education Position	5	-0.4%			1.9%		
Top Finance Position	19	4.3%		1.9%	4.5%	8.4%	
Top Operations Position	7	0.6%			4.1%		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.1%			3.8%		
Greater than \$5 million							
CEO/Executive Director	5	6.0%			3.8%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	9.0%			10.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.2%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.9%		0.5%	2.6%	3.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.1%		2.5%	5.5%	9.5%	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	9	4.1%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	5.3%		0.2%	3.4%	6.2%	
Greater than \$5 million							
CEO/Executive Director	25	4.0%	-3.0%	0.1%	2.7%	7.3%	13.8%
Top Administrative Position	6	3.3%			4.0%		
Top Finance Position	20	2.6%	-12.2%	-0.4%	3.8%	6.6%	10.0%
Top Operations Position	11	3.5%		-0.1%	5.1%	6.3%	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	3.1%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	2.9%		-0.2%	4.3%	6.9%	
Greater than \$5 million							
CEO/Executive Director	15	6.0%		2.2%	6.4%	9.6%	
Top Finance Position	6	4.0%			4.4%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	42	4.6%	0.0%	0.0%	3.7%	8.4%	10.5%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	4.1%	-1.2%	0.8%	2.8%	6.1%	15.8%
Between \$1 million and \$5 million							
CEO/Executive Director	71	3.8%	-4.0%	1.2%	2.8%	6.4%	13.7%
Top Finance Position	12	-0.3%		-5.1%	0.3%	3.7%	
Greater than \$5 million							
CEO/Executive Director	57	3.3%	-3.4%	-0.4%	3.2%	6.9%	9.4%
Top Development Position	8	2.5%			1.2%		
Top Finance Position	25	6.0%	-4.7%	-0.5%	4.4%	10.6%	20.8%
Top Operations Position	10	0.7%		-3.7%	1.7%	6.1%	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	7	-2.6%			3.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.9%			1.3%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	8	4.4%			4.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	4.5%		0.9%	3.5%	7.2%	
Greater than \$5 million							
CEO/Executive Director	13	6.3%		0.2%	4.3%	8.2%	
Top Finance Position	7	5.8%			5.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	11	3.4%		-0.8%	4.9%	7.8%	
Greater than \$5 million							
CEO/Executive Director	7	9.2%			8.5%		
Top Finance Position	6	7.4%			9.4%		
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.6%			6.0%		
Greater than \$5 million							
CEO/Executive Director	5	5.3%			8.0%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	2.0%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	6.1%		1.2%	4.7%	10.4%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	39	1.7%	-7.3%	0.0%	0.0%	7.9%	11.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-0.6%			2.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.9%			2.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	3.7%			4.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.8%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	6.4%		2.2%	4.4%	9.1%	
Top Finance Position	5	3.0%			3.1%		
Missoula, MT							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	1.7%			2.8%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.7%			1.9%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	5.4%			7.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mobile, AL							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	-2.5%			0.0%		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.4%			3.3%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	11	2.8%		-1.0%	0.0%	3.8%	

Modesto, CA

Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.1%			4.6%		
Greater than \$5 million							
CEO/Executive Director	5	8.0%			5.8%		

Monmouth-Ocean, NJ

Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.7%			1.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Monmouth-Ocean, NJ							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	7	3.7%			3.2%		
Top Finance Position	6	1.2%			1.5%		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.8%		1.1%	2.8%	3.9%	
Greater than \$5 million							
CEO/Executive Director	7	5.0%			2.9%		
Top Finance Position	6	0.7%			2.8%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.3%			2.7%		
Greater than \$5 million							
Top Finance Position	8	5.8%			4.2%		
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.1%			2.0%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.4%			8.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montgomery, AL							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	-1.0%			-0.4%		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.9%			1.7%		
Greater than \$5 million							
CEO/Executive Director	5	6.2%			5.8%		
Myrtle Beach, SC							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	-8.9%			-8.3%		
Naples, FL							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.2%			3.5%		
Nashville, TN							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	6.0%		0.3%	6.7%	11.2%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.3%			4.4%		
Greater than \$5 million							
CEO/Executive Director	7	-0.3%			2.6%		
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.9%			3.8%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	9	1.3%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.8%			4.2%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	13	3.5%		0.0%	0.8%	6.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.1%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	1.3%		-0.7%	0.6%	4.1%	
Greater than \$5 million							
CEO/Executive Director	28	4.5%	-8.9%	-2.8%	3.4%	9.3%	20.3%
Top Development Position	9	0.4%			2.3%		
Top Education Position	5	4.7%			3.5%		
Top Finance Position	15	4.8%		0.3%	4.8%	6.4%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.7%			2.8%		
Greater than \$5 million							
CEO/Executive Director	9	4.8%			4.2%		
Top Finance Position	8	4.4%			4.6%		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	6	2.6%			0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.8%			1.9%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	31	0.8%	-9.5%	-2.5%	0.0%	4.9%	9.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	1.0%		0.2%	2.6%	5.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	3.0%	-1.9%	1.6%	3.3%	5.9%	8.8%
Greater than \$5 million							
CEO/Executive Director	14	4.9%		0.0%	1.6%	7.1%	
Top Finance Position	10	8.7%		3.3%	8.9%	15.0%	
Mental Health, Crisis Intervention							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-3.7%			-0.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.0%			1.9%		
Greater than \$5 million							
CEO/Executive Director	5	4.0%			5.8%		
Top Operations Position	5	9.0%			7.7%		
Public, Society Benefit—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.5%			4.3%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	35	-0.5%	-11.6%	-6.4%	0.0%	6.9%	11.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	8.5%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.9%			0.0%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	-2.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.3%			3.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	17	-3.8%		-16.5%	1.1%	2.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.8%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.6%		0.0%	0.6%	4.3%	
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.6%			2.7%		
Greater than \$5 million							
CEO/Executive Director	7	5.9%			4.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	1.6%			1.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.2%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	2.7%		0.0%	2.6%	3.5%	
Greater than \$5 million							
CEO/Executive Director	29	3.4%	-6.5%	0.0%	3.1%	7.1%	12.9%
Top Finance Position	21	4.3%	-1.1%	1.4%	4.0%	6.9%	12.0%
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.3%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	23	-2.4%	-19.2%	-8.9%	1.5%	4.3%	7.9%
Top Finance Position	15	4.7%		2.3%	5.0%	6.9%	
Top Human Resources Position	5	7.8%			5.7%		
Top Operations Position	10	0.6%		0.8%	3.0%	4.8%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	1.1%		-3.5%	0.2%	4.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	3.9%		0.3%	1.0%	6.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	30	2.7%	-3.8%	0.0%	2.7%	5.1%	11.1%
Greater than \$5 million							
CEO/Executive Director	28	4.3%	-1.2%	1.3%	4.2%	8.1%	10.7%
Top Finance Position	18	3.0%		0.2%	2.8%	7.1%	
Top Human Resources Position	5	5.1%			3.1%		
Top Operations Position	8	2.1%			2.7%		
Mental Health, Crisis Intervention							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.4%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-1.7%			0.0%		
Greater than \$5 million							
CEO/Executive Director	11	3.1%		0.0%	2.1%	4.2%	
Top Finance Position	5	1.5%			0.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.8%			4.7%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	-1.6%			0.0%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.9%			2.2%		
New Bedford, MA							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	6.3%			7.0%		
New Haven-Meriden, CT							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	-1.7%			-4.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	1.6%			1.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.8%		-0.5%	1.9%	8.2%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Haven-Meriden, CT							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	16	4.5%		-3.4%	3.1%	7.8%	
Top Development Position	8	1.9%			2.3%		
Top Finance Position	7	3.4%			7.0%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	9.0%			6.6%		
Top Finance Position	7	4.9%			5.8%		
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.9%			0.8%		
Greater than \$5 million							
CEO/Executive Director	13	3.2%		-0.8%	1.8%	5.1%	
Top Finance Position	6	5.3%			1.7%		

New London-Norwich, CT-RI

Educational Institutions and Related Activities

Greater than \$5 million

CEO/Executive Director	6	0.6%			1.4%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New London-Norwich, CT-RI							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.4%			4.6%		
Greater than \$5 million							
CEO/Executive Director	7	1.8%			3.4%		
Top Finance Position	5	2.5%			2.2%		
New Orleans, LA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	16	4.0%		0.0%	1.3%	4.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.9%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.9%			0.0%		
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.2%			2.6%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	9	0.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	7.9%		3.5%	8.9%	12.4%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	28	6.2%	-0.3%	1.3%	4.2%	10.4%	15.3%
Top Finance Position	13	3.4%		1.0%	5.7%	6.8%	
Top Operations Position	6	8.0%			7.1%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.1%			0.8%		
Greater than \$5 million							
CEO/Executive Director	9	7.6%			4.8%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.0%			6.9%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	13	0.2%		-0.3%	0.0%	2.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	4.2%		0.3%	3.6%	8.9%	
Greater than \$5 million							
CEO/Executive Director	16	2.3%		-0.9%	2.1%	6.4%	
Top Finance Position	5	5.7%			5.0%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.8%			2.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	-0.5%		-3.4%	0.0%	4.7%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	-3.1%			2.1%		
New York, NY-NJ							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.1%			1.1%		
Greater than \$5 million							
CEO/Executive Director	8	8.7%			10.5%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	123	1.5%	-10.7%	-1.8%	0.1%	7.3%	13.8%
Top Finance Position	5	-7.1%			-5.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	73	3.4%	-4.2%	0.0%	3.3%	8.8%	12.4%
Top Finance Position	6	-0.3%			-1.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	167	2.9%	-4.2%	-1.1%	1.8%	6.0%	13.0%
Top Administrative Position	5	0.9%			0.4%		
Top Development Position	14	1.3%		-3.7%	0.3%	4.4%	
Top Finance Position	25	1.0%	-7.4%	-1.8%	1.2%	3.5%	8.1%
Top Operations Position	6	5.6%			7.4%		
Top Program Position	6	4.2%			3.8%		
Greater than \$5 million							
CEO/Executive Director	87	3.6%	-1.4%	0.2%	2.6%	5.8%	11.1%
Top Administrative Position	17	4.2%		1.6%	3.2%	6.7%	
Top Development Position	27	3.3%	-5.3%	2.4%	4.6%	6.0%	13.4%
Top Education Position	7	0.3%			3.0%		
Top Finance Position	50	4.3%	-0.9%	1.5%	4.5%	8.0%	10.9%
Top Human Resources Position	8	8.4%			10.1%		
Top Legal Position	9	3.5%			4.9%		
Top Marketing Position	10	6.8%		1.5%	5.4%	8.4%	
Top Operations Position	15	5.9%		-0.7%	3.5%	10.8%	
Top PR/Communications Position	5	4.6%			3.9%		
Top Program Position	5	3.3%			2.1%		
Top Technology Position	14	3.1%		2.2%	3.4%	5.4%	
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	11	2.2%		-1.4%	4.7%	7.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.5%			2.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	28	3.3%	-0.5%	0.1%	1.6%	4.2%	9.2%
Greater than \$5 million							
CEO/Executive Director	25	5.7%	-0.1%	1.4%	4.5%	8.3%	12.0%
Top Administrative Position	5	7.1%			6.3%		
Top Development Position	7	8.9%			11.6%		
Top Finance Position	14	6.7%		3.0%	5.2%	11.0%	
Top Legal Position	7	8.8%			9.5%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	26	-1.8%	-18.8%	-5.7%	0.0%	3.9%	9.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	2.1%	-2.3%	-0.2%	0.8%	4.1%	9.0%
Between \$1 million and \$5 million							
CEO/Executive Director	54	3.6%	-3.5%	0.1%	3.4%	8.2%	13.4%
Top Finance Position	6	8.0%			7.7%		
Top Operations Position	8	9.9%			7.3%		
Greater than \$5 million							
CEO/Executive Director	34	6.1%	-0.2%	0.2%	4.4%	11.3%	15.3%
Top Finance Position	19	4.9%		1.3%	2.9%	7.0%	
Top Operations Position	8	7.5%			9.1%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	6	7.1%			6.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Crime, Legal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.5%			0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	5.5%		0.0%	3.8%	11.5%	
Greater than \$5 million							
CEO/Executive Director	16	4.5%		0.7%	3.8%	7.4%	
Top Finance Position	10	6.2%		4.1%	4.7%	7.3%	
Top Legal Position	10	5.4%		0.5%	6.9%	9.3%	
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	-4.4%			-0.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.0%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	4.8%	-1.2%	0.0%	5.0%	7.6%	14.0%
Greater than \$5 million							
CEO/Executive Director	30	4.0%	-4.7%	0.5%	5.0%	8.7%	13.7%
Top Finance Position	13	5.7%		2.6%	4.3%	7.2%	
Top Operations Position	8	6.3%			4.6%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	37	2.6%	-13.1%	-3.4%	1.1%	9.1%	17.9%
Top Finance Position	7	0.9%			1.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	5.9%	-5.6%	0.6%	5.7%	12.3%	16.7%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	125	3.2%	-5.0%	0.0%	2.4%	7.2%	13.9%
Top Administrative Position	5	6.5%			3.9%		
Top Finance Position	14	2.3%		-0.9%	2.6%	5.7%	
Top Operations Position	13	3.3%		-1.9%	3.1%	6.4%	
Top Program Position	6	1.8%			3.8%		
Greater than \$5 million							
CEO/Executive Director	218	4.7%	-2.8%	0.8%	4.4%	9.0%	13.7%
Top Administrative Position	15	4.6%		1.0%	3.2%	6.9%	
Top Business Position	11	5.2%		2.1%	5.2%	10.2%	
Top Development Position	49	3.0%	-3.5%	2.1%	3.7%	6.6%	9.5%
Top Education Position	36	4.3%	-1.4%	0.3%	3.0%	5.7%	14.5%
Top Facilities Position	12	2.8%		0.2%	3.1%	5.3%	
Top Finance Position	120	4.7%	-2.5%	1.7%	4.5%	7.6%	12.6%
Top Human Resources Position	16	6.1%		2.9%	4.4%	8.3%	
Top Legal Position	8	7.5%			3.9%		
Top Marketing Position	5	3.7%			2.2%		
Top Operations Position	56	6.9%	-0.8%	0.8%	5.7%	11.3%	14.5%
Top PR/Communications Position	9	1.3%			0.1%		
Top Program Position	6	0.1%			0.8%		
Top Technology Position	30	3.6%	-0.9%	1.2%	3.7%	5.9%	7.8%
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.0%		0.4%	2.2%	9.1%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	12	5.6%		3.7%	4.9%	10.5%	
Top Finance Position	6	7.9%			6.6%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	12	-1.6%		-0.9%	0.1%	2.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	1.6%		-1.7%	0.0%	3.2%	
Greater than \$5 million							
CEO/Executive Director	12	3.1%		0.9%	3.1%	6.0%	
Top Development Position	5	5.2%			2.4%		
Top Finance Position	5	1.0%			1.8%		
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.4%		-0.3%	3.6%	5.6%	
Greater than \$5 million							
CEO/Executive Director	6	5.1%			1.5%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	12	-1.0%		-3.5%	-0.2%	4.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.0%			6.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	23	3.3%	-3.0%	0.0%	2.8%	5.6%	15.1%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	90	1.8%	-12.6%	-1.7%	2.6%	5.8%	13.7%
Top Administrative Position	16	2.0%		1.0%	4.1%	6.3%	
Top Development Position	11	5.5%		2.9%	5.2%	8.7%	
Top Finance Position	76	4.1%	-3.5%	0.4%	3.3%	7.4%	12.9%
Top Human Resources Position	18	4.3%		-1.2%	4.2%	9.6%	
Top Legal Position	8	3.4%			2.9%		
Top Operations Position	35	5.0%	0.0%	1.1%	3.7%	9.9%	12.7%
Top Program Position	9	6.9%			4.9%		
Top Technology Position	14	4.3%		0.7%	2.3%	6.1%	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	8	1.7%			0.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.5%		0.0%	3.1%	5.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	29	3.5%	-1.2%	1.1%	3.0%	6.1%	9.5%
Top Finance Position	6	2.8%			0.0%		
Greater than \$5 million							
CEO/Executive Director	32	4.6%	-3.8%	0.9%	2.3%	4.7%	18.3%
Top Finance Position	17	4.8%		0.5%	2.5%	8.9%	
Top Operations Position	12	0.4%		-1.4%	0.2%	2.3%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	45	-0.9%	-16.9%	-3.3%	0.0%	3.7%	7.7%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	2.0%	-9.6%	-3.3%	0.4%	9.3%	11.5%
Between \$1 million and \$5 million							
CEO/Executive Director	130	2.4%	-5.0%	-0.3%	2.2%	5.8%	11.6%
Top Development Position	5	6.3%			1.9%		
Top Education Position	5	6.6%			4.9%		
Top Finance Position	26	0.1%	-13.2%	-1.8%	1.4%	5.0%	8.8%
Top Program Position	6	-3.5%			2.3%		
Greater than \$5 million							
CEO/Executive Director	165	3.1%	-6.4%	-0.5%	3.1%	7.1%	14.1%
Top Administrative Position	8	5.0%			3.8%		
Top Development Position	18	5.9%		0.7%	4.4%	12.5%	
Top Finance Position	95	4.0%	-4.3%	0.1%	3.2%	8.0%	15.1%
Top Human Resources Position	16	5.1%		-0.9%	2.8%	11.8%	
Top Legal Position	7	7.6%			4.2%		
Top Operations Position	33	3.9%	-3.9%	1.2%	3.2%	6.2%	10.4%
Top Program Position	34	2.0%	-5.9%	-1.4%	1.5%	5.2%	13.9%
Top Technology Position	12	5.6%		0.8%	5.5%	9.9%	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	11	0.3%		-4.5%	0.0%	6.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.4%		-2.3%	0.3%	5.7%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
International, Foreign Affairs, and National Security							
Between \$1 million and \$5 million							
CEO/Executive Director	39	4.8%	-0.7%	0.1%	3.5%	7.1%	11.0%
Top Administrative Position	6	3.6%			4.8%		
Greater than \$5 million							
CEO/Executive Director	30	2.2%	-4.7%	-0.7%	2.2%	5.5%	8.5%
Top Development Position	5	0.1%			-1.0%		
Top Finance Position	17	4.5%		1.6%	6.7%	9.3%	
Top Legal Position	6	4.1%			4.5%		
Top Operations Position	10	6.4%		-0.5%	4.2%	15.3%	
Medical Research							
Between \$1 million and \$5 million							
CEO/Executive Director	8	0.4%			0.9%		
Greater than \$5 million							
CEO/Executive Director	14	1.6%		0.2%	2.8%	6.8%	
Top Development Position	5	3.7%			2.7%		
Top Finance Position	9	5.1%			2.6%		
Top Operations Position	5	11.4%			10.0%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	8	0.7%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	25	2.3%	-2.7%	0.0%	0.1%	2.3%	12.6%
Top Finance Position	10	1.2%		-0.9%	-0.1%	2.7%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	42	4.5%	-2.6%	0.0%	3.6%	10.3%	15.8%
Top Administrative Position	5	6.2%			1.9%		
Top Finance Position	26	4.0%	-1.2%	1.5%	4.0%	6.5%	9.7%
Top Operations Position	12	9.6%		3.5%	9.3%	18.2%	
Top Technology Position	5	3.3%			3.5%		
Mutual/Membership Benefit Organizations, Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.8%			8.4%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	8	5.0%			0.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.0%			9.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	1.4%		-0.9%	0.3%	4.1%	
Greater than \$5 million							
CEO/Executive Director	23	3.4%	-1.2%	0.5%	2.7%	4.9%	11.5%
Top Finance Position	14	4.2%		3.2%	3.9%	5.8%	
Top Operations Position	9	6.9%			4.8%		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	3.9%			1.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Public, Society Benefit—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.7%			3.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.6%		-0.3%	1.5%	4.8%	
Greater than \$5 million							
CEO/Executive Director	12	1.1%		-3.0%	0.5%	6.4%	
Top Finance Position	7	10.1%			6.1%		
Top Operations Position	6	2.8%			3.7%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	10	2.9%		0.0%	3.0%	6.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-2.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	6.4%		0.0%	3.8%	13.0%	
Greater than \$5 million							
CEO/Executive Director	7	1.9%			0.6%		
Top Finance Position	6	3.8%			4.4%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	31	0.5%	-8.1%	0.0%	0.0%	5.3%	7.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	1.9%		0.0%	0.0%	1.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	4.3%		0.0%	4.1%	9.2%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Religion-Related, Spiritual Development							
Greater than \$5 million							
CEO/Executive Director	11	5.3%		-0.6%	5.4%	9.7%	
Top Finance Position	5	0.3%			0.5%		
Social Science Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	6	7.3%			2.1%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	28	2.0%	-10.7%	-4.5%	0.4%	6.3%	18.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	2.5%		-0.5%	2.1%	4.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	42	3.4%	-7.7%	0.0%	4.3%	7.3%	11.3%
Top Development Position	6	3.7%			2.3%		
Greater than \$5 million							
CEO/Executive Director	21	5.1%	-7.1%	1.9%	4.5%	9.3%	14.4%
Top Development Position	12	8.9%		2.0%	3.9%	16.6%	
Top Finance Position	18	6.6%		0.8%	5.7%	13.8%	
Top Operations Position	5	9.7%			6.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	11	2.3%		-0.9%	2.0%	4.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	0.6%		0.0%	1.0%	2.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	8.2%			8.1%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	11	3.1%		0.2%	2.1%	5.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.8%			6.3%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	2.3%			1.7%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	12	-0.8%		-1.0%	0.0%	1.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.5%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	5.3%	-1.0%	0.6%	4.6%	10.1%	15.4%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	35	3.6%	-2.8%	-1.0%	2.9%	5.4%	12.1%
Top Business Position	7	3.2%			2.7%		
Top Development Position	11	5.2%		3.5%	4.6%	6.3%	
Top Education Position	7	0.9%			0.9%		
Top Finance Position	5	5.6%			4.1%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	16	2.9%		-0.6%	2.5%	8.1%	
Top Finance Position	10	0.0%		-4.6%	2.4%	6.1%	
Top Human Resources Position	5	-4.0%			-1.7%		
Top Operations Position	5	7.5%			8.7%		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.4%			4.4%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	-1.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	9.7%		4.0%	8.4%	14.2%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	39	2.1%	-3.8%	-0.1%	1.3%	5.1%	10.3%
Top Finance Position	6	4.6%			3.0%		
Greater than \$5 million							
CEO/Executive Director	37	4.6%	-1.2%	1.7%	4.2%	6.6%	10.9%
Top Finance Position	19	3.6%		1.5%	3.8%	5.5%	
Top Human Resources Position	6	4.4%			3.7%		
Top Operations Position	15	5.9%		1.2%	3.4%	10.0%	
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.9%		-2.2%	2.2%	4.7%	
Greater than \$5 million							
CEO/Executive Director	10	1.7%		-1.6%	-0.9%	0.0%	
Top Operations Position	5	1.0%			-0.8%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	4.2%			4.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.6%			0.0%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.9%			2.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newburgh-Middletown, NY							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	7.8%			2.5%		
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	7	4.8%			2.1%		
Norfolk-Virginia Beach-Newport News, VA-NC							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	5.0%			3.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.4%			2.4%		
Greater than \$5 million							
CEO/Executive Director	5	-1.6%			0.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	0.3%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	2.8%		-1.2%	2.5%	5.7%	
Greater than \$5 million							
CEO/Executive Director	10	3.3%		0.8%	3.0%	5.0%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Norfolk-Virginia Beach-Newport News, VA-NC							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	10	6.7%		0.1%	6.7%	13.7%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	-0.5%		0.0%	0.0%	4.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	14	5.7%		0.8%	3.7%	11.3%	
Greater than \$5 million							
CEO/Executive Director	15	0.0%		-4.5%	1.6%	5.5%	
Top Finance Position	9	5.3%			5.6%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	-7.1%			-5.7%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	1.5%			0.0%		
Oakland, CA							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	9.4%			8.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	22	2.1%	-7.9%	-1.7%	0.3%	6.2%	10.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	7.9%		2.9%	5.9%	10.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	17	0.2%		0.0%	0.8%	4.1%	
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.0%		-0.5%	2.6%	4.8%	
Greater than \$5 million							
CEO/Executive Director	5	7.6%			5.8%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	8	5.1%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	6.3%		-2.0%	12.1%	14.0%	
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	11	5.9%		-0.3%	2.1%	14.6%	
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-3.8%			0.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	16	1.2%		-10.1%	3.8%	5.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.2%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	41	2.7%	-6.6%	-3.1%	2.6%	7.4%	14.8%
Top Finance Position	9	5.0%			4.6%		
Greater than \$5 million							
CEO/Executive Director	45	3.2%	-4.8%	-1.9%	2.1%	5.2%	18.0%
Top Administrative Position	5	4.5%			4.6%		
Top Development Position	9	4.7%			0.3%		
Top Finance Position	24	7.3%	-1.8%	2.5%	7.6%	11.5%	19.1%
Top Operations Position	13	6.7%		1.5%	7.8%	12.0%	
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.1%			3.0%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	-1.0%			-1.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	6.8%		4.7%	5.9%	8.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	4.9%	-1.8%	-0.6%	2.9%	7.3%	15.7%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.4%			3.6%		
Greater than \$5 million							
CEO/Executive Director	5	4.5%			2.9%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.3%		-0.9%	3.1%	9.6%	
Greater than \$5 million							
CEO/Executive Director	17	2.1%		-1.9%	3.9%	7.6%	
Top Finance Position	11	8.2%		0.7%	9.7%	13.2%	
Top Operations Position	7	0.9%			0.7%		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.6%			4.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-2.0%			-0.9%		
Greater than \$5 million							
CEO/Executive Director	13	6.3%		3.3%	5.1%	9.4%	
Top Finance Position	6	10.4%			9.3%		
Top Operations Position	5	10.5%			10.7%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	15	2.2%		-2.1%	2.0%	6.6%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	1.2%		-1.6%	3.5%	8.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	39	5.0%	-5.2%	1.1%	3.1%	8.5%	17.9%
Top Finance Position	7	6.1%			4.0%		
Greater than \$5 million							
CEO/Executive Director	21	2.6%	-5.7%	-1.4%	2.6%	6.4%	12.6%
Top Finance Position	9	4.8%			4.2%		
Top Program Position	5	1.4%			-2.8%		
International, Foreign Affairs, and National Security							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.3%			2.5%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	12	1.3%		-1.2%	1.0%	2.7%	
Top Finance Position	7	3.4%			2.8%		
Greater than \$5 million							
CEO/Executive Director	6	8.9%			7.0%		
Top Finance Position	5	8.6%			4.9%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	5	6.5%			6.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-1.3%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	7	5.2%			2.6%		
Recreation, Sports, Leisure, Athletics							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.6%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.8%			2.9%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	-1.5%			-5.3%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	11	4.7%		-0.4%	0.0%	9.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	3.2%		-2.5%	4.1%	7.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	3.1%		-1.6%	1.7%	6.1%	
Odessa-Midland, TX							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.2%			3.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Odessa-Midland, TX							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	6.9%			2.7%		
Greater than \$5 million							
CEO/Executive Director	5	2.3%			0.0%		
Oklahoma City, OK							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	-0.1%		-0.3%	0.9%	2.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-2.4%			0.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	7.3%			10.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.0%		1.4%	4.4%	10.1%	
Greater than \$5 million							
CEO/Executive Director	10	2.6%		-0.8%	1.5%	4.2%	
Top Finance Position	6	5.7%			2.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma City, OK							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	5.5%			7.8%		
Top Finance Position	5	10.9%			9.7%		
Top Operations Position	5	14.3%			20.6%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	14	-2.9%		-8.7%	-0.3%	3.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	5.2%		-0.2%	4.2%	11.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	27	3.1%	-2.1%	0.5%	3.3%	6.4%	12.1%
Greater than \$5 million							
CEO/Executive Director	8	1.9%			1.7%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	22	-0.2%	-10.0%	-6.7%	0.4%	4.0%	10.4%
Omaha, NE-IA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	7.4%		3.1%	5.1%	10.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.2%			3.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Omaha, NE-IA							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	8.5%			5.6%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.0%		2.2%	3.6%	6.4%	
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.1%			1.5%		
Greater than \$5 million							
CEO/Executive Director	7	-0.5%			-0.4%		
Top Finance Position	5	6.9%			4.9%		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.5%		0.1%	0.8%	3.9%	
Greater than \$5 million							
CEO/Executive Director	10	2.7%		0.0%	0.6%	8.1%	
Top Finance Position	6	4.2%			2.2%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	-3.8%			-8.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Omaha, NE-IA							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	8	8.7%			7.6%		
Orange County, CA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	-1.3%		-4.2%	1.4%	3.8%	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	7.7%			2.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	8.9%			8.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.7%		0.0%	2.4%	4.8%	
Top Finance Position	5	4.2%			3.1%		
Greater than \$5 million							
CEO/Executive Director	18	3.2%		1.0%	3.3%	5.0%	
Top Education Position	6	1.7%			2.1%		
Top Finance Position	12	1.5%		-1.3%	0.7%	4.2%	
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.6%			2.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	8	13.0%			15.5%		
Top Finance Position	8	6.4%			8.1%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.3%		0.3%	2.4%	8.6%	
Greater than \$5 million							
CEO/Executive Director	6	1.6%			2.4%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	16	5.0%		0.1%	5.1%	10.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	5.6%		1.0%	3.6%	11.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	30	3.8%	-4.2%	0.3%	3.2%	8.4%	11.5%
Greater than \$5 million							
CEO/Executive Director	18	3.5%		-0.9%	3.7%	7.1%	
Top Development Position	6	1.6%			3.7%		
Top Finance Position	8	4.4%			5.9%		
Top Operations Position	5	8.3%			9.7%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-1.9%			-1.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	5	-0.2%			0.0%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	10	-4.2%		-12.7%	0.0%	1.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.9%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.2%			3.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	25	-1.2%	-16.3%	-6.6%	0.0%	0.0%	11.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.8%			4.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-3.2%			-3.0%		
Greater than \$5 million							
CEO/Executive Director	5	7.1%			8.9%		
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.0%			5.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-2.5%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Youth Development							
Greater than \$5 million							
CEO/Executive Director	6	4.5%			4.2%		
Orlando, FL							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	-8.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.7%			2.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.6%			4.1%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	20	4.2%	-2.0%	0.7%	3.5%	7.8%	13.2%
Greater than \$5 million							
CEO/Executive Director	11	0.6%		-1.5%	-0.1%	2.1%	
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	4.0%			3.1%		
Top Finance Position	7	1.4%			2.8%		
Top Operations Position	5	7.4%			7.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orlando, FL							
Housing, Shelter							
Greater than \$5 million							
CEO/Executive Director	5	0.8%			2.1%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	16	3.9%		-3.0%	4.3%	9.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	4.4%	-2.4%	0.3%	2.9%	10.7%	11.9%
Greater than \$5 million							
CEO/Executive Director	21	4.7%	-0.2%	1.2%	2.2%	7.6%	16.6%
Top Finance Position	11	1.2%		-1.0%	2.2%	4.8%	
Top Operations Position	9	-0.3%			2.9%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	-1.5%			1.9%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	28	-0.8%	-11.6%	-1.8%	0.0%	2.9%	5.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.3%			9.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.9%			5.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pensacola, FL							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	-0.9%			-0.8%		
Peoria-Pekin, IL							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.7%			1.5%		
Greater than \$5 million							
CEO/Executive Director	9	5.2%			4.9%		
Philadelphia, PA-NJ							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	2.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.6%			4.4%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	42	2.6%	-3.8%	-0.3%	2.6%	6.0%	10.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	0.4%	-4.8%	-0.9%	0.1%	2.9%	4.7%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	35	1.9%	-5.9%	-1.9%	3.0%	7.6%	10.0%
Top Finance Position	5	10.3%			10.4%		
Greater than \$5 million							
CEO/Executive Director	22	2.5%	-11.1%	-1.2%	3.2%	9.1%	10.9%
Top Development Position	10	2.8%		1.5%	4.2%	5.3%	
Top Finance Position	12	5.6%		3.8%	5.3%	9.9%	
Top Operations Position	9	7.6%			8.1%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	6	-3.5%			-4.4%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	13	3.8%		-0.9%	3.2%	8.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	1.5%		-0.1%	0.5%	6.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	16	3.2%		0.0%	2.9%	5.1%	
Greater than \$5 million							
CEO/Executive Director	6	6.1%			6.1%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	5	-2.7%			2.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.3%			1.8%		
Greater than \$5 million							
CEO/Executive Director	5	4.2%			3.5%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	9	9.1%			10.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	4.5%		0.0%	3.6%	9.7%	
Greater than \$5 million							
CEO/Executive Director	8	4.3%			2.6%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	21	2.0%	-8.3%	-1.3%	0.6%	6.7%	11.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	5.5%	0.0%	1.2%	4.5%	8.0%	12.8%
Between \$1 million and \$5 million							
CEO/Executive Director	67	1.9%	-7.2%	-2.1%	1.8%	6.1%	10.9%
Top Finance Position	7	8.5%			5.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	104	5.1%	-5.6%	0.7%	5.8%	10.1%	17.1%
Top Administrative Position	5	-0.5%			-0.5%		
Top Business Position	6	6.1%			3.5%		
Top Development Position	22	5.1%	-0.5%	2.2%	3.3%	6.0%	14.0%
Top Education Position	12	9.2%		-0.2%	11.1%	18.6%	
Top Finance Position	44	2.6%	-1.2%	0.5%	2.3%	4.2%	6.5%
Top Human Resources Position	8	3.9%			1.0%		
Top Legal Position	7	3.7%			3.2%		
Top Operations Position	16	1.1%		-1.7%	2.4%	5.6%	
Top Technology Position	9	-3.4%			0.0%		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.1%			-0.7%		
Greater than \$5 million							
CEO/Executive Director	5	7.4%			5.2%		
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.7%		-1.3%	2.9%	7.0%	
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	8	-2.1%			-3.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.0%			3.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	25	2.3%	-2.0%	0.0%	0.7%	3.5%	6.5%
Top Finance Position	9	6.2%			3.0%		
Greater than \$5 million							
CEO/Executive Director	45	3.5%	-3.0%	-0.1%	3.5%	6.8%	10.8%
Top Administrative Position	7	2.1%			1.0%		
Top Development Position	7	2.9%			2.3%		
Top Finance Position	30	2.8%	-8.8%	-1.1%	4.3%	7.6%	11.4%
Top Human Resources Position	19	3.4%		-1.4%	3.2%	4.5%	
Top Legal Position	7	1.9%			3.4%		
Top Operations Position	14	1.6%		-1.5%	3.3%	6.3%	
Top Technology Position	13	4.0%		0.0%	4.1%	7.7%	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	10	2.7%		1.1%	4.8%	7.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-0.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	5.2%		0.0%	2.8%	7.4%	
Greater than \$5 million							
CEO/Executive Director	6	2.8%			5.7%		
Top Finance Position	6	3.1%			1.9%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	49	1.0%	-4.3%	-1.0%	0.0%	4.0%	11.3%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	3.6%	-3.7%	0.0%	2.3%	8.9%	13.2%
Between \$1 million and \$5 million							
CEO/Executive Director	63	2.6%	-5.1%	-1.6%	2.5%	7.0%	12.6%
Top Finance Position	11	7.9%		2.7%	5.7%	13.6%	
Greater than \$5 million							
CEO/Executive Director	83	4.0%	-3.2%	-0.4%	3.2%	7.9%	13.4%
Top Development Position	6	0.5%			2.2%		
Top Finance Position	43	4.1%	-1.4%	1.9%	3.5%	6.0%	10.9%
Top Human Resources Position	9	5.5%			3.3%		
Top Marketing Position	7	3.3%			3.6%		
Top Operations Position	12	6.5%		3.2%	6.0%	10.7%	
Top Technology Position	5	-0.6%			-0.8%		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	5	-0.6%			0.0%		
Medical Research							
Greater than \$5 million							
Top Finance Position	5	9.1%			9.6%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	10	-2.1%		-6.7%	-1.2%	0.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.5%			0.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	11	0.3%		-5.7%	3.7%	6.3%	
Greater than \$5 million							
CEO/Executive Director	24	1.3%	-8.8%	-1.8%	2.1%	4.3%	7.8%
Top Finance Position	20	5.1%	-2.8%	2.4%	5.1%	8.2%	14.1%
Top Operations Position	11	3.6%		1.3%	3.1%	8.4%	
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	7.1%			7.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	6.8%			5.5%		
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	8.6%			7.2%		
Greater than \$5 million							
CEO/Executive Director	5	2.4%			2.5%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	-2.2%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-3.3%			-0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	-0.7%		-5.4%	0.4%	8.0%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	16	-0.1%		-5.2%	-1.0%	3.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.7%			5.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.3%			-0.3%		
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	6.2%			7.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	2.7%		0.1%	3.3%	5.5%	
Greater than \$5 million							
CEO/Executive Director	8	2.5%			3.4%		
Phoenix-Mesa, AZ							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	17	1.4%		-0.8%	0.0%	8.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	7.0%			6.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.6%			0.0%		
Greater than \$5 million							
CEO/Executive Director	5	5.3%			6.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	8	0.5%			1.2%		
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	8	0.1%			-0.4%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	0.1%		0.2%	1.6%	3.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.3%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	53	4.2%	-5.0%	-0.8%	3.0%	8.1%	16.0%
Top Finance Position	7	1.0%			2.5%		
Greater than \$5 million							
CEO/Executive Director	31	2.5%	-3.7%	-0.7%	2.0%	5.2%	8.1%
Top Administrative Position	7	4.8%			3.4%		
Top Finance Position	9	5.7%			4.5%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	7	-0.8%			0.0%		
Greater than \$5 million							
CEO/Executive Director	19	4.2%		-0.2%	2.8%	7.1%	
Top Finance Position	9	3.9%			8.4%		
Top Operations Position	10	4.7%		-2.4%	1.8%	14.7%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	28	1.7%	-6.0%	-1.3%	0.0%	5.0%	14.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	4.2%		0.0%	0.9%	11.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	37	3.0%	-4.3%	-1.9%	2.4%	7.5%	12.3%
Top Operations Position	5	3.3%			4.1%		
Greater than \$5 million							
CEO/Executive Director	35	6.6%	-3.0%	0.0%	6.0%	12.7%	19.3%
Top Finance Position	16	5.3%		0.6%	2.0%	9.2%	
Top Operations Position	5	2.8%			0.9%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	2.5%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.3%			1.7%		
Greater than \$5 million							
CEO/Executive Director	8	3.8%			2.7%		
Top Finance Position	6	6.1%			3.0%		
Top Operations Position	5	-3.9%			-9.2%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.0%			-0.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	28	1.4%	-14.5%	-0.6%	0.0%	6.4%	16.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-3.7%			-2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	6.4%		1.7%	7.7%	12.1%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	11	6.2%		1.1%	3.1%	9.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.6%			4.3%		
Pittsburgh, PA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	19	3.1%		0.8%	2.7%	4.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	1.6%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.0%		-0.2%	1.1%	5.1%	
Greater than \$5 million							
CEO/Executive Director	10	0.1%		-4.9%	2.2%	5.3%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	15	0.0%		-1.7%	0.2%	4.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	3.4%		1.4%	3.9%	5.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	1.7%		-1.7%	0.6%	3.0%	
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	6	9.4%			7.7%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	9	3.4%			0.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	4.2%		0.2%	3.0%	9.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	31	4.5%	-2.7%	0.9%	4.5%	7.2%	12.6%
Greater than \$5 million							
CEO/Executive Director	28	2.7%	-4.1%	0.5%	2.8%	5.7%	8.1%
Top Development Position	10	2.9%		-2.7%	2.9%	5.1%	
Top Education Position	7	8.1%			6.6%		
Top Finance Position	13	5.1%		1.5%	3.8%	7.4%	
Top Operations Position	5	5.1%			3.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.2%			0.3%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	1.0%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.3%			2.0%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.6%		-0.2%	1.8%	5.9%	
Greater than \$5 million							
CEO/Executive Director	21	0.7%	-8.1%	-2.0%	0.9%	3.7%	7.7%
Top Finance Position	16	-0.9%		-10.0%	-4.3%	7.3%	
Top Operations Position	7	-2.9%			0.4%		
Top Technology Position	5	1.3%			0.3%		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	6	5.2%			2.4%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	28	4.8%	-1.5%	0.3%	3.4%	9.7%	14.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	3.2%		0.0%	2.3%	5.4%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	57	4.2%	-3.7%	-0.2%	4.0%	8.5%	12.6%
Top Finance Position	13	2.2%		-0.1%	3.1%	4.0%	
Greater than \$5 million							
CEO/Executive Director	40	2.8%	-7.9%	-0.7%	1.5%	9.4%	13.1%
Top Finance Position	25	5.3%	-0.3%	2.0%	4.5%	8.1%	13.0%
Top Operations Position	9	7.9%			5.8%		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	5	-2.9%			0.0%		
Mental Health, Crisis Intervention							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.9%			4.5%		
Greater than \$5 million							
CEO/Executive Director	5	4.3%			4.9%		
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.0%			2.7%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.3%			4.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	12	-3.7%		-9.0%	-1.0%	0.0%	
Science and Technology Research Institutes, Services							
Greater than \$5 million							
CEO/Executive Director	5	1.4%			5.4%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	-0.2%			-0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.6%			1.7%		
Pittsfield, MA							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	0.1%			1.6%		
Greater than \$5 million							
CEO/Executive Director	6	2.6%			1.5%		
Health—General and Rehabilitative							
Greater than \$5 million							
Top Administrative Position	9	2.9%			1.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsfield, MA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-0.5%			3.6%		
Greater than \$5 million							
CEO/Executive Director	6	-2.1%			-3.6%		
Portland, ME							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	1.3%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.8%		2.1%	4.7%	6.1%	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	-2.3%			0.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	9	3.8%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.5%			4.1%		
Greater than \$5 million							
CEO/Executive Director	5	4.5%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, ME							
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	8.4%			7.6%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.5%			4.0%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	6.2%			4.2%		
Greater than \$5 million							
CEO/Executive Director	13	3.5%		-0.4%	2.1%	8.1%	
Top Finance Position	7	5.2%			6.6%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.9%			1.3%		
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.3%			1.8%		
Portland, OR-WA							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	1.3%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	20	2.5%	0.0%	0.0%	0.8%	3.4%	4.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	4.5%		-0.9%	4.1%	6.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	16	6.8%		4.7%	6.3%	10.5%	
Greater than \$5 million							
CEO/Executive Director	9	4.9%			5.3%		
Top Finance Position	6	3.0%			2.6%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	11	5.3%		3.7%	5.4%	7.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	7.9%			7.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.7%			5.2%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	7	7.1%			2.6%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	7	-1.0%			-0.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-2.6%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	20	0.0%	-13.4%	-3.0%	0.0%	4.5%	12.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	5.1%		0.8%	4.0%	6.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	38	4.8%	-2.9%	0.1%	4.7%	10.6%	16.0%
Greater than \$5 million							
CEO/Executive Director	21	4.6%	-2.4%	-0.4%	2.7%	6.6%	11.5%
Top Finance Position	10	2.1%		-4.0%	1.6%	6.7%	
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	7	1.4%			3.4%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	13	1.8%		-0.6%	2.9%	5.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	3.8%		-0.5%	6.4%	9.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	16	3.1%		-0.5%	3.0%	6.5%	
Top Finance Position	5	10.0%			7.5%		
Greater than \$5 million							
CEO/Executive Director	7	0.5%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Food, Agriculture, and Nutrition							
Greater than \$5 million							
CEO/Executive Director	5	10.5%			7.2%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	10	-2.4%		-7.7%	1.4%	2.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	11	9.9%		5.5%	6.8%	13.6%	
Greater than \$5 million							
CEO/Executive Director	17	2.5%		0.9%	2.8%	5.5%	
Top Finance Position	5	1.2%			6.4%		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.5%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.7%			5.3%		
Greater than \$5 million							
CEO/Executive Director	8	5.8%			3.1%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	16	4.3%		-0.1%	3.1%	11.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	8.7%		2.4%	7.1%	11.8%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	45	6.2%	-3.9%	1.0%	5.7%	12.4%	16.1%
Top Finance Position	6	2.6%			3.3%		
Greater than \$5 million							
CEO/Executive Director	30	3.2%	-5.2%	0.8%	3.7%	6.3%	11.5%
Top Finance Position	15	1.9%		-0.6%	2.2%	5.1%	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	8	-0.2%			0.8%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	9	2.1%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.8%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.6%			1.0%		
Greater than \$5 million							
CEO/Executive Director	13	0.0%		-6.1%	-1.0%	5.0%	
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-1.2%			0.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	-1.8%			-5.5%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	8	-2.2%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-1.1%			-2.2%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	23	1.5%	-11.4%	0.0%	0.7%	5.9%	14.4%
Between \$1 million and \$5 million							
CEO/Executive Director	6	10.0%			8.2%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	13.3%			14.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.1%		-1.7%	2.9%	4.8%	
Greater than \$5 million							
CEO/Executive Director	7	7.2%			6.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portsmouth-Dover-Rochester, NH-ME							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	6	3.6%			2.5%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	6.2%			3.8%		
Top Finance Position	5	6.7%			6.5%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	4.3%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.3%			0.9%		
Providence-Fall River-Warwick, RI-MA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	4.5%			3.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.4%			0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	3.4%		-0.6%	1.8%	6.9%	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	5.6%			1.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.9%			6.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	26	2.4%	-5.1%	0.2%	2.8%	5.8%	8.5%
Greater than \$5 million							
CEO/Executive Director	19	3.7%		-1.0%	3.7%	7.7%	
Top Finance Position	12	3.9%		2.0%	3.7%	6.2%	
Top Operations Position	7	0.7%			0.0%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	0.6%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-3.0%			0.6%		
Greater than \$5 million							
CEO/Executive Director	12	0.9%		-1.5%	0.6%	3.9%	
Top Administrative Position	6	6.3%			5.9%		
Top Finance Position	13	5.4%		2.0%	3.5%	9.6%	
Top Human Resources Position	5	1.9%			3.8%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	4.2%			2.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.7%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	5.9%		1.6%	6.0%	8.6%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	27	3.5%	-3.5%	0.6%	2.7%	7.2%	13.6%
Top Finance Position	10	1.9%		-0.5%	1.7%	5.5%	
Top Operations Position	8	3.0%			4.1%		
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	6	-1.5%			0.7%		
Top Finance Position	5	5.0%			2.3%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	3.4%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.6%			2.8%		
Provo-Orem, UT							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	5.0%			6.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	16	3.7%		-3.8%	3.8%	7.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-1.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	6.0%		2.9%	6.4%	10.3%	
Greater than \$5 million							
CEO/Executive Director	5	3.7%			4.2%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	7	2.6%			3.0%		
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-3.5%			-3.1%		
Greater than \$5 million							
CEO/Executive Director	5	7.6%			10.8%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	7	2.2%			2.1%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	14	3.3%		-0.6%	3.6%	7.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	-1.3%		-6.4%	0.4%	3.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	30	3.3%	-4.6%	1.0%	3.8%	7.4%	9.4%
Greater than \$5 million							
CEO/Executive Director	30	5.4%	-1.8%	2.8%	5.0%	9.2%	12.3%
Top Development Position	7	4.5%			4.2%		
Top Finance Position	14	7.3%		2.9%	4.2%	7.4%	
Top Technology Position	5	4.4%			3.0%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	5.4%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.8%			4.8%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	3.2%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.3%			-1.2%		
Greater than \$5 million							
CEO/Executive Director	10	5.8%		1.5%	4.2%	9.2%	
Top Finance Position	5	9.4%			11.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Housing, Shelter							
Greater than \$5 million							
CEO/Executive Director	5	0.9%			0.2%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	27	3.0%	-9.1%	0.0%	1.1%	8.2%	11.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	-0.3%		-1.7%	0.1%	3.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	28	4.4%	-6.5%	-0.9%	2.6%	8.8%	19.0%
Greater than \$5 million							
CEO/Executive Director	13	5.2%		2.2%	4.1%	7.3%	
Top Finance Position	8	7.6%			3.8%		
Top Operations Position	6	-1.3%			-0.7%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	10	-0.6%		-2.2%	1.2%	4.3%	
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.0%			5.1%		
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	10.0%			15.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.9%			9.9%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	16	1.7%		-5.4%	2.0%	7.6%	
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.9%			4.6%		
Rapid City, SD							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-14.5%			-21.1%		
Reading, PA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.8%			4.8%		
Greater than \$5 million							
CEO/Executive Director	9	4.1%			1.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Reno, NV							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.1%			4.2%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	3.8%			7.4%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	4.4%			3.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	10.5%			4.7%		
Richmond-Petersburg, VA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	4.2%			2.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-3.4%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.0%			3.0%		
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.1%			0.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.8%		1.7%	4.2%	7.2%	
Greater than \$5 million							
CEO/Executive Director	7	1.6%			0.4%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	6	4.0%			3.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.2%			3.6%		
Greater than \$5 million							
CEO/Executive Director	16	3.9%		2.1%	3.0%	5.6%	
Top Finance Position	8	5.2%			3.7%		
Top Operations Position	5	5.4%			4.4%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.9%			1.2%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	2.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.5%			4.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	21	4.9%	-2.1%	0.0%	3.4%	7.1%	16.0%
Greater than \$5 million							
CEO/Executive Director	12	3.4%		1.9%	3.5%	6.4%	
Top Finance Position	5	1.0%			2.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	1.9%			0.0%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.1%			3.6%		
Riverside-San Bernardino-Ontario, CA							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.9%			2.4%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	-1.1%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.3%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.2%		0.6%	5.8%	9.2%	
Greater than \$5 million							
CEO/Executive Director	22	4.0%	-8.0%	-3.0%	1.8%	11.4%	19.9%
Top Administrative Position	5	3.1%			5.4%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	8	-3.0%			-2.3%		
Top Finance Position	6	0.2%			3.6%		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	9.2%		3.9%	12.1%	14.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.1%			4.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	7.4%		-0.1%	5.6%	14.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	2.2%		0.0%	2.5%	5.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	29	2.8%	-5.3%	0.0%	2.2%	7.3%	11.0%
Greater than \$5 million							
CEO/Executive Director	12	2.8%		0.8%	4.5%	6.1%	
Top Finance Position	6	7.5%			8.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.7%			8.4%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	19	-4.1%		-9.8%	-3.8%	-0.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.8%			2.1%		
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.3%			6.4%		
Roanoke, VA							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.4%			2.1%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.3%			3.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Roanoke, VA							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	3.4%			4.5%		
Rochester, MN							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	7	2.9%			2.3%		
Rochester, NY							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	7.4%			7.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	7.9%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.2%			5.6%		
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.8%			0.6%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.1%			2.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rochester, NY							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	16	3.4%		0.2%	4.4%	7.5%	
Top Finance Position	6	2.1%			4.0%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	6	4.7%			4.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.4%			0.2%		
Greater than \$5 million							
CEO/Executive Director	15	4.0%		-1.5%	3.1%	6.8%	
Top Administrative Position	5	-1.4%			0.2%		
Top Finance Position	10	5.8%		2.1%	4.9%	8.8%	
Top Operations Position	8	8.4%			7.9%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	2.5%			1.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.9%			5.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	6.3%		0.6%	2.4%	17.0%	
Top Finance Position	5	1.3%			2.5%		
Greater than \$5 million							
CEO/Executive Director	18	2.9%		0.8%	2.8%	7.1%	
Top Finance Position	15	2.2%		2.0%	3.2%	5.3%	
Top Operations Position	9	4.6%			3.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rochester, NY							
Mental Health, Crisis Intervention							
Greater than \$5 million							
Top Finance Position	5	3.9%			7.6%		
Rockford, IL							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	4.3%			5.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.8%		-3.2%	2.2%	6.4%	
Greater than \$5 million							
CEO/Executive Director	5	2.4%			2.2%		
Top Finance Position	7	2.7%			0.1%		
Sacramento, CA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	2.8%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.2%			3.4%		
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.2%			4.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	9.5%			9.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.8%			-2.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	6.3%		-0.3%	3.7%	12.0%	
Greater than \$5 million							
CEO/Executive Director	16	4.2%		-0.2%	4.6%	11.6%	
Top Finance Position	6	6.1%			3.5%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	2.2%			4.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	8.1%			7.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.9%		1.2%	5.0%	6.1%	
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.3%			5.9%		
Greater than \$5 million							
CEO/Executive Director	8	-0.2%			1.8%		
Top Finance Position	7	-0.9%			0.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.0%			4.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	7.3%			7.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	2.3%		-0.6%	0.1%	3.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.9%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	0.4%		-2.4%	0.0%	1.2%	
Greater than \$5 million							
CEO/Executive Director	19	3.4%		-0.1%	2.4%	6.0%	
Top Finance Position	7	4.6%			1.8%		
Top Operations Position	5	2.3%			1.9%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.2%			0.0%		
Greater than \$5 million							
CEO/Executive Director	8	-2.1%			-2.4%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.8%			1.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	5.7%			4.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	6.0%		0.0%	4.3%	12.1%	
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.5%			3.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.1%			7.3%		
Saginaw-Bay City-Midland, MI							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	-0.2%			0.0%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	5	3.5%			3.2%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	0.8%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Saginaw-Bay City-Midland, MI							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.6%			2.1%		
Salem, OR							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.0%			0.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	0.6%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.2%			2.3%		
Greater than \$5 million							
CEO/Executive Director	5	6.6%			6.3%		
Salinas, CA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	4.3%			6.4%		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.2%			0.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salt Lake City-Ogden, UT							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	2.3%			-0.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	7.7%			2.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	-1.6%			3.9%		
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.6%			0.6%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	7.0%			8.0%		
Greater than \$5 million							
CEO/Executive Director	6	3.1%			2.5%		
Top Finance Position	7	6.5%			8.2%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	6.0%			3.0%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	8	-1.0%			0.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salt Lake City-Ogden, UT							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	-3.6%			-4.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	7.3%			6.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	0.3%		-2.1%	0.0%	2.6%	
Greater than \$5 million							
CEO/Executive Director	5	2.2%			3.0%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	10.9%			7.9%		
San Antonio, TX							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	6.0%			3.3%		
Greater than \$5 million							
CEO/Executive Director	5	5.9%			6.4%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.9%		1.1%	3.3%	8.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	21	6.1%	0.9%	2.6%	5.0%	8.9%	15.6%
Top Administrative Position	8	6.6%			6.0%		
Top Education Position	5	2.2%			1.9%		
Top Finance Position	11	4.5%		0.0%	2.8%	7.2%	
Top Operations Position	5	2.3%			3.7%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.9%			3.0%		
Greater than \$5 million							
CEO/Executive Director	6	7.0%			7.5%		
Top Finance Position	5	4.8%			4.0%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	2.3%			2.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	3.4%		-0.4%	2.3%	8.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	5.4%	-2.3%	0.1%	4.4%	9.6%	13.4%
Greater than \$5 million							
CEO/Executive Director	12	6.6%		1.7%	3.9%	9.0%	
Top Finance Position	9	7.8%			6.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.8%			13.1%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	16	-0.7%		-7.9%	0.0%	4.8%	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.4%			2.7%		
San Diego, CA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	18	5.4%		0.0%	2.5%	6.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	0.8%		-1.9%	-0.2%	3.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	4.2%		-0.1%	4.4%	6.2%	
Greater than \$5 million							
CEO/Executive Director	7	6.0%			6.7%		
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.7%			6.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	9	-0.5%			1.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	1.8%		-3.3%	-1.5%	4.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	35	4.2%	-2.7%	1.5%	4.8%	8.7%	13.3%
Top Finance Position	6	5.5%			2.5%		
Greater than \$5 million							
CEO/Executive Director	39	4.7%	-6.6%	-1.5%	3.2%	11.5%	17.7%
Top Finance Position	17	1.5%		-2.7%	3.4%	5.5%	
Top Operations Position	6	1.8%			3.7%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	8	2.1%			3.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.9%			4.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.7%			5.3%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	9.0%			8.3%		
Greater than \$5 million							
CEO/Executive Director	13	1.3%		-6.7%	0.3%	10.6%	
Top Finance Position	14	6.7%		2.0%	6.4%	14.6%	
Top Operations Position	7	9.6%			6.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	8	6.2%			2.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	17	2.5%		-0.1%	1.1%	5.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	3.8%		0.2%	4.6%	8.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	26	3.2%	-4.0%	0.0%	2.2%	8.9%	13.2%
Greater than \$5 million							
CEO/Executive Director	40	4.1%	-4.6%	-0.1%	2.2%	9.0%	14.7%
Top Development Position	5	1.9%			2.7%		
Top Finance Position	21	4.0%	-4.5%	0.0%	3.1%	5.9%	15.9%
Top Human Resources Position	6	4.0%			3.0%		
Top Operations Position	8	3.5%			3.5%		
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	6	7.5%			7.6%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	6	0.2%			2.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	-2.5%			-1.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.6%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	0.9%			2.2%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	12	-0.2%		-6.3%	0.2%	7.6%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	20	0.2%	-18.9%	-5.1%	0.8%	6.8%	14.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.4%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.0%			0.0%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	8	0.4%			0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	3.0%		-1.7%	0.4%	4.7%	
Greater than \$5 million							
CEO/Executive Director	5	3.1%			3.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	8	-0.8%			1.5%		
Greater than \$5 million							
CEO/Executive Director	6	5.0%			4.6%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	47	1.3%	-7.7%	-3.0%	0.0%	5.3%	12.6%
Top Finance Position	6	0.8%			-1.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	2.2%	-7.8%	0.0%	0.7%	10.0%	13.7%
Between \$1 million and \$5 million							
CEO/Executive Director	41	3.0%	-6.1%	0.0%	3.1%	8.5%	13.0%
Greater than \$5 million							
CEO/Executive Director	17	2.8%		-0.7%	2.3%	6.2%	
Top Development Position	7	4.4%			0.8%		
Top Finance Position	8	4.1%			3.0%		
Top Operations Position	7	4.3%			3.6%		
Top Technology Position	5	4.5%			4.1%		
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	12	7.0%		2.2%	5.7%	12.4%	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	3.5%			-0.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	16	2.5%		-2.3%	1.8%	8.8%	
Greater than \$5 million							
CEO/Executive Director	5	2.3%			2.0%		
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.7%			3.2%		
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.8%			2.4%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	23	3.7%	-4.3%	-0.1%	2.8%	7.9%	15.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	2.4%	-3.5%	-0.2%	1.0%	7.8%	12.8%
Between \$1 million and \$5 million							
CEO/Executive Director	47	2.9%	-4.5%	0.0%	3.1%	6.6%	11.5%
Top Finance Position	6	12.4%			12.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	51	6.6%	-2.5%	0.9%	5.5%	12.2%	17.0%
Top Development Position	18	7.5%		4.1%	6.9%	9.9%	
Top Education Position	8	4.9%			2.6%		
Top Finance Position	29	7.4%	0.0%	3.0%	5.9%	11.4%	17.7%
Top Operations Position	7	7.2%			7.3%		
Top Technology Position	12	3.5%		1.8%	5.3%	9.0%	
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	6	5.9%			3.1%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	3.3%			1.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.0%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	7.4%		2.2%	6.1%	11.3%	
Greater than \$5 million							
CEO/Executive Director	11	5.6%		3.0%	5.6%	6.1%	
Top Finance Position	6	2.8%			6.8%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.4%		-0.5%	1.5%	10.5%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	13	5.0%		0.6%	2.8%	16.0%	
Top Finance Position	14	4.7%		0.2%	4.1%	9.1%	
Top Operations Position	7	7.5%			7.1%		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	6	7.1%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.3%		2.6%	3.7%	7.0%	
Greater than \$5 million							
CEO/Executive Director	14	2.4%		-1.5%	3.1%	6.6%	
Top Finance Position	9	2.8%			4.2%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	-0.7%		-2.2%	0.0%	1.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	0.3%		-2.1%	1.0%	4.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	48	4.3%	-5.6%	-0.4%	3.8%	7.7%	18.1%
Top Finance Position	9	0.2%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	40	6.4%	-1.0%	2.0%	4.8%	9.9%	18.2%
Top Development Position	7	3.7%			2.7%		
Top Finance Position	27	5.3%	-6.4%	2.3%	6.5%	9.9%	14.0%
Top Human Resources Position	10	6.7%		4.3%	6.0%	9.2%	
Top Operations Position	9	5.9%			5.0%		
International, Foreign Affairs, and National Security							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.3%			0.9%		
Greater than \$5 million							
CEO/Executive Director	6	0.0%			1.1%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	16	6.0%		0.0%	6.0%	10.6%	
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	9	7.9%			7.2%		
Greater than \$5 million							
CEO/Executive Director	8	5.0%			5.2%		
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.8%			3.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Public, Society Benefit—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	-0.6%			-0.4%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.4%			4.1%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	6.4%			3.6%		
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.7%			5.1%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	23	4.1%	-4.5%	-1.0%	2.0%	9.2%	14.2%
Greater than \$5 million							
CEO/Executive Director	6	3.3%			2.3%		

San Jose, CA

Arts, Culture, and Humanities

\$500 thousand or less

CEO/Executive Director	9	7.5%			10.1%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	1.6%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	0.4%		0.0%	0.2%	2.9%	
Greater than \$5 million							
Top Finance Position	5	9.1%			8.5%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	0.0%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.8%			6.1%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	11	1.2%		-4.2%	0.0%	9.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.1%			5.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	6.1%		0.0%	4.5%	10.0%	
Greater than \$5 million							
CEO/Executive Director	27	7.9%	1.2%	4.4%	7.1%	11.1%	17.5%
Top Development Position	5	4.5%			4.5%		
Top Finance Position	11	3.6%		2.7%	5.2%	7.2%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.8%			1.9%		
Greater than \$5 million							
CEO/Executive Director	6	7.9%			8.4%		
Top Finance Position	6	6.3%			5.3%		
Top Operations Position	8	3.2%			4.1%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.8%			2.5%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	2.2%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	3.5%		0.0%	2.9%	7.9%	
Greater than \$5 million							
CEO/Executive Director	20	6.0%	1.0%	2.0%	3.7%	9.2%	15.2%
Top Finance Position	11	0.5%		-7.7%	1.1%	8.7%	
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	-2.2%			-2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-1.6%			0.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	11	-0.3%		-0.3%	0.0%	1.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.8%			2.2%		
San Juan, PR							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	8	-2.8%			0.0%		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.3%			0.5%		
San Luis Obispo-Atascadero-Paso Robles, CA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.6%			0.0%		
Santa Barbara-Santa Maria-Lompoc, CA							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.1%			6.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Barbara-Santa Maria-Lompoc, CA							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	5	4.7%			4.6%		
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	12	0.1%		-1.1%	1.2%	3.0%	
Top Finance Position	6	4.3%			4.2%		
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.9%			3.1%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	3.1%			3.2%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.8%			-3.0%		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.4%			4.8%		
Greater than \$5 million							
CEO/Executive Director	9	5.0%			4.2%		
Top Finance Position	7	1.4%			3.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Barbara-Santa Maria-Lompoc, CA							
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.3%			0.5%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.6%			3.6%		
Santa Cruz, CA							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.0%			-0.4%		
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	4.5%			3.7%		
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	8.3%			9.8%		
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	9.2%			6.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.7%			2.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Fe, NM							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	-1.4%			0.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	0.8%			0.0%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	-2.7%			0.0%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	2.7%			-2.3%		
Santa Rosa, CA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	-1.0%			2.4%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	-0.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	7.3%		0.0%	5.1%	15.6%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Rosa, CA							
Environmental Quality, Protection, and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.2%			7.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.4%			6.2%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	9.2%			11.3%		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	10	9.6%		5.4%	9.7%	11.5%	
Greater than \$5 million							
CEO/Executive Director	10	2.8%		-1.3%	1.8%	6.3%	
Sarasota-Bradenton, FL							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	5	4.9%			0.2%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.8%			2.6%		
Greater than \$5 million							
CEO/Executive Director	7	6.4%			5.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sarasota-Bradenton, FL							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	2.0%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.0%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.1%			2.8%		
Greater than \$5 million							
CEO/Executive Director	9	5.1%			5.9%		
Top Finance Position	7	4.1%			4.4%		

Scranton—Wilkes-Barre—Hazleton, PA

Educational Institutions and Related Activities

\$500 thousand or less							
CEO/Executive Director	6	-0.1%			0.7%		
Greater than \$5 million							
CEO/Executive Director	9	4.6%			3.7%		

Human Services—Multipurpose and Other

\$500 thousand or less							
CEO/Executive Director	5	4.3%			4.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	1.4%			0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	0.6%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Scranton—Wilkes-Barre—Hazleton, PA							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	8	3.6%			3.7%		
Top Finance Position	6	6.5%			5.4%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	3.7%			0.0%		
Seattle—Everett, WA							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.7%			4.3%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	25	3.7%	-2.9%	0.0%	2.5%	7.7%	13.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	6.6%		1.6%	5.7%	13.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.3%		-0.8%	1.7%	3.8%	
Top Finance Position	5	5.7%			5.9%		
Greater than \$5 million							
CEO/Executive Director	5	3.2%			3.3%		
Top Finance Position	7	6.0%			5.1%		
Top Operations Position	5	10.2%			3.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	-2.1%			-0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.0%			2.0%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	5	-0.3%			0.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	23	-1.8%	-20.8%	-6.6%	0.0%	6.2%	8.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	3.1%		0.3%	2.8%	5.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	48	4.1%	-2.1%	0.1%	3.6%	7.5%	12.4%
Top Finance Position	6	4.9%			2.7%		
Greater than \$5 million							
CEO/Executive Director	32	4.8%	-1.6%	1.2%	5.4%	8.6%	13.7%
Top Development Position	8	5.4%			3.3%		
Top Education Position	6	7.8%			5.6%		
Top Finance Position	25	4.8%	-0.6%	1.7%	4.6%	7.3%	13.7%
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	12	3.5%		0.0%	1.2%	5.6%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	14	1.4%		-2.9%	1.2%	6.0%	
Food, Agriculture, and Nutrition							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.6%			6.0%		
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	8	5.4%			3.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.2%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	0.3%			1.9%		
Greater than \$5 million							
CEO/Executive Director	19	4.1%		1.1%	4.7%	7.7%	
Top Finance Position	22	2.4%	-11.0%	-5.2%	2.1%	9.0%	16.5%
Top Operations Position	7	2.1%			0.3%		
Top Technology Position	5	0.4%			-1.1%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	10	10.9%		6.2%	9.9%	17.9%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	23	4.3%	-4.6%	0.0%	0.0%	11.0%	20.6%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	2.7%	-12.3%	0.2%	3.1%	6.1%	17.2%
Between \$1 million and \$5 million							
CEO/Executive Director	57	5.2%	-4.7%	0.3%	6.2%	9.8%	15.1%
Greater than \$5 million							
CEO/Executive Director	36	5.1%	-2.9%	0.4%	4.2%	8.6%	15.7%
Top Development Position	6	5.0%			4.4%		
Top Finance Position	16	5.0%		3.0%	4.4%	8.0%	
Top Operations Position	10	7.1%		4.4%	6.9%	9.6%	
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	9	-2.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	6.4%			3.5%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.2%			5.1%		
Greater than \$5 million							
CEO/Executive Director	7	1.4%			3.2%		
Top Finance Position	7	6.7%			2.1%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	9	0.0%			2.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.7%			6.0%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	4.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.1%		1.8%	5.6%	11.3%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	15	0.7%		-7.8%	0.0%	10.9%	
Unknown							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.1%			2.9%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	7.7%			8.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	4.7%		0.0%	3.6%	12.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	8.4%			7.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sioux Falls, SD							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	2.7%			-1.1%		
Spokane, WA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	-4.5%			-2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	9.8%			5.2%		
Greater than \$5 million							
CEO/Executive Director	6	5.1%			4.8%		
Springfield, IL							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.1%			2.0%		
Springfield, MA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	5.7%		0.4%	5.0%	10.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	-0.4%			-1.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, MA							
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.4%			5.9%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	10.0%			13.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.5%			7.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.0%			-0.3%		
Greater than \$5 million							
CEO/Executive Director	10	2.5%		-1.5%	3.2%	5.4%	
Top Development Position	6	4.8%			4.2%		
Top Education Position	5	0.7%			2.2%		
Top Finance Position	7	6.1%			7.4%		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.7%			0.6%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	8.1%			10.0%		
Top Finance Position	5	0.9%			-0.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, MA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	-1.0%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	0.6%		-2.3%	0.0%	3.3%	
Greater than \$5 million							
CEO/Executive Director	20	4.6%	-3.5%	-0.2%	2.5%	8.1%	18.5%
Top Finance Position	11	2.8%		-0.2%	4.7%	6.7%	

Springfield, MO

Human Services—Multipurpose and Other

Greater than \$5 million

CEO/Executive Director	5	7.4%			3.0%		
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Religion-Related, Spiritual Development

\$500 thousand or less

CEO/Executive Director	5	4.7%			0.4%		
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St. Cloud, MN

Human Services—Multipurpose and Other

Between \$1 million and \$5 million

CEO/Executive Director	5	8.9%			8.5%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	0.4%			0.0%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	6.6%		0.0%	6.2%	12.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.8%			0.8%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	9.0%			8.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.6%			4.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.2%			6.3%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	7	1.9%			1.9%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	6.4%			9.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	-1.2%		-3.6%	0.0%	5.0%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	22	3.5%	-0.6%	1.0%	2.6%	5.2%	11.0%
Greater than \$5 million							
CEO/Executive Director	24	1.8%	-1.7%	0.3%	2.9%	3.9%	7.3%
Top Finance Position	11	2.4%		1.3%	3.1%	4.9%	
Top Technology Position	5	3.6%			3.6%		
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.9%			0.8%		
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	1.8%			0.5%		
Health—General and Rehabilitative							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.8%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.6%			5.3%		
Greater than \$5 million							
CEO/Executive Director	14	5.1%		-2.0%	5.9%	8.7%	
Top Finance Position	10	3.6%		1.3%	3.2%	4.5%	
Top Operations Position	6	9.1%			7.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.4%			3.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.7%			7.8%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	24	2.4%	-8.4%	-2.8%	0.2%	6.6%	14.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	0.8%		-4.9%	2.4%	5.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	31	2.8%	-6.8%	-0.2%	1.4%	5.9%	13.4%
Top Finance Position	6	3.8%			3.0%		
Greater than \$5 million							
CEO/Executive Director	34	3.3%	-7.9%	-0.2%	3.2%	8.3%	14.3%
Top Finance Position	14	2.9%		-1.1%	2.4%	4.3%	
Top Human Resources Position	5	3.5%			3.5%		
Top Operations Position	6	3.7%			1.2%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	7	1.7%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.6%			3.2%		
Greater than \$5 million							
CEO/Executive Director	5	7.1%			6.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	-2.0%			-4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.4%			5.9%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	18	-0.6%		-3.3%	0.0%	0.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.3%			1.6%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	2.2%			0.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.8%			4.2%		
Stamford, CT							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	-1.2%			-0.4%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.0%		-1.2%	2.3%	4.8%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Stamford, CT							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	14	2.5%		0.0%	2.5%	4.2%	
Top Development Position	6	5.0%			5.9%		
Top Finance Position	7	7.3%			5.1%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	2.4%			4.3%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.0%			2.1%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	-2.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.2%			4.1%		
Greater than \$5 million							
CEO/Executive Director	12	2.7%		0.3%	1.6%	5.3%	
Top Finance Position	9	5.1%			1.3%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.3%			4.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
State College, PA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	3.6%			2.8%		
Stockton-Lodi, CA							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-1.3%			-1.0%		
Syracuse, NY							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.2%			0.5%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	1.8%			1.5%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	6	9.1%			7.9%		
Greater than \$5 million							
CEO/Executive Director	11	2.6%		-1.1%	2.6%	5.9%	
Top Finance Position	6	4.6%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Syracuse, NY							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	1.0%			-0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	7.5%		1.9%	3.0%	12.8%	
Greater than \$5 million							
CEO/Executive Director	12	4.6%		0.8%	2.9%	9.1%	
Top Finance Position	9	2.9%			1.7%		
Tacoma, WA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	-0.3%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.2%			-0.8%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	-1.1%			0.0%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-2.5%			0.7%		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.0%			0.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tacoma, WA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	1.6%			0.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-2.9%			-1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.2%		-1.4%	-0.8%	2.0%	
Greater than \$5 million							
CEO/Executive Director	6	8.7%			6.8%		
Top Finance Position	5	8.0%			9.4%		
Tallahassee, FL							
Arts, Culture, and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.3%			5.7%		
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	6	6.0%			6.1%		
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	0.7%		0.2%	0.9%	2.2%	
Top Finance Position	5	2.0%			2.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tallahassee, FL							
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	9	3.5%			3.1%		
Public, Society Benefit—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.8%			0.6%		
Tampa-St. Petersburg-Clearwater, FL							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	12	2.2%		-0.9%	0.0%	3.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.0%		2.6%	6.1%	8.2%	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	4.8%		-0.1%	4.3%	8.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	6.2%			6.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	3.4%	-0.6%	0.0%	2.5%	5.1%	9.1%
Greater than \$5 million							
CEO/Executive Director	12	4.4%		0.6%	4.3%	9.5%	
Top Finance Position	5	7.6%			5.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Health—General and Rehabilitative							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.7%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.0%			5.3%		
Greater than \$5 million							
CEO/Executive Director	10	2.6%		-3.4%	0.8%	2.0%	
Top Finance Position	5	-0.6%			0.5%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.0%			1.6%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	3.3%			4.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	4.5%		1.2%	3.8%	7.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	17	5.0%		0.6%	5.0%	8.1%	
Greater than \$5 million							
CEO/Executive Director	26	4.4%	-5.2%	1.8%	4.0%	6.3%	16.7%
Top Finance Position	18	4.6%		1.1%	6.2%	9.8%	
Top Operations Position	15	4.6%		0.6%	4.4%	9.0%	
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-1.1%			-0.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	2.9%			2.7%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	6	-2.4%			0.0%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	-5.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-3.6%			1.7%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	19	-1.6%		-7.3%	-1.0%	0.3%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	8	0.6%			0.5%		
Greater than \$5 million							
CEO/Executive Director	6	6.1%			5.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Toledo, OH							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.4%			3.9%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	7.2%			6.4%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.8%			2.0%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	1.6%		0.2%	1.9%	5.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.4%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.8%		-1.4%	1.7%	11.9%	
Greater than \$5 million							
CEO/Executive Director	8	2.5%			3.7%		
Top Finance Position	8	5.3%			5.1%		

Topeka, KS

Health—General and Rehabilitative

Between \$1 million and \$5 million

CEO/Executive Director	5	11.7%			11.1%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Topeka, KS							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.6%			0.9%		
Greater than \$5 million							
CEO/Executive Director	5	3.6%			3.5%		
Trenton, NJ							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.6%		0.0%	1.1%	4.8%	
Greater than \$5 million							
CEO/Executive Director	12	4.8%		0.4%	4.3%	7.0%	
Top Finance Position	6	1.3%			-0.8%		
Top Technology Position	5	2.9%			3.2%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	-2.9%			0.6%		
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.6%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	1.5%		-0.9%	1.6%	3.3%	
Greater than \$5 million							
CEO/Executive Director	8	0.7%			2.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Trenton, NJ							
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-1.7%			-0.2%		
Tucson, AZ							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	-2.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.8%		-2.4%	2.3%	11.1%	
Greater than \$5 million							
CEO/Executive Director	9	5.6%			2.7%		
Environmental Quality, Protection, and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.9%			3.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	3.8%			5.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.3%		1.0%	4.3%	10.3%	
Greater than \$5 million							
CEO/Executive Director	14	6.7%		0.0%	6.0%	13.5%	
Top Finance Position	6	2.5%			3.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tucson, AZ							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	-7.0%			-6.2%		
Tulsa, OK							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	7.3%			11.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.9%			2.8%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.7%		2.4%	6.6%	8.4%	
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	4.5%		-0.1%	6.5%	8.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	-1.2%			0.9%		
Greater than \$5 million							
CEO/Executive Director	8	6.8%			6.2%		
Top Finance Position	5	8.1%			12.9%		
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	2.5%			-0.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tulsa, OK							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	28	-2.0%	-13.7%	-7.9%	-0.3%	0.7%	9.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.5%			-3.7%		
Tyler, TX							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	3.7%			0.3%		
Utica-Rome, NY							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	2.3%			1.0%		
Vallejo-Fairfield-Napa, CA							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	5.4%			2.3%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	3.9%			3.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vallejo-Fairfield-Napa, CA							
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	-1.2%		-8.1%	0.0%	4.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.1%		0.0%	3.5%	9.7%	
Greater than \$5 million							
CEO/Executive Director	5	3.4%			3.5%		
Ventura, CA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	8	-0.3%			-1.9%		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.7%			2.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	-0.5%			0.0%		
Visalia-Tulare-Porterville, CA							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	-1.5%			-1.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Waco, TX							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.4%			2.4%		
Washington, DC-MD-VA							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	9	3.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.2%		0.0%	3.3%	6.9%	
Greater than \$5 million							
CEO/Executive Director	8	6.3%			4.7%		
Top Finance Position	7	3.6%			3.4%		
Top Operations Position	5	4.4%			2.9%		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	51	2.3%	-7.1%	0.0%	2.0%	5.2%	11.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	7.2%	-2.1%	1.9%	6.4%	14.1%	16.9%
Between \$1 million and \$5 million							
CEO/Executive Director	72	3.1%	-3.8%	-0.2%	2.4%	5.1%	11.8%
Top Finance Position	7	5.7%			3.5%		
Top Operations Position	5	1.6%			0.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Arts, Culture, and Humanities							
Greater than \$5 million							
CEO/Executive Director	27	2.1%	-5.8%	-1.3%	1.7%	6.6%	9.6%
Top Administrative Position	5	5.7%			3.0%		
Top Development Position	12	3.7%		-0.2%	2.4%	6.4%	
Top Finance Position	20	3.4%	-0.7%	0.6%	2.5%	6.9%	8.7%
Top Legal Position	9	3.6%			3.2%		
Top Marketing Position	5	3.2%			3.5%		
Top Operations Position	7	4.4%			5.5%		
Top PR/Communications Position	5	5.9%			3.5%		
Top Program Position	5	1.5%			1.6%		
Top Technology Position	9	3.0%			2.1%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	13	3.2%		-2.3%	0.6%	14.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	6.0%	-5.2%	-0.2%	6.3%	12.2%	14.8%
Between \$1 million and \$5 million							
CEO/Executive Director	56	3.2%	-3.3%	0.0%	3.0%	6.4%	10.5%
Top Finance Position	5	2.2%			4.1%		
Top Legal Position	8	4.8%			1.7%		
Top Operations Position	8	-0.2%			0.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Civil Rights, Social Action, Advocacy							
Greater than \$5 million							
CEO/Executive Director	24	2.1%	-9.2%	-2.2%	2.1%	6.1%	10.3%
Top Administrative Position	5	-2.7%			1.2%		
Top Development Position	6	6.9%			5.8%		
Top Finance Position	15	3.3%		1.4%	4.0%	5.7%	
Top Operations Position	8	4.1%			5.4%		
Top PR/Communications Position	9	6.1%			5.6%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	17	6.6%		0.7%	4.1%	11.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	1.5%		-2.3%	1.6%	2.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	43	0.8%	-9.9%	-0.3%	0.9%	4.8%	7.8%
Top Operations Position	7	1.9%			2.6%		
Greater than \$5 million							
CEO/Executive Director	22	3.6%	-2.9%	-0.1%	2.9%	7.1%	11.3%
Top Finance Position	10	0.7%		-2.1%	2.0%	4.2%	
Top Operations Position	6	5.7%			1.9%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	10	-0.5%		0.0%	0.6%	2.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.9%			5.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	21	2.2%	-10.0%	-1.2%	2.8%	8.5%	12.6%
Greater than \$5 million							
CEO/Executive Director	11	3.6%		0.1%	1.9%	5.4%	
Top Finance Position	5	8.0%			6.8%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	11	5.4%		4.4%	6.1%	7.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.3%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	32	4.1%	-4.2%	-0.1%	3.8%	8.0%	14.2%
Top Finance Position	5	5.2%			7.9%		
Top Operations Position	5	8.4%			7.3%		
Greater than \$5 million							
CEO/Executive Director	21	5.6%	-3.4%	0.0%	5.9%	10.3%	13.1%
Top Education Position	5	5.1%			2.9%		
Top Finance Position	16	8.3%		1.1%	7.0%	12.6%	
Top Operations Position	9	7.5%			7.1%		
Top PR/Communications Position	7	10.0%			10.4%		
Top Technology Position	5	5.1%			3.3%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	39	-0.1%	-13.8%	-2.2%	0.8%	3.9%	12.2%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	4.7%	-10.8%	0.0%	2.8%	12.3%	21.8%
Between \$1 million and \$5 million							
CEO/Executive Director	128	3.9%	-3.3%	0.0%	3.1%	7.3%	13.4%
Top Finance Position	12	3.7%		-0.1%	2.8%	6.4%	
Top Operations Position	14	4.5%		2.1%	3.1%	4.0%	
Greater than \$5 million							
CEO/Executive Director	150	3.2%	-6.9%	-0.3%	3.2%	7.5%	12.3%
Top Administrative Position	9	3.7%			1.3%		
Top Business Position	11	4.6%		-0.6%	3.8%	7.8%	
Top Development Position	29	4.8%	-0.6%	1.5%	4.3%	8.9%	12.5%
Top Education Position	16	5.1%		2.1%	4.5%	6.1%	
Top Facilities Position	6	3.0%			3.7%		
Top Finance Position	72	4.1%	-3.5%	1.2%	4.0%	7.1%	11.3%
Top Human Resources Position	9	3.6%			2.8%		
Top Legal Position	12	7.6%		4.5%	8.4%	10.6%	
Top Operations Position	46	4.0%	-4.6%	-0.6%	2.1%	8.4%	15.7%
Top PR/Communications Position	11	7.4%		4.5%	6.6%	7.9%	
Top Program Position	6	7.2%			5.4%		
Top Technology Position	21	2.4%	-2.9%	0.6%	3.0%	5.4%	7.6%
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	7	8.5%			6.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	3.9%		-0.2%	1.2%	7.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Employment, Job-Related							
Greater than \$5 million							
CEO/Executive Director	16	5.8%		1.4%	4.7%	7.8%	
Top Finance Position	10	5.2%		0.9%	1.7%	7.5%	
Environmental Quality, Protection, and Beautification							
\$500 thousand or less							
CEO/Executive Director	14	-2.5%		-5.4%	-1.9%	0.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	5.1%		1.1%	3.7%	9.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	46	4.5%	-1.6%	0.6%	3.2%	8.1%	13.6%
Top Finance Position	9	3.5%			0.5%		
Greater than \$5 million							
CEO/Executive Director	33	7.3%	-0.7%	1.6%	4.3%	12.4%	18.1%
Top Development Position	12	5.1%		3.0%	4.2%	7.3%	
Top Finance Position	22	4.3%	-3.2%	0.1%	3.8%	8.1%	13.5%
Top Legal Position	5	9.4%			8.0%		
Top Operations Position	16	5.6%		2.9%	4.6%	10.1%	
Top PR/Communications Position	11	5.3%		3.0%	4.2%	8.4%	
Food, Agriculture, and Nutrition							
\$500 thousand or less							
CEO/Executive Director	6	0.3%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	0.9%		-2.6%	2.9%	7.3%	
Greater than \$5 million							
CEO/Executive Director	8	5.8%			5.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Health—General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	9	3.0%			3.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	0.5%		0.0%	1.1%	3.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	53	1.3%	-8.3%	-1.7%	1.5%	3.8%	10.5%
Top Development Position	5	4.0%			2.7%		
Top Finance Position	6	1.8%			0.0%		
Top Operations Position	7	0.3%			3.5%		
Greater than \$5 million							
CEO/Executive Director	49	5.4%	-0.9%	0.3%	3.3%	9.3%	17.2%
Top Development Position	5	2.1%			4.2%		
Top Finance Position	40	3.8%	-2.8%	1.2%	2.9%	6.2%	10.7%
Top Human Resources Position	10	1.6%		-1.3%	2.6%	5.8%	
Top Operations Position	17	6.0%		1.6%	5.1%	8.1%	
Top Technology Position	15	5.7%		0.5%	4.8%	7.9%	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	10	0.9%		0.0%	2.4%	5.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-2.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	37	4.1%	-1.5%	0.1%	2.4%	7.4%	13.3%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Housing, Shelter							
Greater than \$5 million							
CEO/Executive Director	19	0.5%		-0.8%	4.0%	6.0%	
Top Finance Position	9	4.1%			3.3%		
Top Operations Position	5	8.2%			10.0%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	54	1.2%	-9.4%	-2.2%	0.0%	6.9%	11.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	3.5%	-0.4%	0.0%	1.9%	4.9%	10.5%
Between \$1 million and \$5 million							
CEO/Executive Director	97	3.6%	-4.8%	0.0%	2.3%	7.1%	11.9%
Top Finance Position	8	1.1%			0.4%		
Top Program Position	6	3.8%			6.7%		
Greater than \$5 million							
CEO/Executive Director	66	2.7%	-6.9%	-0.4%	2.6%	7.1%	12.6%
Top Development Position	7	4.4%			3.4%		
Top Finance Position	42	4.6%	-5.5%	-0.8%	2.6%	8.5%	22.5%
Top Human Resources Position	11	3.4%		1.9%	4.3%	6.1%	
Top Marketing Position	6	3.7%			4.7%		
Top Operations Position	12	4.9%		1.3%	3.4%	6.8%	
Top Technology Position	5	-0.3%			2.8%		
International, Foreign Affairs, and National Security							
\$500 thousand or less							
CEO/Executive Director	25	1.3%	-8.6%	-4.0%	0.0%	3.5%	15.4%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
International, Foreign Affairs, and National Security							
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	0.8%	-8.4%	-0.6%	2.0%	4.0%	9.8%
Between \$1 million and \$5 million							
CEO/Executive Director	59	3.9%	-6.0%	0.0%	3.4%	7.6%	14.7%
Top Administrative Position	5	5.0%			2.3%		
Top Finance Position	11	4.5%		1.9%	3.6%	7.4%	
Top Operations Position	7	3.9%			3.6%		
Greater than \$5 million							
CEO/Executive Director	55	3.0%	-10.0%	-1.5%	4.5%	8.7%	15.1%
Top Finance Position	24	4.8%	-1.6%	2.4%	4.0%	7.7%	12.7%
Top Operations Position	14	5.9%		1.2%	3.6%	10.7%	
Top PR/Communications Position	5	0.1%			-1.5%		
Top Program Position	10	5.3%		-0.6%	4.5%	7.1%	
Medical Research							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.1%			2.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	0.8%		-0.4%	1.3%	4.3%	
Greater than \$5 million							
CEO/Executive Director	13	7.5%		2.1%	7.0%	9.5%	
Top Finance Position	7	-2.0%			0.9%		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	8	0.4%			0.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Mental Health, Crisis Intervention							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.9%			1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	3.5%	-1.2%	0.0%	3.5%	4.9%	9.6%
Top Finance Position	5	7.4%			8.6%		
Greater than \$5 million							
CEO/Executive Director	21	4.1%	-1.9%	1.6%	3.8%	6.7%	12.8%
Top Finance Position	5	0.3%			0.0%		
Top Operations Position	5	2.6%			6.0%		
Mutual/Membership Benefit Organizations, Other							
Greater than \$5 million							
CEO/Executive Director	10	2.6%		0.8%	4.1%	8.0%	
Top Finance Position	6	4.8%			4.4%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	7	6.8%			4.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.4%			3.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	3.7%	-4.3%	-0.3%	2.8%	7.0%	13.3%
Greater than \$5 million							
CEO/Executive Director	18	4.6%		0.9%	3.8%	8.9%	
Top Finance Position	8	2.8%			1.7%		
Top Operations Position	6	8.2%			8.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Public Safety, Disaster Preparedness, and Relief							
\$500 thousand or less							
CEO/Executive Director	5	-1.4%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.0%			4.3%		
Greater than \$5 million							
CEO/Executive Director	9	1.4%			4.6%		
Public, Society Benefit—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	17	6.0%		0.0%	2.5%	8.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	3.7%		-0.1%	5.1%	11.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	53	2.8%	-7.9%	-0.1%	3.4%	7.9%	10.3%
Top Finance Position	5	5.9%			5.1%		
Top Operations Position	6	1.0%			5.8%		
Top Program Position	5	7.8%			9.2%		
Greater than \$5 million							
CEO/Executive Director	35	3.9%	0.0%	0.8%	3.8%	7.4%	10.5%
Top Development Position	6	5.0%			4.9%		
Top Finance Position	26	3.7%	-0.8%	0.6%	3.3%	6.8%	11.7%
Top Legal Position	7	8.4%			4.1%		
Top Operations Position	17	3.2%		0.2%	1.7%	7.6%	
Top PR/Communications Position	10	6.4%		3.2%	6.7%	14.5%	
Top Technology Position	5	1.5%			0.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	-7.4%			-5.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.8%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	26	3.5%	-1.3%	0.0%	1.9%	7.8%	10.3%
Greater than \$5 million							
CEO/Executive Director	7	1.0%			0.4%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	27	3.6%	-1.2%	0.0%	2.3%	7.2%	11.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	-2.9%		-8.0%	-0.4%	0.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	2.0%		0.0%	2.9%	6.6%	
Greater than \$5 million							
CEO/Executive Director	8	3.7%			3.2%		
Top Finance Position	5	4.2%			2.8%		
Science and Technology Research Institutes, Services							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.4%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	5.3%	-4.6%	2.1%	4.3%	9.4%	15.6%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Science and Technology Research Institutes, Services							
Greater than \$5 million							
CEO/Executive Director	30	4.3%	-2.3%	-0.1%	3.4%	9.0%	14.0%
Top Finance Position	17	4.4%		2.3%	4.6%	6.0%	
Top Operations Position	9	7.3%			5.6%		
Top Program Position	9	5.8%			11.2%		
Top Technology Position	7	1.1%			3.6%		
Social Science Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	15	5.1%		0.0%	3.5%	10.5%	
Greater than \$5 million							
CEO/Executive Director	17	4.4%		1.0%	4.0%	6.6%	
Top Finance Position	12	2.4%		1.2%	5.1%	6.3%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	24	1.3%	-9.8%	-4.4%	0.0%	7.4%	14.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	5.1%		0.1%	4.1%	10.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	17	6.0%		1.4%	5.7%	10.4%	
Greater than \$5 million							
CEO/Executive Director	12	6.1%		3.3%	5.1%	8.0%	
Top Finance Position	8	5.3%			4.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	0.5%			1.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	7.2%		0.0%	6.8%	10.2%	
Greater than \$5 million							
CEO/Executive Director	6	6.5%			5.6%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-2.5%			-2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	1.7%		-1.2%	0.2%	4.4%	
Greater than \$5 million							
CEO/Executive Director	13	3.8%		2.2%	2.8%	6.0%	
Top Finance Position	7	1.2%			1.5%		
Top Operations Position	5	11.3%			11.1%		
Health—General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-1.0%			0.9%		
Greater than \$5 million							
CEO/Executive Director	8	1.7%			3.0%		
Top Finance Position	6	5.6%			4.0%		
Human Services—Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.2%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.9%			1.8%		
Greater than \$5 million							
CEO/Executive Director	10	2.4%		-2.9%	1.0%	8.3%	
Top Finance Position	6	5.5%			5.3%		
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	6	5.1%			5.2%		
Philanthropy, Voluntarism, and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	5	6.7%			8.4%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	-0.4%			-0.8%		
Wichita, KS							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	6	3.7%			3.3%		
Top Finance Position	6	4.7%			4.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wichita, KS							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	1.8%			1.6%		
Top Administrative Position	6	6.7%			7.7%		
Human Services—Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	11	3.0%		-0.1%	6.6%	7.5%	
Top Finance Position	9	3.6%			4.7%		
Wilmington, DE-NJ-MD							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	-1.4%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.5%			1.3%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	4.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.7%			3.4%		
Greater than \$5 million							
CEO/Executive Director	9	6.6%			2.5%		
Top Finance Position	5	-3.1%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wilmington, DE-NJ-MD							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	6.9%			3.1%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	-1.3%			-1.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.4%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.3%			2.7%		
Greater than \$5 million							
CEO/Executive Director	7	0.0%			1.4%		
Top Finance Position	5	1.5%			-1.2%		
Wilmington, NC							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.7%			4.6%		
Worcester, MA							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-2.3%			-2.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Worcester, MA							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	8	4.2%			2.1%		
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	8	1.7%			0.8%		
Top Finance Position	5	-1.3%			-0.6%		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	14	6.0%		0.9%	4.8%	8.0%	
Greater than \$5 million							
CEO/Executive Director	12	5.3%		2.0%	4.6%	13.1%	
Top Finance Position	10	7.9%		2.2%	9.9%	11.0%	
Yakima, WA							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	1.1%			0.5%		
York, PA							
Health—General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	-5.1%			-1.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
York, PA							
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	6.0%		1.3%	3.2%	8.4%	
Greater than \$5 million							
CEO/Executive Director	11	5.3%		2.0%	3.9%	10.5%	
Top Finance Position	7	2.9%			4.3%		

Youngstown-Warren, OH

Human Services—Multipurpose and Other

Between \$500 thousand and \$1 million

CEO/Executive Director	5	3.6%			2.2%	
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Greater than \$5 million

CEO/Executive Director	6	8.7%			6.5%	
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Akron, OH							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	4.2%			1.5%		
Top Finance Position	6	2.0%			4.1%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	9.0%			7.7%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	-1.9%		-3.2%	0.0%	2.8%	

Albany-Schenectady-Troy, NY

Community Improvement, Capacity Building: Community & Neighborhood Development

CEO/Executive Director	8	-0.6%			0.0%		
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Educational Institutions and Related Activities: Educational Services

CEO/Executive Director	5	2.6%			3.7%		
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Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	10	0.9%		-3.3%	-1.9%	0.4%	
Top Finance Position	5	5.1%			6.2%		

Educational Institutions and Related Activities: Service and Other

CEO/Executive Director	9	4.6%			4.6%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	3.9%			4.4%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	6	2.5%			2.9%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	5	3.3%			3.0%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	9	6.0%			2.3%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	16	4.4%		0.0%	3.2%	9.0%	
Top Finance Position	6	7.9%			5.8%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	12	2.4%		1.0%	2.1%	6.0%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	10	3.0%		0.9%	2.6%	5.2%	
Top Finance Position	7	3.1%			4.7%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	5.5%			5.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	8.2%			9.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	6.5%			5.2%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	0.2%			0.9%		
Albuquerque, NM							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	-0.8%			0.0%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	1.7%			0.0%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	2.3%			3.7%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	-5.3%			-0.4%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	2.7%		-2.4%	0.8%	5.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albuquerque, NM							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	13	5.8%		0.8%	6.2%	10.9%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	3.2%			3.5%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	7.5%			3.8%		
Allentown-Bethlehem-Easton, PA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	-4.7%			-4.8%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	2.1%			2.8%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	11	1.2%		-0.3%	0.0%	2.8%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	2.3%			-0.1%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	4.4%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Allentown-Bethlehem-Easton, PA							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	-4.3%			1.8%		
Anchorage, AK							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	0.6%			0.0%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	5.8%			6.4%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	8.1%			4.3%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	4.3%			4.8%		
Ann Arbor, MI							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	0.2%			0.1%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	5.3%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ann Arbor, MI							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	1.5%			-0.2%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	3.4%			1.9%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	10.8%			12.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	5.6%			4.3%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	9.1%			9.0%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	1.5%			5.7%		

Appleton-Oshkosh-Neenah, WI

Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	5.9%			4.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Asheville, NC							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	5.9%			6.8%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	9	7.0%			7.1%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	7.7%			3.1%		

Atlanta, GA

Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	8	-2.5%			0.0%		
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Arts, Culture, and Humanities: Media & Communications

CEO/Executive Director	5	5.9%			5.5%		
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Arts, Culture, and Humanities: Performing Arts

CEO/Executive Director	13	1.9%		0.0%	0.9%	3.9%	
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Civil Rights, Social Action, Advocacy: Civil Rights

CEO/Executive Director	6	-1.5%			1.8%		
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Civil Rights, Social Action, Advocacy: Service and Other

CEO/Executive Director	5	-1.3%			1.0%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	9	-0.8%			3.1%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	5.7%			0.5%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	6	1.3%			1.0%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	3.6%			3.2%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	0.5%			0.0%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	11	1.7%		-0.2%	3.3%	6.5%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	74	2.8%	-10.5%	0.0%	2.4%	8.6%	16.3%
Top Business Position	5	0.8%			1.5%		
Top Development Position	6	3.9%			3.4%		
Top Finance Position	21	5.1%	-1.4%	0.1%	5.4%	8.8%	17.2%
Top Operations Position	6	0.8%			1.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	9	4.7%			1.3%		
Top Development Position	5	-1.6%			-1.7%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	22	6.7%	0.0%	0.7%	5.1%	14.1%	17.0%
Top Finance Position	6	6.9%			5.1%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	8	6.2%			2.6%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	4.6%			2.2%		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	7	6.3%			2.5%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	10	1.7%		0.0%	0.0%	1.0%	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	-4.6%			-1.3%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	14	3.4%		-1.4%	0.1%	10.5%	
Top Finance Position	8	8.3%			5.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Health—General and Rehabilitative: Hospitals							
Top Operations Position	6	6.1%			3.8%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	6	3.6%			4.9%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	8	4.4%			3.2%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	14	0.0%		-8.3%	-0.1%	4.1%	
Housing, Shelter: Housing Support							
CEO/Executive Director	5	-0.8%			0.0%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	8	2.3%			2.9%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	23	4.3%	-3.0%	0.0%	4.6%	10.3%	12.9%
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	36	2.4%	-5.4%	-1.4%	0.3%	6.2%	13.0%
Top Finance Position	5	7.0%			7.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	14	2.6%		0.0%	0.7%	9.7%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	20	4.8%	-3.5%	0.0%	3.1%	9.1%	18.2%
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	31	5.2%	-6.5%	1.8%	4.7%	8.0%	18.1%
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	5.7%			4.0%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	11	-0.5%		-2.5%	0.1%	2.6%	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	11	3.4%		0.0%	1.4%	5.2%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	-0.1%			3.9%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	11	6.5%		1.7%	6.0%	9.9%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	8	6.3%			6.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	7.3%			6.9%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	14	-4.8%		-17.6%	-3.8%	4.1%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	76	0.9%	-8.6%	-3.0%	0.0%	4.9%	13.7%
Top Finance Position	10	6.7%		1.2%	3.8%	8.3%	
Top Operations Position	5	5.6%			2.9%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	9	-1.5%			0.0%		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	7	2.1%			5.7%		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	6	3.9%			2.9%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	8	-2.2%			-2.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	22	3.7%	-7.9%	-1.2%	2.9%	8.3%	15.4%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Augusta-Aiken, GA-SC							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	1.7%			1.9%		
Austin-San Marcos, TX							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	4.7%			2.7%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	11	-2.8%		-8.3%	-4.3%	6.2%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	10	0.9%		-0.4%	0.0%	2.6%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	10	8.4%		3.8%	5.3%	8.9%	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	5	5.8%			5.5%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	8	2.3%			4.0%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	12	2.0%		-0.2%	2.6%	4.8%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	27	3.9%	-2.1%	0.1%	3.2%	6.4%	17.1%
Top Finance Position	6	9.0%			7.1%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	0.0%			-2.0%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	3.8%			3.8%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	7	4.1%			3.8%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	2.5%			1.4%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	9	6.1%			4.3%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	8	3.8%			2.2%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	5.1%			5.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	-0.9%			1.5%		
Top Finance Position	5	0.6%			1.2%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	19	1.1%		-2.5%	0.3%	3.8%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	7	9.2%			6.9%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	11	2.2%		-0.3%	1.5%	5.6%	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	-3.4%			0.0%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	8.0%			5.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	4.9%			4.7%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	14	3.4%		0.0%	1.0%	4.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Youth Development: Youth Development Programs							
CEO/Executive Director	7	0.9%			2.8%		
Bakersfield, CA							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	1.8%			2.1%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	2.9%			4.2%		
Baltimore, MD							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	10	4.7%		1.8%	2.6%	6.6%	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	7	7.1%			6.4%		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	9	0.7%			0.3%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	5	0.1%			2.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	9	-3.8%			-1.6%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	5.0%			0.3%		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	5	-0.2%			-1.4%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	16	1.2%		0.4%	2.9%	6.6%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	11	6.5%		1.6%	5.1%	12.8%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	52	4.0%	-3.8%	0.6%	3.0%	7.4%	12.6%
Top Development Position	6	3.7%			4.1%		
Top Finance Position	13	5.6%		0.7%	4.5%	6.8%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	-0.5%			4.0%		
Top Education Position	5	5.8%			4.6%		
Top Finance Position	8	-2.3%			-0.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	11	1.9%		-0.2%	2.7%	5.4%	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	5.9%			4.5%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	6	-1.4%			0.0%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	10	2.5%		0.0%	2.6%	3.4%	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	4.0%			3.0%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	12.9%			16.3%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	12	3.9%		-0.1%	1.8%	11.4%	
Top Development Position	5	8.3%			9.0%		
Top Finance Position	6	0.6%			3.3%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	11	-0.2%		0.2%	1.0%	3.8%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	12.2%			11.9%		
Housing, Shelter: Housing Support							
CEO/Executive Director	6	2.2%			2.6%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	22	3.3%	-2.7%	-0.4%	3.0%	9.0%	12.8%
Top Finance Position	8	1.2%			1.2%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	20	0.8%	-15.5%	0.0%	2.4%	4.5%	12.8%
Top Finance Position	5	-0.1%			0.1%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	7	2.2%			2.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	23	6.1%	0.0%	1.5%	4.5%	10.8%	14.4%
Top Finance Position	10	8.5%		4.4%	5.6%	13.2%	
Top Operations Position	5	4.3%			5.1%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	8.7%			9.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	23	6.0%	-1.9%	1.5%	6.0%	11.6%	12.5%
Top Finance Position	8	8.9%			10.9%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	13	4.0%		-0.5%	3.0%	8.7%	
Top Finance Position	5	4.7%			3.1%		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	5	9.7%			4.7%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	14	2.2%		-1.0%	1.0%	3.5%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	-3.2%			0.0%		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	6	2.6%			2.1%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	16	2.6%		-3.7%	0.4%	9.4%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	3.9%		0.4%	2.7%	5.7%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Youth Development: Youth Development Programs							
CEO/Executive Director	12	5.0%		1.5%	4.6%	11.5%	
Baton Rouge, LA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	5.5%		0.0%	6.0%	9.3%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	-1.1%			-3.1%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	4.0%			7.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	1.6%			0.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	1.6%			3.8%		
Bellingham, WA							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	-1.1%			1.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bergen-Passaic, NJ							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	28	2.5%	-9.2%	0.3%	2.9%	8.6%	13.3%
Top Finance Position	8	7.0%			5.3%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	-0.7%			-0.7%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	7.8%			7.1%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	2.4%			2.5%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	-0.6%		-3.7%	0.1%	3.4%	
Top Finance Position	7	1.6%			2.4%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	6.4%			5.2%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	-1.1%			-0.5%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	0.5%			0.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bergen-Passaic, NJ							
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	5	6.5%			6.1%		
Biloxi-Gulfport-Pascagoula, MS							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	1.9%			1.4%		
Birmingham, AL							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	6.2%			5.2%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	3.1%			1.1%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	3.9%			0.9%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	7.4%			8.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	21	4.7%	-2.1%	0.0%	2.7%	5.9%	19.5%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bismarck, ND							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	2.5%			2.9%		
Bloomington-Normal, IL							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	3.4%			1.8%		
Boise City, ID							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	2.5%			3.1%		
Top Administrative Position	8	3.1%			4.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	-4.4%			0.0%		
Boston, MA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	11	7.0%		1.9%	7.7%	9.1%	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	21	2.3%	-3.7%	0.0%	1.8%	5.8%	9.6%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	6	2.6%			3.1%		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	9	4.8%			2.9%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	37	2.8%	-4.9%	0.0%	1.9%	5.3%	11.4%
Top Finance Position	6	0.8%			1.9%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	17	1.8%		-2.5%	1.9%	4.0%	
Top Finance Position	9	-1.2%			1.4%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	39	3.2%	-5.9%	-0.1%	1.6%	5.7%	13.7%
Top Administrative Position	5	0.8%			2.7%		
Top Finance Position	8	3.3%			1.7%		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	5	-0.2%			2.4%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	16	4.8%		2.5%	4.5%	5.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	10	9.7%		9.1%	12.2%	17.4%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	19	5.0%		0.3%	4.2%	7.5%	
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	3.8%			4.6%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	9	5.2%			3.8%		
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	5	5.0%			4.0%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	5	1.6%			0.0%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	5.3%			3.9%		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	4.3%			2.8%		
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	5	2.4%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	5	6.8%			7.1%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	9	3.5%			3.5%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	13	1.9%		-0.9%	0.3%	5.2%	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	10	5.0%		0.1%	4.8%	12.6%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	15	4.5%		-0.2%	2.4%	11.6%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	38	4.1%	-1.2%	0.0%	3.4%	6.3%	11.0%
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	120	3.0%	-5.9%	-1.1%	2.3%	7.7%	12.5%
Top Business Position	5	0.7%			-0.2%		
Top Development Position	33	2.3%	-9.0%	0.8%	2.8%	5.4%	8.6%
Top Finance Position	44	3.3%	-5.8%	0.9%	3.5%	8.3%	15.0%
Top Operations Position	19	6.8%		2.7%	4.7%	10.3%	
Top Program Position	6	1.8%			0.1%		
Top Technology Position	8	3.5%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	24	5.2%	-5.6%	-0.6%	4.4%	11.4%	18.5%
Top Development Position	11	5.5%		3.2%	8.1%	9.4%	
Top Education Position	10	3.0%		2.3%	4.7%	6.1%	
Top Finance Position	16	4.2%		1.1%	4.6%	6.3%	
Top Legal Position	7	3.5%			3.8%		
Top Technology Position	6	1.5%			2.4%		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	9	1.5%			0.3%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	23	1.9%	-9.7%	0.0%	3.7%	5.9%	10.0%
Top Finance Position	5	4.6%			3.0%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	14	0.8%		-4.8%	0.8%	5.5%	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	9	2.6%			2.7%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	24	3.7%	-0.2%	0.1%	2.4%	6.9%	10.3%
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	17	4.6%		0.0%	3.1%	6.7%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	11	8.1%		3.3%	7.7%	13.0%	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	16	-1.3%		-1.0%	1.3%	2.2%	
Top Finance Position	12	7.4%		3.3%	6.1%	10.2%	
Top Operations Position	7	2.1%			3.4%		
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	6	-0.8%			2.2%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	9.1%			8.6%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	14	5.5%		0.7%	4.3%	9.9%	
Top Finance Position	16	6.1%		-0.5%	6.6%	13.2%	
Top Human Resources Position	6	8.7%			6.6%		
Top Operations Position	7	2.0%			2.5%		
Top Technology Position	11	4.5%		-1.7%	3.2%	14.2%	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	11	0.8%		-2.4%	0.7%	3.3%	
Top Finance Position	7	7.6%			7.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	6	5.0%			4.4%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	14	3.0%		-2.0%	4.7%	9.0%	
Top Finance Position	6	3.7%			4.6%		
Top Operations Position	6	9.7%			10.1%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	30	5.0%	-4.6%	-0.6%	5.2%	9.9%	16.6%
Top Finance Position	9	4.6%			2.8%		
Housing, Shelter: Housing Support							
CEO/Executive Director	7	0.3%			2.6%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	9	4.7%			2.0%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	60	3.8%	-1.9%	0.1%	3.4%	6.1%	12.8%
Top Development Position	5	4.8%			4.5%		
Top Finance Position	34	3.0%	-5.6%	-2.8%	2.5%	8.8%	13.4%
Top Human Resources Position	6	2.0%			3.6%		
Top Operations Position	9	4.1%			1.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	63	4.0%	-2.0%	1.5%	4.0%	7.4%	11.6%
Top Finance Position	11	4.4%		0.3%	4.1%	5.6%	
Top Operations Position	6	3.8%			3.2%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	8	6.5%			4.9%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	24	-1.1%	-11.1%	-2.6%	-0.3%	0.8%	5.2%
Top Finance Position	8	-2.3%			-0.7%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	38	4.6%	-2.3%	0.3%	5.2%	8.0%	15.0%
Top Finance Position	16	1.7%		0.6%	3.4%	6.5%	
Top Operations Position	8	1.2%			4.6%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	1.8%			0.0%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	0.5%			0.0%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	19	1.2%		-2.2%	3.3%	6.0%	
Top Finance Position	6	6.8%			5.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	8	5.3%			6.9%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	6	1.3%			0.0%		
Top Finance Position	6	12.5%			11.8%		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	5	2.7%			2.1%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	2.1%			0.2%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	11	2.9%		-0.5%	1.5%	5.0%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	6	3.2%			1.5%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	11	2.8%		0.2%	1.9%	5.1%	
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	5	-0.5%			0.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	5	0.9%			5.2%		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	5.1%			5.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	16	4.4%		0.2%	2.7%	11.9%	
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	5	4.3%			3.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	4.2%		-0.3%	0.0%	9.2%	
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	5	6.5%			5.5%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	8	4.6%			3.5%		
Youth Development: Service and Other							
CEO/Executive Director	6	2.2%			6.4%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	13	1.1%		-3.6%	2.1%	5.6%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	-1.0%			0.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	32	2.1%	-8.7%	-3.4%	2.5%	6.1%	14.4%
Boulder-Longmont, CO							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	-1.6%			-1.7%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	13	1.9%		1.0%	1.5%	4.2%	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	9	1.0%			4.5%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	9.2%			5.4%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	3.0%			1.9%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	2.3%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boulder-Longmont, CO							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	2.3%			2.1%		
Bremerton, WA							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	1.7%			0.7%		
Bridgeport-Milford, CT							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	2.2%		-1.6%	2.2%	8.9%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	0.4%			1.0%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	-3.3%			-0.1%		
Buffalo-Niagara Falls, NY							
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	7	4.2%			3.7%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	9	5.9%			2.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	14	5.5%		1.0%	3.1%	8.9%	
Top Finance Position	7	2.8%			3.0%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	3.0%			3.5%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	0.0%			0.0%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
Top Finance Position	5	6.0%			1.0%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	9	-1.6%			0.0%		
Top Finance Position	5	-1.4%			1.6%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	17	3.4%		-0.8%	2.7%	8.5%	
Top Finance Position	9	5.1%			3.3%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	-0.5%			1.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	15	1.9%		-2.8%	1.0%	5.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Human Services—Multipurpose and Other: Human Services							
Top Finance Position	6	2.8%			2.2%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	2.8%			3.1%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	8.0%			9.9%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	7	10.3%			5.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	4.3%			6.0%		
Burlington, VT							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	7	4.6%			2.7%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	6.7%			10.0%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	6.1%			6.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Burlington, VT							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	2.2%			0.5%		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	2.6%			2.1%		
Canton-Massillon, OH							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	10.6%			11.0%		
Cedar Rapids, IA							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	-0.3%			1.0%		
Charleston, WV							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	3.3%			0.7%		
Charleston-North Charleston, SC							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	14.2%			16.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charleston-North Charleston, SC							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	8.4%			7.1%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	2.9%		0.0%	3.3%	7.4%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	6.2%			4.9%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	4.0%			5.6%		

Charlotte-Gastonia-Rock Hill, NC-SC

Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	3.0%			4.2%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	9	1.0%			3.1%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	13.4%			19.6%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	5.0%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	30	6.2%	-0.2%	2.0%	3.8%	12.6%	18.1%
Top Finance Position	7	6.7%			6.3%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	-2.6%			0.4%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	3.5%			3.4%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	10.1%			4.2%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	10	5.0%		2.6%	4.7%	6.8%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	13	1.6%		-2.1%	0.1%	6.1%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	14	2.9%		0.0%	0.9%	4.5%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	10	3.6%		0.3%	4.1%	6.7%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	17	2.6%		-1.4%	1.9%	6.0%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	4.0%			6.1%		
Top Finance Position	6	5.1%			5.7%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	1.0%			-0.6%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	4.0%			3.5%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	25	4.1%	-3.0%	0.0%	1.9%	11.0%	17.3%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	1.8%			1.7%		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	5	-5.9%			0.2%		
Youth Development: Youth Development Programs							
CEO/Executive Director	8	0.0%			2.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlottesville, VA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	3.1%			-0.1%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	6.1%			5.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	3.1%		-0.2%	3.1%	5.1%	
Chattanooga, TN-GA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	4.1%		1.8%	4.5%	7.3%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	-0.9%			-2.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	14	1.9%		-1.5%	3.1%	7.0%	
Chicago, IL							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	19	-0.1%		-5.2%	0.0%	4.3%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	34	3.2%	-5.8%	0.0%	2.7%	5.7%	13.9%
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	11	6.5%		2.0%	4.3%	6.9%	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	12	2.2%		0.0%	2.4%	8.2%	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	16	-0.4%		-1.4%	0.5%	3.0%	
Top Finance Position	7	-0.2%			1.1%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	40	3.9%	-6.8%	0.5%	2.9%	8.9%	17.6%
Top Development Position	5	6.1%			3.5%		
Top Finance Position	6	2.5%			2.4%		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	8	3.3%			6.9%		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	7	2.9%			1.9%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	13	6.0%		0.0%	5.8%	12.8%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	6	5.0%			8.2%		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	6	-2.9%			-1.9%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	4.4%			4.7%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	26	3.4%	-6.4%	0.0%	3.4%	7.4%	12.5%
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	2.1%			6.1%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	4.8%			2.8%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	7	5.3%			6.6%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	13	4.4%		0.0%	3.0%	10.3%	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	7	1.2%			2.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	8	0.2%			0.0%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	9	3.6%			4.0%		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	13	3.4%		0.4%	3.3%	7.1%	
Top Finance Position	5	2.2%			-0.1%		
Top Technology Position	5	1.6%			1.0%		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle, & Bone Diseases							
CEO/Executive Director	5	2.9%			2.2%		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	7	4.9%			5.3%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	12	3.0%		1.9%	3.8%	6.2%	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	9	1.9%			5.3%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	12	0.9%		-0.5%	0.3%	7.4%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	24	3.0%	-6.3%	-0.4%	1.9%	4.5%	16.4%
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	113	2.7%	-7.6%	-0.7%	1.7%	8.1%	13.0%
Top Administrative Position	9	1.4%			2.5%		
Top Development Position	8	1.8%			0.3%		
Top Education Position	11	3.5%		-0.2%	1.5%	5.5%	
Top Finance Position	32	3.4%	-11.4%	-1.0%	4.1%	9.5%	15.7%
Top Operations Position	8	5.3%			5.5%		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	9	3.8%			5.2%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	25	4.2%	-3.7%	0.5%	3.5%	9.9%	12.8%
Top Development Position	5	10.2%			4.0%		
Top Finance Position	12	6.9%		2.8%	4.0%	12.6%	
Top Human Resources Position	5	7.7%			5.5%		
Top Technology Position	5	3.2%			1.8%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	28	2.3%	-1.9%	0.0%	0.7%	4.4%	9.9%
Top Finance Position	7	3.0%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	10	6.7%		2.5%	6.0%	8.2%	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	12	1.3%		0.0%	2.0%	4.8%	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	9	2.1%			2.0%		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	7	1.8%			4.3%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	9	6.4%			4.8%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	15	5.9%		3.4%	6.5%	8.4%	
Top Finance Position	7	10.5%			10.2%		
Top Operations Position	7	7.0%			7.7%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	24	3.6%	-8.4%	0.0%	4.2%	10.3%	14.9%
Top Finance Position	20	4.7%	-6.8%	-3.0%	5.0%	13.3%	17.2%
Top Human Resources Position	7	5.3%			8.6%		
Top Legal Position	5	-1.2%			-1.6%		
Top Operations Position	15	3.7%		-4.6%	2.0%	11.2%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Health—General and Rehabilitative: Hospitals							
Top Technology Position	5	5.8%			7.1%		
Health—General and Rehabilitative: Nursing							
Top Finance Position	8	6.7%			6.3%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	6	5.7%			8.8%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	21	6.5%	0.0%	1.9%	4.1%	11.0%	14.3%
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	20	4.2%	-0.8%	1.0%	2.5%	5.3%	11.8%
Top Finance Position	6	0.1%			1.9%		
Housing, Shelter: Housing Support							
CEO/Executive Director	12	7.2%		2.7%	6.9%	9.3%	
Housing, Shelter: Service and Other							
CEO/Executive Director	6	1.5%			0.5%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	13	2.3%		-0.6%	1.4%	3.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	75	3.4%	-7.8%	-0.6%	2.5%	8.4%	14.3%
Top Development Position	5	-1.0%			2.5%		
Top Finance Position	14	2.3%		-0.3%	2.0%	4.2%	
Top Operations Position	6	9.3%			6.3%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	51	3.7%	-8.4%	0.0%	1.8%	9.7%	16.6%
Top Finance Position	14	1.7%		-2.3%	0.9%	3.5%	
Top Operations Position	9	7.1%			8.2%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	40	1.5%	-12.4%	0.0%	2.1%	6.3%	8.9%
Top Finance Position	5	-3.3%			3.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	46	4.6%	-2.8%	0.0%	3.7%	8.4%	13.4%
Top Development Position	5	6.5%			4.4%		
Top Finance Position	14	6.8%		4.2%	5.9%	7.7%	
Top Operations Position	5	7.9%			4.4%		
Top Program Position	5	5.6%			2.8%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	17	0.2%		-2.0%	0.0%	6.7%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	2.7%			1.9%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	25	1.9%	-11.4%	-0.5%	3.1%	8.4%	11.4%
Top Finance Position	14	0.2%		-0.5%	0.8%	2.9%	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	10	0.5%		-1.7%	0.0%	1.3%	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	15	2.5%		0.0%	1.5%	5.9%	
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	5	3.2%			3.0%		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	5	8.0%			5.5%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	21	2.4%	-3.8%	0.0%	1.4%	7.8%	11.4%
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	8	3.3%			5.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	15	1.8%		-1.8%	0.8%	5.8%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	6	5.4%			5.6%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	6	5.8%			8.1%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	13	3.7%		0.9%	3.8%	7.9%	
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	4.4%			0.0%		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	2.8%			1.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	15	0.9%		-4.1%	3.0%	7.8%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	50	0.4%	-13.2%	-5.6%	0.0%	5.5%	15.8%
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	5	6.0%			6.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	8	0.4%			1.4%		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	2.1%			0.9%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	9	6.1%			2.7%		
Youth Development: Youth Development Programs							
CEO/Executive Director	34	3.6%	-7.0%	-1.2%	2.9%	10.0%	14.3%
Chico-Paradise, CA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	4.9%			6.5%		
Cincinnati, OH-KY-IN							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	8	4.3%			2.5%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	2.3%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	11	2.7%		0.5%	2.9%	4.0%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	9	5.9%			6.2%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	4.4%			4.6%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	23	4.8%	-0.9%	0.8%	3.5%	7.9%	18.1%
Top Administrative Position	5	7.7%			4.2%		
Top Finance Position	5	2.6%			2.6%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	0.5%			0.0%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	11	6.6%		1.6%	9.4%	12.9%	
Top Finance Position	6	2.4%			0.8%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	4.7%			4.2%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	4.4%			6.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	20	4.0%	-2.6%	0.0%	2.8%	7.4%	13.1%
Top Finance Position	7	2.0%			4.0%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	2.3%		0.0%	2.4%	5.8%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	7.8%			5.6%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	15	-1.7%		-0.9%	0.2%	1.6%	
Top Finance Position	6	4.0%			3.6%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	8.5%			10.2%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	4.7%			6.7%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	9	-0.1%			1.9%		
Top Finance Position	6	7.2%			5.5%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	1.6%			0.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	16	3.4%		-0.7%	1.0%	7.7%	
Youth Development: Youth Development Programs							
CEO/Executive Director	7	-0.1%			0.7%		
Cleveland, OH							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	5.8%			3.7%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	13	5.5%		0.0%	8.4%	12.8%	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	8	2.1%			4.2%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	16	6.7%		1.0%	4.6%	16.7%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	18	1.9%		0.2%	2.5%	4.4%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	2.8%			0.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	9	1.8%			0.7%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	33	2.5%	-2.1%	-0.6%	2.4%	4.8%	7.9%
Top Finance Position	11	4.6%		2.6%	4.3%	6.0%	
Educational Institutions and Related Activities: Higher Education							
Top Finance Position	7	2.9%			2.7%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	4.1%			3.6%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	6	-4.9%			-1.1%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	2.5%			5.4%		
Top Finance Position	7	2.0%			3.5%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	5	2.7%			3.5%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	11	0.8%		-4.1%	2.8%	6.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	2.2%			2.2%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	14	4.9%		0.0%	6.1%	8.9%	
Top Finance Position	7	2.4%			2.6%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	11	-0.4%		-2.0%	0.5%	2.3%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	7	5.6%			3.3%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	22	3.6%	-2.0%	0.0%	1.8%	9.9%	15.6%
Top Finance Position	8	5.0%			3.5%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	11	2.5%		-1.8%	0.8%	3.7%	
Top Finance Position	8	7.1%			4.6%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	10	2.7%		-1.6%	1.8%	3.8%	
Top Finance Position	6	2.6%			1.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	4.4%			2.4%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	1.0%			1.6%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	5.3%			2.1%		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	7	4.4%			4.9%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	12	3.3%		1.3%	3.4%	6.3%	
Youth Development: Youth Development Programs							
CEO/Executive Director	9	5.2%			5.2%		

Colorado Springs, CO

Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	13	5.6%		1.3%	2.1%	8.0%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	2.7%			1.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado Springs, CO							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	8	0.0%			-0.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	1.1%			1.9%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	5	6.0%			6.6%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	11	6.2%		1.4%	6.5%	9.5%	
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	6	3.3%			8.7%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	26	-1.1%	-12.6%	-6.3%	0.0%	3.4%	9.9%
Youth Development: Youth Development Programs							
CEO/Executive Director	8	3.7%			1.6%		

Columbia, MO

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	5	0.8%			3.1%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbia, MO							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	-1.1%			2.1%		
Columbia, SC							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	7.7%			6.7%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	4.4%			4.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	13	1.2%		-0.2%	0.0%	3.7%	
Columbus, OH							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	2.9%			4.8%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	9	3.9%			2.8%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	13	2.4%		0.5%	1.9%	6.8%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	3.4%			3.3%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	-0.5%			-0.4%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	29	3.0%	-1.6%	0.0%	3.6%	5.0%	10.9%
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	1.7%			2.9%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	8.0%			6.0%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	3.5%			6.0%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	-2.0%			1.5%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	10	1.5%		0.3%	2.5%	5.5%	
Top Finance Position	5	3.4%			3.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	20	1.5%	-15.6%	-0.5%	3.6%	6.9%	12.9%
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	18	0.9%		-0.7%	0.1%	2.8%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	4.1%			0.0%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	17	3.8%		0.0%	4.1%	6.6%	
Top Finance Position	7	5.3%			5.8%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	0.9%			1.3%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	2.8%			4.0%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	7	0.4%			0.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	9	-0.4%			0.0%		
Top Finance Position	7	2.3%			1.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	8	-2.2%			0.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	9.0%			9.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	15	-1.5%		-6.3%	0.0%	3.6%	
Youth Development: Youth Development Programs							
CEO/Executive Director	7	0.8%			4.4%		

Dallas-Fort Worth, TX

Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	8	0.9%			0.0%		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	6	4.7%			5.7%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	14	2.1%		-1.1%	4.6%	7.6%	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	5	8.1%			6.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	1.5%			1.5%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	10	3.0%		-4.7%	-0.3%	6.6%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	54	3.4%	-2.8%	0.0%	3.4%	6.6%	13.7%
Top Administrative Position	10	4.1%		1.9%	4.4%	6.9%	
Top Development Position	7	2.4%			1.3%		
Top Finance Position	19	4.1%		2.5%	4.9%	8.0%	
Top Operations Position	9	4.5%			5.5%		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	5	-2.2%			0.0%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	-0.4%			-0.8%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	6.9%			7.2%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	5.7%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	5	1.1%			6.6%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	4.2%			3.8%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	12	6.5%		1.8%	4.6%	9.7%	
Top Finance Position	8	4.5%			1.8%		
Top Operations Position	8	6.6%			7.1%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	12	2.6%		-1.0%	1.0%	6.7%	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	8	3.9%			0.0%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	25	6.6%	0.0%	2.2%	5.5%	10.0%	15.6%
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	17	4.7%		1.9%	3.7%	8.6%	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	-0.7%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	17	1.5%		-1.9%	0.1%	5.0%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	20	4.2%	-3.0%	-0.5%	1.2%	9.1%	16.2%
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	1.6%			0.0%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	9	1.1%			2.0%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	7	2.9%			1.4%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	2.1%			2.8%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	11	-0.6%		-4.8%	2.9%	6.5%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	88	0.9%	-11.7%	-2.5%	0.0%	5.4%	15.7%
Top Finance Position	6	8.1%			6.0%		
Top Operations Position	6	6.0%			7.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	8.2%			11.0%		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	9	9.1%			12.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	18	3.8%		-1.6%	1.9%	7.8%	
Davenport-Moline-Rock Island, IA-IL							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	1.6%			1.0%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	3.3%			4.3%		
Daytona Beach, FL							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	-0.2%			1.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	2.9%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dayton-Springfield, OH							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	-2.0%			0.0%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	12	2.9%		1.5%	3.9%	5.2%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	3.7%			5.5%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	0.5%		-2.2%	0.6%	4.2%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	-0.8%			-0.4%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	9.9%			11.1%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	8.0%			4.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	-2.8%			-3.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	13	-0.1%		-3.6%	-0.8%	2.5%	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	5	6.8%			10.1%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	9	4.5%			3.0%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	14	5.3%		0.0%	2.6%	11.4%	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	7	7.8%			4.0%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	15	0.1%		-7.6%	1.9%	7.2%	
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	6	7.5%			6.9%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	2.6%			2.6%		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	10.2%			6.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	5	1.4%			1.6%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	10	-2.0%		-8.4%	0.8%	4.3%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	-1.3%			-2.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	48	6.2%	0.0%	1.2%	4.5%	8.6%	18.4%
Top Finance Position	8	5.1%			6.7%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	13	4.2%		-0.6%	5.7%	8.2%	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	6	3.7%			1.9%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	1.9%			2.8%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	14	3.2%		-0.5%	4.1%	9.0%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	5.2%			2.7%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	9	4.7%			3.2%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	11	9.6%		6.0%	8.1%	13.5%	
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	1.4%			1.5%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	10	1.8%		-2.5%	3.1%	8.3%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	24	3.2%	-7.2%	-1.5%	3.5%	8.2%	12.9%
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	25	1.8%	-7.2%	-0.3%	2.1%	4.9%	7.9%
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	8	6.6%			6.3%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	16	1.6%		0.3%	2.3%	5.2%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	21	7.1%	-3.2%	0.7%	5.4%	12.5%	23.0%
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	2.1%			2.0%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	7.8%			8.5%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	9.2%			8.8%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	9	10.5%			16.6%		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	6	3.1%			0.8%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	14	6.8%		1.5%	3.2%	14.7%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	7	9.6%			11.4%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	5.3%			5.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	34	0.9%	-13.4%	-0.1%	0.2%	5.0%	14.1%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	9	0.9%			0.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	15	0.1%		-3.1%	0.0%	2.6%	
Des Moines, IA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	-1.9%			-0.8%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	5.7%			5.7%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	5.0%			3.0%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	4.5%			5.5%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	3.8%			2.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Des Moines, IA							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	3.6%			3.7%		
Detroit, MI							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	-5.6%			0.0%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	7	3.3%			3.0%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	6	2.8%			2.0%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	7	5.3%			0.0%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	9	2.9%			1.1%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	14	1.5%		-0.3%	1.7%	3.4%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	11	-0.8%		-7.0%	0.0%	2.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	5	1.9%			0.0%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	6	2.4%			0.1%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	3.3%			1.3%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	7.7%			4.1%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	3.1%		-3.3%	3.5%	6.3%	
Top Finance Position	5	-1.5%			0.0%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	2.5%			3.4%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	-1.5%			1.5%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	9	0.8%			1.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	11	-0.9%		-10.5%	-0.1%	4.7%	
Top Finance Position	7	4.8%			2.6%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	6	9.5%			7.4%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	14	4.4%		0.1%	3.3%	8.3%	
Top Administrative Position	6	-1.6%			-1.3%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	1.5%			1.7%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	31	2.3%	-7.1%	-0.7%	2.5%	6.4%	10.7%
Top Finance Position	7	3.7%			1.5%		
Top Operations Position	5	3.5%			0.6%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	16	4.0%		-0.3%	2.0%	9.7%	
Top Finance Position	6	6.6%			3.9%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	10	-2.3%		-5.0%	-1.8%	1.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	26	2.9%	-6.6%	-0.6%	2.3%	6.6%	12.5%
Top Finance Position	7	2.1%			2.0%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	3.7%			2.3%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	34	3.1%	-5.6%	-1.4%	0.1%	7.9%	16.4%
Top Finance Position	10	3.6%		1.8%	2.7%	5.4%	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	1.5%			2.1%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	18	5.0%		0.6%	3.4%	11.7%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	7	-2.0%			1.7%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	13	1.5%		-2.9%	0.2%	2.1%	
Youth Development: Youth Development Programs							
CEO/Executive Director	9	3.7%			4.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Duluth-Superior, MN-WI							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	6.8%			5.8%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	0.8%			0.0%		
Erie, PA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	4.5%			6.0%		
Eugene-Springfield, OR							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	1.6%			0.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	0.9%			1.8%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	10	-0.2%		-5.3%	1.6%	4.6%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	7.5%			5.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Eugene-Springfield, OR							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	-1.3%			0.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	4.9%			-0.6%		
Evansville-Henderson, IN-KY							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	2.3%			2.5%		
Fargo-Moorhead, ND-MN							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	3.5%			3.0%		
Fayetteville-Springdale-Rogers, AR							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	-0.5%			0.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	-2.7%			-1.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Flagstaff, AZ-UT							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	-0.4%			1.5%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	-0.1%			1.6%		
Flint, MI							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	4.6%			3.9%		
Fort Lauderdale-Hollywood, FL							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	2.2%			0.0%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	8	-2.1%			-1.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	13	3.9%		-2.5%	1.5%	8.4%	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	3.7%			1.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Lauderdale-Hollywood, FL							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	10	7.5%		1.7%	3.1%	15.4%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	0.0%		0.0%	3.0%	5.5%	
Top Finance Position	5	-2.3%			1.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	0.0%			0.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	6.4%		-1.5%	6.3%	14.1%	

Fort Myers-Cape Coral, FL

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	9	-1.3%			0.0%		
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Fort Wayne, IN

Arts, Culture, and Humanities: Performing Arts

CEO/Executive Director	10	1.1%		0.0%	0.4%	2.8%	
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Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations

CEO/Executive Director	7	1.0%			2.8%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Wayne, IN							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	4.9%			4.0%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	0.7%			1.3%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	4.3%			4.1%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	3.2%			2.9%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	-2.1%			0.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	2.6%			2.2%		

Fort Worth, TX

Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	5	3.9%			4.7%		
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Arts, Culture, and Humanities: Performing Arts

CEO/Executive Director	5	5.4%			4.7%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Worth, TX							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	16	0.7%		-2.4%	0.0%	4.3%	
Top Finance Position	8	0.5%			-0.9%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	3.2%			1.0%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	2.5%			4.6%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	1.3%			3.1%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	5.5%		1.5%	3.7%	5.0%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	7	-3.3%			0.0%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	10	2.7%		-0.7%	0.0%	10.4%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	36	-2.2%	-15.5%	-6.2%	-1.9%	2.7%	8.9%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fresno, CA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	5.4%			4.5%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	-1.4%			0.0%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	4.8%			2.2%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	4.6%			3.9%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	1.7%			1.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	3.7%			7.7%		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	6.9%			4.9%		

Gary-Hammond-East Chicago, IN

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	7	4.4%			1.1%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Gary-Hammond-East Chicago, IN							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	2.9%			1.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	-2.0%			0.0%		
Grand Forks, ND-MN							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	2.3%			1.3%		
Grand Rapids-Muskegon-Holland, MI							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	4.9%			6.6%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	18	5.9%		1.6%	5.7%	14.9%	
Top Administrative Position	5	4.8%			3.8%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	1.4%			2.9%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	7.3%			9.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	7	-0.4%			-4.7%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	17	8.1%		3.1%	6.5%	10.6%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	-3.9%			-5.7%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	1.2%			0.5%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	11	5.1%		-1.0%	5.3%	11.9%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	0.6%			-0.2%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	7	2.4%			0.0%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	5.2%			2.9%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	32	3.0%	-0.9%	0.0%	1.7%	7.1%	9.5%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	6.3%			5.4%		
Youth Development: Youth Development Programs							
CEO/Executive Director	8	3.3%			3.8%		
Greeley, CO							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	-2.6%			-1.6%		
Green Bay, WI							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	7.5%			5.6%		
Greensboro—Winston-Salem—High Point, NC							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	-0.9%			0.6%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	0.2%			0.2%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	8	3.7%			1.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro—Winston-Salem—High Point, NC							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	2.0%			0.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	20	2.4%	-1.3%	0.0%	0.8%	5.8%	8.1%
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	9.7%			7.9%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	6.5%			2.8%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	3.3%			2.9%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	9	7.9%			5.6%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	11	3.4%		0.2%	2.4%	5.8%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	11	3.4%		-1.7%	4.9%	9.6%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	9	4.2%			2.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro—Winston-Salem—High Point, NC							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	17	2.8%		0.1%	2.7%	5.5%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	11	1.8%		0.1%	1.1%	3.1%	
Top Finance Position	5	3.3%			3.4%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	0.3%			0.5%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	2.2%			1.5%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	5.4%			6.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	4.5%		0.2%	1.6%	6.8%	
Youth Development: Youth Development Programs							
CEO/Executive Director	5	2.0%			3.3%		
Greenville-Spartanburg-Anderson, SC							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	8.2%			6.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greenville-Spartanburg-Anderson, SC							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	6.5%		1.9%	4.6%	8.8%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	6.0%			8.3%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	5.8%			5.2%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	5.8%			6.1%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	5.0%			5.0%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	4.8%			0.6%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	7	5.6%			5.2%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	15	3.9%		0.0%	2.7%	8.9%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	1.0%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greenville-Spartanburg-Anderson, SC							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	16	3.3%		-0.2%	4.3%	6.5%	
Youth Development: Youth Development Programs							
CEO/Executive Director	5	1.4%			1.7%		
Hagerstown, MD							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	9.6%			7.7%		
Hamilton-Middletown, OH							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	1.1%			0.9%		
Harrisburg-Lebanon-Carlisle, PA							
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	4.1%			2.4%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	2.7%		-0.7%	2.2%	5.5%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	1.6%			2.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Harrisburg-Lebanon-Carlisle, PA							
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	5	4.1%			5.5%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	0.4%			1.2%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	0.5%			0.2%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	2.5%			4.2%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	16	2.5%		-1.2%	1.3%	9.5%	
Top Finance Position	6	-1.2%			1.2%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	-2.1%			1.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	-2.0%			-1.1%		

Hartford, CT

Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	7	7.1%			3.5%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	9	3.0%			1.2%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	5	-0.3%			-1.2%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	8	2.9%			1.7%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	4.7%			4.0%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	0.5%			3.2%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	23	2.4%	-1.6%	-0.4%	1.8%	4.9%	9.8%
Top Finance Position	7	4.8%			2.4%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	4.8%			2.0%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	3.1%			2.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	5	6.4%			7.9%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	2.7%			6.8%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	5	1.0%			1.7%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	5	-0.1%			0.8%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	1.7%			1.2%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	16	0.7%		-2.1%	1.7%	4.8%	
Top Finance Position	6	2.5%			2.3%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	14	2.6%		0.1%	2.2%	4.2%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	-0.5%			-0.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	15	0.3%		-2.0%	0.3%	2.5%	
Top Finance Position	5	6.2%			3.4%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	1.0%			0.1%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	11	-1.0%		-5.7%	0.6%	3.9%	
Top Finance Position	5	3.3%			4.1%		
Youth Development: Youth Development Programs							
CEO/Executive Director	7	2.4%			0.8%		
Hickory-Morganton-Lenoir, NC							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	2.9%			2.6%		
Honolulu, HI							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	7	1.6%			1.2%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	16	5.4%		1.6%	5.0%	7.1%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Honolulu, HI							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	7	2.4%			2.1%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	5	8.4%			6.5%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	2.1%			6.7%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	1.2%			0.0%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	4.9%			4.4%		
Houston, TX							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	12	1.3%		0.0%	1.0%	3.3%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	9	4.3%			2.2%		
Top Finance Position	5	4.4%			2.3%		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	6	-3.0%			-2.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	0.8%			1.6%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	8	6.7%			9.3%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	-6.7%			-0.5%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	12	6.4%		0.4%	5.3%	15.8%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	44	4.2%	-1.8%	-0.1%	3.5%	7.1%	12.2%
Top Administrative Position	8	6.6%			6.0%		
Top Finance Position	12	0.2%		-2.0%	1.6%	4.0%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	3.4%			6.2%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	5.8%			5.7%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	7	3.8%			2.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	3.9%			7.0%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	7	-2.7%			-2.5%		
Top Finance Position	5	9.2%			7.5%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	-4.9%			-2.1%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	10	5.9%		0.9%	5.6%	8.8%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	15	1.8%		0.0%	2.0%	6.4%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	22	2.4%	-6.9%	-4.6%	0.0%	4.9%	19.4%
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	9	2.3%			3.4%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	9	4.0%			1.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	18	3.7%		-2.5%	1.8%	13.9%	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	5	2.9%			1.4%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	-3.8%			0.2%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	3.5%			3.9%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	41	-0.6%	-12.8%	-4.1%	0.0%	1.5%	8.4%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	2.3%			4.3%		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	6	-1.3%			0.7%		
Youth Development: Youth Development Programs							
CEO/Executive Director	11	4.1%		0.0%	3.2%	5.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Huntington-Ashland, WV-KY-OH							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	3.0%			0.2%		
Huntsville, AL							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	2.1%			0.3%		
Indianapolis, IN							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	10	0.8%		-4.8%	2.5%	4.0%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	11	1.4%		-1.7%	0.5%	7.3%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	8	2.9%			0.6%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	1.1%			4.8%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	5.1%			4.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	21	3.3%	-3.8%	-0.1%	1.7%	5.1%	15.3%
Top Finance Position	11	6.8%		4.8%	5.4%	6.9%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	0.8%			0.6%		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	2.7%			0.0%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	2.8%			1.7%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	8	2.8%			3.5%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	5.4%			2.6%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	7	3.6%			3.0%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	7	6.4%			1.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	5	3.0%			2.6%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	7	3.5%			4.2%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	3.9%			3.4%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	22	2.6%	-5.4%	-0.1%	2.3%	6.3%	12.7%
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	13	2.7%		0.0%	0.9%	5.8%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	3.6%			-0.7%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	18	1.5%		0.2%	3.4%	5.8%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	4.4%			0.0%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	7	4.4%			2.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	7.1%			4.1%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	2.6%			0.4%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	8	7.9%			4.4%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	12.0%			10.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	21	1.8%	-2.5%	0.0%	1.4%	4.6%	9.0%
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	4.6%			3.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	14	5.0%		0.2%	3.1%	8.3%	

Jackson, MS

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	8	5.5%			3.1%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jackson, MS							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	2.0%			2.6%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	-0.9%			-2.0%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	6.8%			3.9%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	2.2%			1.9%		

Jacksonville, FL

Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	6.1%			0.0%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	1.0%			1.2%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	14	-0.1%		-1.4%	0.0%	1.7%	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	3.6%			2.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jacksonville, FL							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	2.6%			0.2%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	0.4%			-2.6%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	1.7%			4.3%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	5.2%		0.9%	3.4%	7.7%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	5.0%			4.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	18	3.0%		-0.8%	0.3%	9.4%	

Jersey City, NJ

Human Services—Multipurpose and Other: Human Services

CEO/Executive Director	7	-3.0%			-0.8%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Johnson City-Kingsport-Bristol, TN-VA							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	4.2%		0.2%	3.4%	8.9%	
Johnstown, PA							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	4.0%			3.2%		
Kalamazoo-Battle Creek, MI							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	-1.9%			-1.2%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	-1.9%			0.0%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	0.2%			0.6%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	-0.2%			0.8%		
Kansas City, MO-KS							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	11	4.7%		0.0%	1.1%	5.2%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	14	1.4%		0.2%	3.2%	5.6%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	10	2.9%		-2.2%	1.4%	7.5%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	10	0.2%		0.1%	1.7%	2.9%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	27	1.6%	-8.7%	0.0%	2.4%	5.7%	7.7%
Top Administrative Position	6	-0.6%			1.0%		
Top Finance Position	7	6.9%			3.9%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	5.2%			2.0%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	7	6.0%			4.1%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	8	-4.6%			-3.1%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	1.6%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	9.4%			9.3%		
Top Finance Position	5	6.9%			4.9%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	20	2.4%	-3.4%	0.0%	1.0%	4.7%	11.1%
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	14	3.7%		0.2%	2.5%	8.5%	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	14	2.7%		0.1%	2.2%	5.9%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	11	-1.6%		-8.7%	-4.7%	7.5%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	13	3.6%		-1.6%	0.0%	6.1%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	-0.6%			3.2%		
Top Finance Position	5	6.9%			3.8%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	10	4.5%		0.6%	4.9%	7.6%	
Top Finance Position	5	1.5%			4.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	7.4%			6.3%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	6.8%			4.2%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	1.8%			4.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	18	-2.0%		-9.2%	0.0%	3.4%	
Youth Development: Youth Development Programs							
CEO/Executive Director	10	2.7%		0.0%	0.6%	8.2%	
Knoxville, TN							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	-1.3%			0.0%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	2.2%			6.2%		
Health—General and Rehabilitative: Hospitals							
Top Finance Position	6	11.3%			10.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Knoxville, TN							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	2.3%			0.0%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	4.4%			4.8%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	4.2%			4.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	1.4%			0.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	18	1.9%		-3.1%	2.2%	6.2%	
Lakeland-Winter Haven, FL							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	-1.1%			1.5%		
Lancaster, PA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	4.5%			4.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lancaster, PA							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	6.0%			5.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	7.7%			5.6%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	4.7%			4.0%		
Top Finance Position	7	4.9%			4.8%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	0.8%		-3.2%	-1.1%	3.6%	
Lansing-East Lansing, MI							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	4.0%			2.1%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	2.7%		0.7%	5.0%	9.3%	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	7	6.9%			5.5%		
Top Finance Position	5	4.3%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lansing-East Lansing, MI							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	4.6%			5.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	2.3%			0.8%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	1.9%			2.0%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	2.5%			1.6%		

Las Vegas, NV-AZ

Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	0.9%		0.0%	0.0%	4.1%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	11	2.7%		-0.7%	1.5%	6.2%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	6.9%			4.3%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	11	8.2%		3.1%	7.5%	11.5%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Las Vegas, NV-AZ							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	10.5%			12.1%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	-0.5%			0.0%		
Lawrence, KS							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	3.4%			0.8%		
Lawrence-Haverhill, MA-NH							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	7.7%			3.0%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	6.3%			3.5%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	3.5%			3.9%		
Lexington, KY							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	-3.4%			-1.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lexington, KY							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	1.1%			0.9%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	0.7%			0.0%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	6.1%			5.2%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	2.4%			1.9%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	2.0%			1.3%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	2.5%			0.9%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	5.8%			2.1%		

Lincoln, NE

Educational Institutions and Related Activities: Service and Other

CEO/Executive Director	7	2.8%			2.5%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lincoln, NE							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	6.3%			5.4%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	4.9%			3.3%		
Little Rock-North Little Rock, AR							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	8.0%			4.4%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	7.3%			6.8%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	10	4.2%		0.4%	4.2%	6.1%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	4.9%			5.2%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	6.0%			6.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	0.7%			5.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Longview-Marshall, TX							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	7.8%			6.3%		
Los Angeles-Long Beach, CA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	17	2.5%		0.0%	0.5%	8.0%	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	50	4.3%	-12.1%	-0.2%	3.2%	10.0%	20.4%
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	5	-2.3%			0.0%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	14	3.0%		0.0%	3.0%	8.2%	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	18	3.1%		0.0%	0.8%	4.9%	
Top Operations Position	5	0.5%			0.2%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	39	1.8%	-7.4%	-2.4%	0.0%	6.3%	10.4%
Top Development Position	6	5.7%			4.1%		
Top Finance Position	6	2.5%			3.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	6	-1.5%			-2.2%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	16	8.7%		4.0%	10.8%	13.2%	
Top Finance Position	5	11.9%			9.4%		
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	5	-0.2%			1.3%		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	5	4.0%			1.1%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	22	-0.2%	-10.7%	0.0%	0.1%	2.8%	7.6%
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	9	3.6%			4.2%		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	7	1.7%			0.0%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	9	4.0%			4.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	2.9%			2.0%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	8	7.2%			3.4%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	6	4.6%			1.5%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	7	-0.9%			-0.2%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	10	3.8%		1.3%	3.0%	7.2%	
Top Finance Position	5	3.7%			4.1%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	22	1.6%	-20.0%	-5.5%	0.0%	14.3%	16.8%
Top Finance Position	5	-2.6%			0.4%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	178	4.0%	-5.1%	0.2%	3.4%	7.9%	13.8%
Top Administrative Position	5	-0.1%			0.0%		
Top Business Position	5	9.0%			7.8%		
Top Development Position	11	2.9%		0.9%	3.1%	6.4%	
Top Education Position	7	7.2%			7.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Top Finance Position	34	5.1%	-4.6%	1.0%	5.1%	10.3%	17.4%
Top Operations Position	16	2.6%		0.9%	2.9%	4.4%	
Top Technology Position	7	3.7%			4.8%		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	9	3.9%			1.0%		
Top Finance Position	5	10.0%			5.5%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	25	3.3%	-2.3%	0.0%	2.6%	6.4%	11.0%
Top Administrative Position	5	3.4%			4.8%		
Top Development Position	7	5.7%			3.7%		
Top Finance Position	13	7.1%		2.3%	4.8%	7.8%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	29	3.4%	-5.5%	0.0%	2.0%	6.7%	13.9%
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	14	1.8%		-6.9%	0.1%	13.8%	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	14	2.8%		0.1%	1.0%	4.3%	
Top Finance Position	6	0.1%			0.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	6	-0.6%			0.6%		
Top Finance Position	5	4.5%			5.0%		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	5	6.9%			7.6%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	8.2%			7.9%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	10	2.6%		2.4%	4.1%	5.0%	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	27	4.6%	-3.3%	-0.2%	2.2%	10.5%	16.4%
Top Finance Position	15	2.9%		-0.6%	2.7%	6.7%	
Top Operations Position	6	6.3%			4.8%		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	5	-6.7%			-2.2%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	6	3.6%			1.0%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	23	3.4%	-7.4%	0.0%	1.6%	9.6%	15.5%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Health—General and Rehabilitative: Hospitals							
Top Finance Position	11	8.8%		3.7%	9.2%	11.9%	
Top Human Resources Position	5	6.3%			6.3%		
Top Operations Position	7	8.8%			10.5%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	5	10.0%			4.8%		
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	5	3.4%			6.1%		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	3.4%			1.4%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	8	5.7%			10.0%		
Top Finance Position	5	8.7%			7.8%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	25	0.4%	-14.0%	-4.0%	0.3%	3.9%	16.0%
Top Finance Position	8	4.0%			3.3%		
Housing, Shelter: Housing Support							
CEO/Executive Director	6	5.1%			4.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Housing, Shelter: Service and Other							
CEO/Executive Director	6	10.2%			7.9%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	8	4.1%			5.2%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	62	3.8%	-8.9%	-0.1%	3.3%	7.9%	17.9%
Top Finance Position	23	3.6%	-4.8%	0.0%	2.6%	6.8%	12.8%
Top Operations Position	6	5.1%			4.3%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	65	2.6%	-7.7%	-1.3%	2.0%	4.9%	15.7%
Top Administrative Position	6	8.3%			5.2%		
Top Finance Position	17	4.9%		0.2%	4.1%	9.3%	
Top Human Resources Position	5	4.6%			4.4%		
Top Operations Position	6	6.6%			4.3%		
Top Program Position	5	1.4%			2.9%		
Top Technology Position	6	2.9%			3.2%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	11	0.6%		-2.8%	3.2%	5.6%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	23	2.9%	-4.6%	0.1%	2.3%	6.5%	10.2%
Top Finance Position	8	2.6%			4.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	29	2.2%	-10.1%	0.0%	3.0%	9.8%	13.2%
Top Finance Position	7	9.0%			7.8%		
Top Operations Position	5	4.9%			3.6%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	11	5.1%		0.3%	4.3%	11.1%	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	2.8%			0.8%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	16	-0.3%		-2.2%	0.0%	1.8%	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	1.6%			0.5%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	7	1.8%			0.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	30	4.1%	-3.7%	0.0%	2.9%	7.8%	12.2%
Top Finance Position	15	6.3%		2.1%	5.7%	7.5%	
Top Human Resources Position	5	1.6%			3.6%		
Top Operations Position	7	5.2%			4.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	17	0.6%		-3.9%	0.0%	6.4%	
Top Finance Position	6	2.6%			1.7%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	13	2.5%		2.0%	2.9%	4.5%	
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	10	1.8%		-0.3%	1.3%	3.5%	
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	-0.7%			0.4%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	15	8.5%		0.2%	7.9%	21.1%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	58	1.7%	-6.4%	-0.9%	0.0%	6.2%	11.9%
Top Finance Position	10	-2.9%		-3.8%	0.0%	2.4%	
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	8	3.4%			0.5%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	-7.3%			-2.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	6	0.1%			0.7%		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	-8.7%			-8.8%		
Unknown							
CEO/Executive Director	11	2.2%		0.0%	0.9%	4.0%	
Youth Development: Scouting							
CEO/Executive Director	5	7.4%			8.6%		
Youth Development: Service and Other							
CEO/Executive Director	5	2.4%			4.3%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	24	3.9%	-4.0%	0.0%	3.9%	7.3%	13.3%
Youth Development: Youth Development Programs							
CEO/Executive Director	37	1.6%	-14.4%	-0.3%	2.9%	8.7%	10.9%

Louisville, KY-IN

Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	5	2.3%			0.0%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisville, KY-IN							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	-0.5%			-1.5%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	16	3.8%		0.6%	1.9%	5.7%	
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	7.2%			9.3%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	15	6.3%		1.4%	3.6%	9.4%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	4.8%			5.7%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	8	-0.1%			0.7%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	2.9%		-0.7%	2.8%	6.4%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	2.7%			0.7%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	3.9%			4.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lubbock, TX							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	4.0%			0.0%		
Madison, WI							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	1.9%			3.2%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	4.3%		0.2%	3.2%	6.5%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	7.2%		2.9%	6.0%	12.6%	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	12	4.6%		-2.0%	4.6%	10.7%	
Housing, Shelter: Housing Support							
CEO/Executive Director	5	7.1%			3.0%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	18	1.7%		-4.3%	1.3%	8.6%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	2.0%		-0.8%	3.8%	5.1%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Madison, WI							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	5.1%			3.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	-1.0%			1.7%		
Manchester, NH							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	6	0.6%			3.7%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	4.7%			6.9%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	2.8%			3.4%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	-0.3%			2.5%		
Melbourne-Titusville-Palm Bay, FL							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	2.2%		0.1%	2.9%	4.3%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Memphis, TN-AR-MS							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	2.7%			1.4%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	6.8%			8.1%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	9.3%			7.4%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	27	0.5%	-10.0%	-1.4%	1.3%	4.6%	6.7%
Top Finance Position	9	1.9%			1.6%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	4.1%			0.0%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	7	3.0%			2.8%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	12	3.1%		-1.2%	2.8%	5.5%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	5.6%			6.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Memphis, TN-AR-MS							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	2.4%			1.5%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	1.5%			2.5%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	0.7%			0.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	16	3.3%		-0.2%	2.3%	9.1%	
Youth Development: Youth Development Programs							
CEO/Executive Director	12	4.4%		0.0%	4.8%	10.4%	
Miami, FL							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	-2.8%			0.0%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	5	-0.6%			-0.9%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	9.1%			1.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	11.7%			9.8%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	28	5.4%	-4.1%	0.4%	4.3%	11.9%	16.6%
Top Finance Position	5	8.4%			4.0%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	-7.5%			-9.8%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	-0.8%			-1.2%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	7	0.9%			2.8%		
Top Operations Position	8	5.0%			3.2%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	7.0%			7.9%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	11	-1.4%		-3.6%	0.0%	0.8%	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	1.1%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	-0.6%			0.5%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	8.1%			2.5%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	-6.9%		-10.8%	-5.5%	-0.7%	
Youth Development: Youth Development Programs							
CEO/Executive Director	5	1.7%			0.4%		
Middlesex-Somerset-Hunterdon, NJ							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	13	2.4%		-1.8%	1.4%	5.2%	
Top Finance Position	5	4.2%			6.9%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	5.6%			4.6%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	0.8%			1.0%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	1.3%			0.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Middlesex-Somerset-Hunterdon, NJ							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	14	6.2%		1.7%	6.0%	9.6%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	1.3%			0.0%		
Milwaukee, WI							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	10	4.8%		0.9%	3.9%	8.5%	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	-0.8%			-2.7%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	-3.2%			-3.9%		
Top Finance Position	5	-2.5%			0.9%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	9	0.6%			0.0%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	1.0%			4.1%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	10	-2.2%		-4.3%	-0.9%	0.2%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	4.8%			5.2%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	20	3.3%	-2.3%	-0.1%	1.8%	4.7%	10.2%
Top Finance Position	10	0.9%		-5.3%	2.4%	4.7%	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	6	-1.4%			1.3%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	5	5.4%			5.0%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	4.2%			5.9%		
Top Finance Position	5	9.6%			8.9%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	6	3.5%			6.9%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	6.2%			4.6%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	15	3.4%		0.0%	0.8%	4.2%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	-0.1%			1.3%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	8	3.3%			4.6%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	19	7.4%		2.3%	5.8%	12.0%	
Top Finance Position	5	6.5%			6.3%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	3.9%			5.3%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	12	7.1%		1.3%	3.6%	13.1%	
Top Finance Position	5	6.9%			4.8%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	2.9%			0.8%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	12	2.8%		1.1%	3.9%	6.6%	
Youth Development: Youth Development Programs							
CEO/Executive Director	5	5.1%			4.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	9	5.7%			9.9%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	32	2.2%	-6.7%	-1.9%	1.9%	4.9%	11.7%
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	5	8.6%			2.7%		
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	6	6.4%			3.9%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	15	4.0%		-7.3%	1.4%	14.2%	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	7	3.6%			3.1%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	30	3.5%	-6.5%	0.0%	2.5%	6.7%	11.5%
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	8	-1.2%			1.4%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	4.8%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	5	-0.7%			-0.1%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	-2.3%			4.5%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	22	3.4%	-8.8%	0.4%	3.2%	7.3%	13.9%
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	6	4.3%			2.6%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	8	7.0%			6.4%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	7	4.9%			5.3%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	5.4%			4.9%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	9	2.7%			2.7%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	79	4.0%	-6.3%	0.0%	3.5%	10.5%	15.5%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Top Administrative Position	5	1.2%			0.5%		
Top Business Position	7	7.0%			3.6%		
Top Finance Position	11	8.6%		4.8%	9.0%	16.0%	
Top Operations Position	9	2.2%			3.6%		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	6	3.6%			6.3%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	10	1.9%		0.7%	2.4%	3.2%	
Top Finance Position	5	5.7%			3.2%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	17	3.1%		0.0%	1.8%	10.4%	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	7	2.9%			0.0%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	10	2.8%		-1.8%	2.5%	4.9%	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	6	4.5%			3.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	10	4.4%		2.4%	4.1%	10.0%	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	8	8.0%			4.2%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	11	5.9%		2.9%	4.9%	9.4%	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	9	2.8%			2.0%		
Top Finance Position	6	-0.7%			4.0%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	6	-0.6%			0.9%		
Top Finance Position	6	4.6%			4.4%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	9	7.0%			2.6%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	9	7.7%			3.7%		
Top Administrative Position	7	3.2%			3.7%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	5	4.0%			4.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	-0.9%			-0.2%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	7.1%			4.5%		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	5	7.0%			6.4%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	20	3.7%	-4.7%	-0.2%	2.2%	7.2%	12.9%
Housing, Shelter: Housing Support							
CEO/Executive Director	5	6.5%			3.5%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	4.6%			5.3%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	52	4.1%	-2.6%	-0.5%	2.7%	7.0%	16.8%
Top Finance Position	12	2.9%		-2.0%	1.0%	5.0%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	27	5.4%	-1.6%	0.6%	6.5%	10.2%	13.7%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	9	7.2%			4.6%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	28	4.4%	-2.2%	0.1%	4.0%	7.1%	11.7%
Top Finance Position	5	-0.7%			2.0%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	46	2.5%	-2.6%	0.0%	2.6%	4.8%	7.4%
Top Finance Position	10	8.5%		4.3%	8.1%	14.0%	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	11	3.5%		1.2%	4.8%	8.1%	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	-2.1%			-0.6%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	11	3.1%		0.7%	2.4%	3.5%	
Top Finance Position	6	6.1%			3.6%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	7.1%			5.0%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	14	5.2%		0.8%	4.5%	9.3%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
International, Foreign Affairs, and National Security: International Human Rights							
CEO/Executive Director	5	-12.3%			-17.7%		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	5	-0.1%			0.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	16	6.6%		1.8%	5.1%	7.8%	
Top Finance Position	5	0.2%			3.4%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	13	3.9%		-1.1%	3.5%	4.4%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	11	6.7%		2.1%	5.0%	11.6%	
Top Finance Position	5	6.7%			8.8%		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	5	7.2%			6.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	16	4.9%		1.3%	3.0%	11.0%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	40	3.1%	-4.0%	0.0%	2.2%	8.3%	13.1%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	6	-1.8%			0.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	26	4.5%	-1.0%	2.0%	3.9%	6.7%	9.5%
Missoula, MT							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	1.4%			3.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	4.4%			6.8%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	4.9%			3.1%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	0.0%			1.7%		
Mobile, AL							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	6.1%			4.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mobile, AL							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	-2.9%			0.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	14	3.2%		-1.4%	0.0%	4.6%	
Modesto, CA							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	9.0%			4.9%		
Monmouth-Ocean, NJ							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	8.3%			10.9%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	2.9%		-0.8%	3.2%	8.3%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	1.6%			2.8%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	1.6%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Monmouth-Ocean, NJ							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	-1.7%			-0.2%		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	5	-2.2%			0.7%		
Montgomery, AL							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	-0.5%			0.5%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	6.5%			4.1%		
Naples, FL							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	3.0%			2.5%		
Nashville, TN							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	2.4%			0.0%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	4.5%			3.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	9	0.5%			1.0%		
Top Finance Position	5	2.5%			2.4%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	1.6%			0.7%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	10	9.7%		0.0%	5.6%	19.6%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	28	1.8%	-6.7%	-1.4%	1.8%	6.7%	9.5%
Top Development Position	5	2.6%			2.3%		
Top Finance Position	9	2.3%			2.2%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	3.1%			1.2%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	2.9%			3.2%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	1.6%			1.3%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	6	4.8%			4.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	2.9%			3.7%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	4.7%			4.5%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	10	4.4%		1.3%	3.4%	4.4%	
Housing, Shelter: Housing Support							
CEO/Executive Director	5	6.6%			5.3%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	0.5%			0.0%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	27	2.1%	-12.3%	-0.9%	2.1%	6.3%	13.4%
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	16	2.2%		1.7%	2.7%	6.7%	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	8	1.5%			2.7%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	12	2.3%		-0.2%	3.4%	6.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	3.4%			1.0%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	1.4%			0.0%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	9	4.6%			5.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	0.9%			2.4%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	2.5%			1.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	40	2.1%	-10.2%	-1.7%	0.0%	9.1%	14.2%
Top Finance Position	5	17.4%			22.2%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	-10.2%			-10.5%		
Youth Development: Youth Development Programs							
CEO/Executive Director	11	2.1%		0.0%	0.0%	5.8%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	8	-3.8%			-2.4%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	9	-3.2%			0.0%		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	9	3.5%			1.8%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	5	-3.6%			-0.3%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	10	4.2%		-0.9%	4.3%	7.0%	
Top Finance Position	5	5.4%			4.0%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	9	1.1%			0.0%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	5	5.5%			10.5%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	-3.4%			-1.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	2.3%			3.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	30	2.9%	-3.0%	0.0%	2.3%	5.6%	8.8%
Top Administrative Position	6	3.7%			5.0%		
Top Finance Position	15	4.9%		1.9%	4.0%	9.6%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	10	4.6%		-4.4%	3.3%	16.0%	
Top Finance Position	5	3.5%			4.3%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	1.2%			1.3%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	12	-4.6%		-12.1%	-4.1%	2.9%	
Top Finance Position	8	2.9%			2.3%		
Top Operations Position	6	-1.2%			2.0%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	7	-3.9%			0.0%		
Top Finance Position	5	3.4%			5.8%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	-1.3%			-1.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	5.0%			3.3%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	12	6.3%		3.1%	6.2%	8.8%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	30	1.8%	-3.7%	0.0%	1.0%	4.0%	6.5%
Top Finance Position	6	5.2%			6.3%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	2.2%			1.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	17	3.0%		-1.1%	3.2%	5.5%	
Top Finance Position	8	1.1%			1.5%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	13	3.0%		0.3%	5.9%	7.3%	
Top Finance Position	5	-1.0%			1.3%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	13	0.2%		-0.3%	0.0%	3.2%	
Top Finance Position	6	-1.7%			0.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	3.8%			4.7%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	5.4%			4.7%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	-2.4%			0.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	4.7%			0.0%		
New Haven-Meriden, CT							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	-0.9%			0.5%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	27	3.3%	-6.0%	-3.4%	1.6%	8.3%	12.5%
Top Development Position	5	2.7%			2.4%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	0.7%			1.3%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	7.4%			1.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Haven-Meriden, CT							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	-4.9%			-7.0%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	4.6%			4.8%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	4.0%			-0.8%		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	0.3%			1.7%		
New London-Norwich, CT-RI							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	1.3%			2.3%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	2.3%			0.0%		
New Orleans, LA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	9	6.2%			6.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	6	3.7%			1.3%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	0.5%			0.0%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	2.2%			1.3%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	9	2.9%			0.4%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	26	6.9%	-0.3%	1.4%	5.7%	11.1%	16.7%
Top Finance Position	9	2.9%			5.7%		
Top Operations Position	5	6.8%			2.0%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	5.8%		1.3%	4.4%	9.0%	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	7.3%			6.0%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	4.4%			5.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	-0.4%			1.9%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	3.9%			1.3%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	15	3.4%		-0.3%	3.6%	8.7%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	-1.8%			-0.3%		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	9.4%			8.6%		
New York, NY-NJ							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	14	6.7%		-2.4%	8.8%	15.7%	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	105	2.2%	-4.0%	0.0%	1.8%	5.3%	10.9%
Top Administrative Position	5	1.5%			1.4%		
Top Development Position	8	-1.6%			0.7%		
Top Finance Position	13	5.4%		0.0%	2.5%	8.6%	
Top Operations Position	7	2.5%			-1.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	23	2.1%	-1.6%	-0.2%	2.5%	3.8%	6.0%
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	17	3.1%		-0.9%	1.4%	5.1%	
Top Finance Position	5	0.9%			2.8%		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	19	0.2%		-3.1%	0.0%	2.8%	
Top Finance Position	5	-1.7%			-0.7%		
Arts, Culture, and Humanities: Humanities							
CEO/Executive Director	10	1.1%		-3.5%	-0.1%	3.6%	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	51	3.8%	-7.2%	-0.7%	1.7%	9.4%	15.7%
Top Finance Position	8	0.3%			3.3%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	37	4.9%	-1.6%	0.0%	3.4%	8.8%	16.7%
Top Finance Position	10	4.7%		1.4%	4.9%	7.0%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	140	2.6%	-6.4%	-1.4%	1.9%	8.0%	13.1%
Top Administrative Position	10	5.9%		3.0%	6.4%	8.2%	
Top Development Position	17	4.5%		-2.2%	4.7%	6.2%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Arts, Culture, and Humanities: Performing Arts							
Top Finance Position	28	2.5%	-6.9%	-1.2%	3.1%	6.9%	10.4%
Top Marketing Position	8	8.0%			5.4%		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	31	3.2%	-2.6%	0.2%	2.6%	6.5%	10.9%
Top Finance Position	9	1.6%			3.5%		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	17	2.9%		0.0%	2.2%	8.4%	
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	8	5.6%			3.3%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	36	5.1%	-1.4%	0.2%	4.3%	8.1%	13.0%
Top Development Position	6	2.9%			3.6%		
Top Finance Position	7	5.8%			3.5%		
Top Legal Position	6	3.6%			2.0%		
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	13	4.0%		0.8%	2.7%	4.2%	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	12	1.3%		0.0%	2.3%	6.3%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	16	-1.5%		-6.9%	0.0%	3.9%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	54	4.5%	-2.3%	0.0%	4.2%	8.6%	14.6%
Top Finance Position	10	6.0%		0.4%	3.4%	10.7%	
Top Operations Position	6	5.9%			2.6%		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	10	4.4%		0.2%	1.7%	6.0%	
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	5	1.6%			0.0%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	31	3.6%	-4.2%	0.0%	1.8%	11.3%	15.5%
Top Finance Position	5	3.5%			5.4%		
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	7	5.0%			3.9%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	15	-0.5%		-3.4%	0.8%	3.9%	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	21	2.9%	-5.9%	-0.2%	2.4%	7.3%	12.8%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Crime, Legal-Related: Legal Services							
Top Finance Position	8	4.7%			4.3%		
Top Legal Position	11	4.9%		0.8%	5.5%	8.6%	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	7.7%			7.8%		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	7	7.4%			4.4%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	9	1.6%			0.7%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	8	5.3%			4.8%		
Top Finance Position	5	8.8%			3.6%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	28	2.1%	-8.5%	-2.9%	2.7%	7.9%	12.3%
Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C.							
CEO/Executive Director	5	7.3%			8.3%		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	8	6.8%			7.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	23	5.6%	-1.1%	0.2%	5.6%	10.7%	15.7%
Top Finance Position	6	5.1%			0.6%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	40	4.5%	-6.1%	-0.5%	3.4%	10.9%	14.3%
Top Development Position	8	3.4%			3.5%		
Top Finance Position	9	0.3%			1.7%		
Top Operations Position	8	3.3%			2.8%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	230	3.2%	-5.4%	-0.2%	3.2%	7.4%	12.6%
Top Administrative Position	9	4.0%			3.2%		
Top Business Position	9	5.5%			5.2%		
Top Development Position	25	5.2%	2.0%	2.9%	4.9%	6.7%	9.9%
Top Education Position	15	5.4%		0.5%	4.5%	8.1%	
Top Facilities Position	8	3.9%			3.4%		
Top Finance Position	72	5.1%	-1.8%	2.0%	5.1%	7.8%	12.8%
Top Operations Position	38	6.6%	-1.6%	1.5%	6.0%	11.8%	14.4%
Top PR/Communications Position	5	2.5%			0.1%		
Top Program Position	8	3.8%			3.4%		
Top Technology Position	10	2.0%		-0.8%	1.9%	5.9%	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	5	4.6%			3.9%		
Top Finance Position	8	6.5%			3.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	28	7.5%	-0.1%	1.3%	5.7%	12.6%	17.7%
Top Administrative Position	7	5.3%			2.7%		
Top Development Position	10	2.5%		2.7%	4.5%	9.0%	
Top Education Position	15	3.9%		1.7%	2.9%	4.6%	
Top Finance Position	27	2.1%	-4.1%	-0.2%	2.5%	4.6%	7.7%
Top Human Resources Position	6	8.9%			7.9%		
Top Legal Position	5	10.6%			8.3%		
Top Operations Position	9	9.5%			8.8%		
Top Technology Position	11	4.0%		2.9%	4.8%	5.8%	
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	8	4.7%			4.0%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	45	4.5%	-4.2%	0.5%	3.3%	8.6%	17.1%
Top Finance Position	12	4.9%		2.2%	3.8%	8.0%	
Top Operations Position	6	3.5%			4.0%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	25	4.7%	-2.7%	1.0%	3.0%	6.3%	13.4%
Top Finance Position	5	6.1%			4.6%		
Top Operations Position	5	3.7%			1.6%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	17	6.0%		3.2%	5.2%	10.0%	
Top Finance Position	6	8.0%			6.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Environmental Quality, Protection, and Beautification: Botanical, Horticultural, & Landscape Services							
CEO/Executive Director	7	-4.1%			1.1%		
Environmental Quality, Protection, and Beautification: Environmental Beautification							
CEO/Executive Director	5	3.0%			0.6%		
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	7	2.1%			2.6%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	13	0.8%		-1.0%	1.7%	4.5%	
Environmental Quality, Protection, and Beautification: Pollution Abatement & Control							
CEO/Executive Director	6	2.5%			0.0%		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	7	5.3%			0.6%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	13	5.3%		0.0%	5.1%	9.5%	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	21	5.9%	0.0%	1.7%	3.8%	10.4%	17.7%
Top Finance Position	10	6.7%		5.1%	6.6%	9.7%	
Top Operations Position	6	7.1%			6.4%		
Top Technology Position	5	1.9%			1.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Health—General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	7	1.2%			0.0%		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	5	1.5%			1.5%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	12	1.9%		-3.4%	0.3%	5.5%	
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	34	1.7%	-12.5%	-2.3%	2.8%	7.1%	12.9%
Top Finance Position	27	4.8%	-5.0%	0.4%	3.1%	11.0%	15.4%
Top Human Resources Position	7	4.4%			2.4%		
Top Operations Position	18	4.7%		1.8%	2.8%	6.6%	
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	19	-1.7%		-6.5%	0.0%	2.7%	
Top Administrative Position	9	-1.0%			1.5%		
Top Finance Position	17	3.0%		0.7%	3.3%	6.4%	
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	9	3.2%			5.0%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	18	2.1%		-1.6%	3.2%	8.9%	
Top Finance Position	12	1.2%		-3.5%	1.8%	6.5%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Health—General and Rehabilitative: Service and Other							
Top Operations Position	5	-3.5%			0.0%		
Housing, Shelter: Homeowners & Tenants Associations							
CEO/Executive Director	7	3.4%			2.8%		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	6	0.4%			-2.8%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	42	4.7%	-3.8%	0.4%	2.7%	7.2%	17.0%
Top Facilities Position	5	2.3%			4.9%		
Top Finance Position	12	2.6%		-0.6%	1.5%	6.5%	
Top Operations Position	8	0.8%			0.2%		
Housing, Shelter: Housing Support							
CEO/Executive Director	7	3.7%			3.2%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	12	3.5%		1.4%	3.3%	4.9%	
Top Finance Position	7	6.3%			6.4%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	112	2.6%	-5.9%	-0.8%	2.1%	7.5%	12.5%
Top Development Position	5	5.3%			4.2%		
Top Finance Position	39	4.7%	-0.5%	0.1%	3.0%	7.2%	15.9%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
Top Human Resources Position	5	4.1%			-0.2%		
Top Operations Position	8	0.2%			1.7%		
Top Program Position	8	-1.4%			-2.1%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	82	1.9%	-9.4%	-1.3%	2.9%	5.9%	12.7%
Top Finance Position	20	-0.5%	-14.8%	-10.9%	1.2%	7.9%	9.7%
Top Operations Position	8	4.5%			3.4%		
Top Program Position	8	7.5%			5.1%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	-1.5%			2.7%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	34	3.1%	-3.2%	0.5%	2.5%	5.8%	11.5%
Top Finance Position	11	2.2%		1.5%	3.2%	5.5%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	89	2.2%	-5.3%	-0.4%	1.9%	5.9%	12.1%
Top Development Position	10	7.9%		2.2%	6.2%	13.8%	
Top Finance Position	27	3.7%	-3.1%	0.0%	3.1%	7.3%	12.5%
Top Operations Position	10	4.3%		2.5%	3.5%	6.0%	
Top Program Position	11	-0.7%		0.2%	1.4%	4.0%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	26	1.2%	-11.7%	-2.3%	0.4%	7.4%	14.3%
Top Finance Position	11	5.8%		-2.8%	4.9%	13.0%	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	9.7%			8.5%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	19	2.5%		-1.3%	1.7%	6.0%	
Top Finance Position	13	3.5%		1.0%	4.1%	6.7%	
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	11	0.0%		-0.3%	0.8%	3.5%	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	33	2.6%	-4.1%	0.0%	2.3%	5.5%	11.8%
Top Finance Position	11	1.6%		-0.8%	1.6%	7.5%	
Top Operations Position	5	10.2%			9.0%		
International, Foreign Affairs, and National Security: International Human Rights							
CEO/Executive Director	13	4.0%		0.0%	2.2%	4.2%	
International, Foreign Affairs, and National Security: International Peace & Security							
CEO/Executive Director	7	2.0%			3.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	18	2.8%		0.0%	0.6%	6.7%	
Top Finance Position	5	10.2%			8.3%		
International, Foreign Affairs, and National Security: Service and Other							
CEO/Executive Director	14	7.5%		2.6%	5.2%	10.4%	
Medical Research: Cancer Research							
CEO/Executive Director	9	6.6%			6.9%		
Medical Research: Service and Other							
CEO/Executive Director	5	-1.0%			4.2%		
Medical Research: Specifically Named Diseases Research							
CEO/Executive Director	6	-0.2%			2.0%		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	5	5.4%			3.8%		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	7	9.9%			5.0%		
Top Finance Position	5	4.3%			3.7%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	41	2.9%	-8.0%	-0.1%	1.4%	6.1%	13.1%
Top Finance Position	19	3.1%		0.7%	2.4%	5.1%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Mental Health, Crisis Intervention: Mental Health Treatment							
Top Operations Position	8	6.3%			6.8%		
Top Program Position	5	2.5%			2.4%		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	7	-3.4%			0.0%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	16	3.7%		0.2%	2.3%	6.8%	
Top Finance Position	9	7.0%			4.3%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	7	8.4%			4.3%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.							
CEO/Executive Director	5	1.3%			0.0%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	7	4.7%			2.1%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	13	2.7%		0.0%	2.7%	4.2%	
Top Finance Position	5	5.8%			3.3%		
Top Operations Position	6	7.3%			6.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	19	1.6%		0.0%	1.1%	3.8%	
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	9	4.9%			1.1%		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	9	2.5%			-0.1%		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	10	-2.9%		-8.8%	-2.5%	3.4%	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	15	3.3%		-1.6%	2.0%	9.3%	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	12.7%			13.8%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	6	-3.4%			-4.3%		
Top Finance Position	6	3.0%			2.9%		
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	5	4.8%			6.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	27	3.1%	-2.2%	0.0%	1.3%	6.6%	14.0%
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	30	2.4%	-7.9%	-0.7%	0.5%	6.0%	16.7%
Top Finance Position	8	3.3%			1.1%		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	6	3.2%			1.0%		
Unknown							
CEO/Executive Director	8	1.5%			5.9%		
Youth Development: Service and Other							
CEO/Executive Director	9	1.5%			0.3%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	12	5.0%		3.5%	6.5%	10.5%	
Top Finance Position	5	1.2%			2.3%		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	10	5.2%		0.3%	5.2%	10.8%	
Youth Development: Youth Development Programs							
CEO/Executive Director	72	3.1%	-7.4%	-0.4%	3.6%	6.9%	12.5%
Top Development Position	9	6.3%			2.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Youth Development: Youth Development Programs							
Top Finance Position	10	5.5%		2.1%	4.6%	7.8%	
Top Operations Position	5	4.9%			2.7%		
Top Program Position	5	5.6%			1.7%		
Newark, NJ							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	10	-0.3%		-0.7%	1.0%	3.3%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	14	3.6%		0.0%	1.2%	7.9%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	7.2%			4.4%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	1.1%			2.9%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	7	2.1%			1.9%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	55	4.7%	-1.4%	0.4%	3.8%	6.8%	13.5%
Top Business Position	7	3.2%			2.7%		
Top Development Position	8	6.6%			4.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Top Finance Position	8	3.2%			4.7%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	-3.5%			0.8%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	2.1%			-1.8%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	5	4.5%			3.3%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	9	4.4%			5.4%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	19	2.9%		-0.9%	1.7%	6.5%	
Top Human Resources Position	5	4.5%			4.9%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	17	2.4%		0.8%	4.1%	5.7%	
Top Finance Position	5	7.2%			4.9%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	12	4.6%		-1.4%	5.7%	9.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	31	4.5%	0.0%	1.3%	3.0%	5.0%	11.4%
Top Finance Position	10	2.5%		0.9%	2.0%	3.3%	
Top Operations Position	8	4.7%			2.9%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	4.0%			3.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	10	-2.3%		-5.3%	-1.5%	-0.6%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	9	5.9%			5.1%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	12	4.3%		0.1%	2.4%	9.2%	
Newburgh-Middletown, NY							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	0.9%			1.8%		
Norfolk-Virginia Beach-Newport News, VA-NC							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	8	-1.0%			1.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Norfolk-Virginia Beach-Newport News, VA-NC							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	23	4.5%	-2.0%	0.1%	3.2%	8.3%	12.9%
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	-1.5%			0.0%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	7.0%			6.7%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	-0.4%			1.9%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	2.5%			2.5%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	-0.9%			0.8%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	8	6.7%			4.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	10	5.7%		1.6%	4.3%	11.6%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	-7.9%			-11.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Norfolk-Virginia Beach-Newport News, VA-NC							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	12	5.3%		0.0%	0.5%	13.2%	
Oakland, CA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	3.9%			5.7%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	16	6.7%		1.9%	5.0%	10.9%	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	8	5.6%			5.2%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	24	-1.0%	-14.0%	-1.3%	0.0%	2.2%	5.5%
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	12	4.5%		1.1%	4.0%	10.6%	
Top Finance Position	5	6.3%			5.7%		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	6	2.3%			2.4%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	5.1%			2.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	6	9.9%			12.9%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	8	8.1%			5.8%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	12	0.3%		-2.5%	2.9%	4.0%	
Top Finance Position	6	8.7%			9.7%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	3.0%			2.9%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	52	4.3%	-5.3%	-0.6%	4.2%	8.8%	18.8%
Top Administrative Position	6	2.5%			4.0%		
Top Business Position	6	-3.9%			-5.0%		
Top Development Position	6	3.7%			2.1%		
Top Finance Position	18	4.1%		0.9%	4.5%	8.1%	
Top Operations Position	6	3.4%			3.1%		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	5	1.5%			1.5%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	-0.2%			-0.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	16	2.0%		-3.2%	1.5%	9.0%	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	7	-2.5%			-3.1%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	7	4.4%			4.4%		
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	5	5.6%			9.2%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	21	6.1%	-1.9%	-1.0%	4.9%	10.3%	15.7%
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	11	5.6%		2.0%	5.4%	6.9%	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	7	5.2%			2.9%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	4.6%			4.2%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	8	3.3%			2.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	6	2.7%			0.4%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	9	-1.8%			2.3%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	14	4.8%		3.5%	4.7%	7.2%	
Top Finance Position	6	10.1%			9.3%		
Top Operations Position	5	10.5%			10.7%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	19	3.8%		0.2%	4.0%	7.7%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	25	3.7%	-5.9%	0.0%	3.0%	4.6%	15.6%
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	12	1.4%		1.1%	2.4%	9.3%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	4.2%		-0.1%	5.7%	8.6%	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	2.5%			-1.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	10	3.3%		-1.9%	0.0%	5.8%	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	10	-3.2%		-8.5%	-1.7%	0.0%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	11	3.2%		-1.7%	2.3%	7.0%	
Top Finance Position	8	5.2%			3.8%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	-0.2%			0.1%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	12	5.8%		0.0%	4.4%	8.8%	
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	5	1.3%			0.1%		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	7.6%			0.7%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	11	3.1%		1.8%	2.5%	5.5%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Unknown							
CEO/Executive Director	8	7.1%			3.0%		
Youth Development: Scouting							
CEO/Executive Director	7	2.1%			-0.8%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	10	1.0%		0.0%	1.5%	3.4%	
Youth Development: Youth Development Programs							
CEO/Executive Director	24	2.7%	-7.7%	-1.0%	0.3%	5.9%	16.9%
Top Finance Position	7	3.0%			1.4%		

Odessa-Midland, TX

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	5	3.9%			3.5%		
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Human Services—Multipurpose and Other: Human Services

CEO/Executive Director	5	5.9%			2.7%		
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Oklahoma City, OK

Arts, Culture, and Humanities: Museums

CEO/Executive Director	6	4.8%			1.9%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma City, OK							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	13	6.9%		2.0%	8.1%	11.3%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	4.2%			0.8%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	7.9%			5.6%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	15	3.3%		0.5%	3.3%	4.7%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	3.2%		-0.2%	1.6%	6.3%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	10	-1.8%		-3.1%	0.9%	2.3%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	13	3.5%		0.5%	3.6%	6.3%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	0.0%			0.4%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	5.9%			0.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma City, OK							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	-0.4%		-5.2%	1.3%	3.7%	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	-2.4%			-0.6%		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	2.4%			0.0%		
Omaha, NE-IA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	5.1%			4.1%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	8	4.7%			4.3%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	3.5%			3.2%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	4.0%			4.3%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	6.7%			11.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Omaha, NE-IA							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	0.0%			0.0%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	-0.3%			0.5%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	13.5%			15.8%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	1.0%			1.8%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	3.2%			2.8%		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	4.2%			4.9%		

Orange County, CA

Arts, Culture, and Humanities: Performing Arts

CEO/Executive Director	8	0.4%			1.4%		
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Educational Institutions and Related Activities: Educational Services

CEO/Executive Director	7	5.6%			1.2%		
Top Finance Position	5	2.9%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	24	5.9%	0.0%	0.7%	4.2%	9.4%	18.1%
Top Finance Position	7	4.0%			3.0%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	3.9%			4.2%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	5.3%			4.8%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	7.6%			5.5%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	5	2.3%			1.5%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	8	3.9%			9.8%		
Top Finance Position	6	10.7%			12.2%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	10	4.4%		0.8%	5.3%	8.0%	
Housing, Shelter: Housing Support							
CEO/Executive Director	6	3.3%			1.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	2.5%			1.7%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	25	4.3%	-5.4%	0.2%	4.3%	8.5%	15.0%
Top Finance Position	5	2.6%			1.1%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	15	2.3%		0.0%	1.6%	6.0%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	14	5.8%		0.6%	2.8%	10.2%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	15	4.5%		2.5%	6.1%	10.4%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	2.8%			1.5%		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	5	1.3%			3.5%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	-2.9%			-3.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	4.0%			2.2%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	15	-2.2%		-5.6%	0.0%	0.0%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	33	0.9%	-15.5%	-4.2%	0.0%	8.9%	14.8%
Top Finance Position	9	-1.4%			0.0%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	9	3.0%			5.5%		
Youth Development: Youth Development Programs							
CEO/Executive Director	9	3.2%			7.7%		
Orlando, FL							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	-1.3%			2.3%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	0.0%			2.5%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	21	1.3%	-4.3%	-1.8%	0.6%	3.1%	7.8%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orlando, FL							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	4.9%			3.7%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	17	5.0%		1.9%	3.4%	9.0%	
Top Finance Position	5	2.1%			2.1%		
Top Operations Position	6	5.1%			4.7%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	5.6%		1.2%	2.9%	10.3%	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	8	8.4%			8.2%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	10	2.0%		-7.2%	-0.3%	7.3%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	5.8%			5.1%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	2.1%			3.9%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	27	0.7%	-11.6%	-1.3%	0.6%	4.0%	10.7%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orlando, FL							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	1.4%			0.0%		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	5	0.6%			-0.1%		
Pensacola, FL							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	3.2%			-0.8%		
Peoria-Pekin, IL							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	3.7%			3.1%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	1.2%			3.1%		
Philadelphia, PA-NJ							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	15	4.7%		0.4%	3.8%	8.6%	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	28	-0.9%	-13.7%	-5.6%	0.0%	4.5%	9.0%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	6	4.0%			3.3%		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	9	1.4%			2.8%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	8	3.1%			1.2%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	19	2.7%		0.0%	3.1%	8.5%	
Top Development Position	5	4.5%			4.7%		
Top Finance Position	5	0.9%			3.8%		
Top Operations Position	5	10.2%			8.1%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	37	2.6%	-4.2%	-0.7%	0.8%	7.0%	10.0%
Top Finance Position	5	4.7%			3.7%		
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	5	1.4%			0.0%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	9	1.8%			0.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	-0.1%			-0.5%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	25	2.4%	-0.7%	0.0%	3.1%	5.8%	7.0%
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	10	10.4%		3.2%	7.2%	19.6%	
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	5	3.3%			3.5%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	9	3.6%			2.5%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	10	5.2%		1.7%	3.8%	9.1%	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	6.3%			4.6%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	10.6%			12.0%		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	5	2.6%			1.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	12	1.0%		-4.8%	1.7%	7.0%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	20	1.8%	-14.6%	-6.3%	0.1%	9.9%	13.8%
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	125	4.3%	-4.0%	0.0%	4.3%	8.2%	14.0%
Top Administrative Position	5	0.6%			-0.6%		
Top Business Position	5	7.5%			5.0%		
Top Development Position	11	5.3%		2.3%	3.5%	4.5%	
Top Education Position	5	8.1%			7.0%		
Top Finance Position	28	3.3%	-1.8%	0.5%	2.5%	4.2%	8.7%
Top Human Resources Position	5	5.7%			1.0%		
Top Operations Position	10	3.1%		-5.1%	2.2%	7.0%	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	6	4.8%			1.9%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	15	4.4%		-1.1%	4.0%	8.0%	
Top Development Position	9	2.8%			2.2%		
Top Education Position	8	7.8%			6.7%		
Top Finance Position	15	2.3%		0.9%	2.4%	4.2%	
Top Legal Position	6	6.1%			7.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	9	2.0%			2.0%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	18	5.4%		0.4%	5.4%	8.9%	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	8	5.5%			5.4%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	3.6%			0.0%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	6	5.7%			4.8%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	14	2.5%		-0.8%	2.0%	6.8%	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	5	1.0%			0.1%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	11	0.5%		-1.9%	0.0%	1.9%	
Top Finance Position	5	2.8%			5.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	9	-0.8%			0.4%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	17	1.9%		-0.3%	3.2%	7.1%	
Top Finance Position	13	1.2%		-6.2%	1.0%	7.7%	
Top Human Resources Position	12	1.7%		-2.6%	-0.7%	4.3%	
Top Legal Position	5	4.3%			3.4%		
Top Operations Position	5	6.0%			4.6%		
Top Technology Position	9	4.2%			4.1%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	12	4.0%		0.8%	3.0%	6.2%	
Top Finance Position	8	3.3%			1.6%		
Health—General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	5	5.3%			6.4%		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	5.1%			3.4%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	15	5.1%		-0.4%	3.2%	8.2%	
Top Finance Position	5	9.2%			9.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	23	4.0%	-3.3%	0.0%	4.5%	7.8%	10.8%
Top Finance Position	6	4.5%			4.1%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	8	0.2%			2.8%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	62	2.9%	-3.8%	-0.5%	2.4%	8.0%	13.3%
Top Finance Position	16	5.1%		0.6%	3.9%	8.9%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	40	2.8%	-1.8%	0.0%	1.4%	4.2%	10.7%
Top Finance Position	9	3.3%			3.6%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	8	-0.4%			3.2%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	22	1.5%	-5.0%	-1.9%	1.7%	5.2%	11.4%
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	56	2.8%	-4.0%	-1.0%	2.5%	7.8%	11.9%
Top Finance Position	7	7.8%			6.4%		
Top Operations Position	6	7.8%			9.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	11	6.7%		2.0%	7.2%	10.1%	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	0.9%			0.0%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	26	6.1%	-1.2%	1.2%	5.4%	9.6%	15.1%
Top Finance Position	13	5.2%		2.2%	5.2%	7.0%	
Top Human Resources Position	5	7.3%			6.8%		
Top Marketing Position	5	5.8%			5.3%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	9	-0.4%			-1.6%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	8	-3.4%			-1.3%		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	6	3.1%			2.6%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	25	-0.9%	-9.7%	-4.0%	0.0%	2.7%	7.3%
Top Finance Position	16	4.4%		-0.3%	5.1%	8.2%	
Top Operations Position	10	2.3%		0.7%	1.6%	6.5%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	14	2.3%		-1.4%	1.5%	6.0%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	8	8.3%			7.6%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	12	-1.2%		-3.5%	0.0%	0.8%	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	7	-0.8%			-0.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	21	0.4%	-5.6%	-4.2%	-0.3%	2.1%	16.1%
Youth Development: Scouting							
CEO/Executive Director	5	7.7%			6.2%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	8	5.1%			4.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	18	2.6%		-2.8%	4.3%	8.5%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	7	4.0%			5.8%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	14	4.7%		0.0%	2.7%	8.7%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	1.9%			1.9%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	2.6%			2.9%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	73	2.6%	-5.0%	-0.9%	2.2%	6.2%	14.7%
Top Administrative Position	9	4.6%			3.4%		
Top Finance Position	12	5.9%		0.7%	3.5%	11.0%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	3.5%			4.3%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	0.0%			0.0%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	8	6.2%			5.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	7	4.7%			5.0%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	26	6.2%	-4.4%	1.1%	5.1%	12.7%	16.0%
Top Finance Position	6	5.5%			3.0%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	22	0.4%	-9.6%	-1.5%	0.0%	3.0%	8.0%
Top Finance Position	6	4.2%			3.9%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	0.1%			0.0%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	16	2.0%		-2.3%	0.0%	5.3%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	23	6.1%	-1.6%	0.0%	4.6%	12.5%	17.5%
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	5.2%			4.3%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	5	-6.7%			-0.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	3.3%			2.5%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	8	0.9%			0.0%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	7.5%			5.2%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	0.2%			0.1%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	-0.5%			-1.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	35	1.6%	-13.9%	-2.6%	1.9%	8.1%	14.8%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	1.5%			1.7%		
Youth Development: Youth Development Programs							
CEO/Executive Director	11	2.9%		1.0%	2.4%	3.1%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	8	-0.5%			0.0%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	4.3%			4.6%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	24	2.5%	-0.7%	0.0%	2.1%	4.5%	9.6%
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	4.1%			1.4%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	19	1.7%		-0.7%	2.0%	5.1%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	12	0.3%		-0.5%	0.8%	3.9%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	9	4.8%			2.4%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	33	4.6%	-4.4%	1.4%	4.0%	8.6%	14.5%
Top Finance Position	7	4.1%			5.6%		
Top Operations Position	6	7.9%			3.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	9	0.3%			0.0%		
Top Development Position	5	0.8%			3.1%		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	15	0.9%		0.0%	2.2%	3.1%	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	6	7.3%			6.0%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	8	1.5%			-1.6%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	8	-0.4%			2.0%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	7	-1.2%			0.0%		
Top Finance Position	6	4.3%			2.5%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	11	0.0%		-4.1%	0.9%	3.5%	
Top Finance Position	8	1.0%			-1.5%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	8	3.2%			1.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	2.9%			1.1%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	1.2%			1.8%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	41	1.6%	-8.1%	-2.5%	2.1%	5.6%	11.7%
Top Finance Position	10	5.1%		3.0%	3.4%	5.6%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	23	5.2%	-0.7%	0.5%	4.4%	11.5%	13.8%
Top Finance Position	6	1.3%			2.0%		
Top Operations Position	5	9.1%			5.8%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	11.2%			8.6%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	18	5.6%		1.5%	5.1%	8.6%	
Top Finance Position	5	1.9%			3.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	21	2.0%	-8.7%	-1.2%	2.4%	6.2%	10.5%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	8.1%			16.5%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	3.2%			1.7%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	15	2.7%		0.0%	0.6%	5.6%	
Top Finance Position	8	4.7%			3.7%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	6	6.5%			3.8%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	5	-0.7%			0.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	3.6%			3.0%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	8	3.9%			2.5%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	1.3%			1.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	18	1.4%		-3.9%	0.0%	4.8%	
Youth Development: Youth Development Programs							
CEO/Executive Director	12	0.0%		-2.9%	0.7%	3.0%	
Pittsfield, MA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	3.6%			2.0%		
Health—General and Rehabilitative: Nursing							
Top Administrative Position	9	2.9%			1.2%		
Portland, ME							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	8	4.6%			1.9%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	4.5%			3.0%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	9	7.5%			7.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, ME							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	7	6.1%			7.5%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	-0.4%			1.3%		
Youth Development: Youth Development Programs							
CEO/Executive Director	9	8.3%			7.1%		
Portland, OR-WA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	6.7%			4.9%		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	5	2.0%			0.3%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	15	2.1%		-0.6%	0.8%	4.7%	
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	8	4.1%			2.9%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	8.6%			10.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	20	4.1%	0.4%	1.7%	4.2%	5.6%	9.2%
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	12	7.3%		3.1%	5.7%	15.2%	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	9.4%			5.3%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	-1.0%			0.3%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	10	7.8%		1.3%	7.7%	16.9%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	11	5.7%		-1.2%	1.0%	11.9%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	44	1.8%	-12.3%	-2.0%	3.0%	7.2%	12.6%
Top Finance Position	7	3.2%			0.0%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	4.6%			2.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	12	5.2%		1.7%	3.7%	5.4%	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	8	0.8%			3.2%		
Top Finance Position	5	2.6%			1.9%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	28	3.6%	-4.8%	-0.4%	4.5%	8.8%	13.6%
Top Finance Position	7	8.1%			6.7%		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	6	0.1%			2.6%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	7	8.2%			7.2%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	8.9%			6.8%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	11	2.2%		0.0%	2.8%	8.2%	
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	-1.4%			0.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	13	3.3%		-0.7%	3.0%	6.9%	
Housing, Shelter: Housing Support							
CEO/Executive Director	6	6.0%			4.4%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	29	6.1%	0.0%	0.9%	6.3%	11.0%	12.1%
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	19	5.4%		0.5%	3.2%	12.2%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	9	6.0%			5.0%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	16	6.7%		-1.7%	7.3%	13.7%	
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	-1.9%			1.3%		
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	5.8%			3.5%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	17	4.2%		-1.0%	2.9%	7.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
Top Finance Position	6	0.9%			0.8%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	5	6.3%			5.1%		
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	8	-0.8%			0.0%		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	7	3.9%			6.3%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	11	-0.4%		-6.3%	-0.1%	4.8%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	8	0.6%			-0.2%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	5.4%			5.6%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	-3.8%			-2.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	23	1.5%	-12.3%	0.0%	0.7%	6.2%	14.6%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	8.9%			6.5%		
Unknown							
CEO/Executive Director	7	0.1%			0.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	13	7.5%		2.8%	4.6%	12.6%	
Portsmouth-Dover-Rochester, NH-ME							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	5.1%			3.6%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	3.7%			1.8%		
Providence-Fall River-Warwick, RI-MA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	7	6.2%			3.9%		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	9	1.8%			1.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	7	1.8%			1.8%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	-1.7%			0.0%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	8.4%			7.7%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	30	4.0%	-4.1%	0.8%	3.5%	8.0%	11.5%
Top Finance Position	10	8.2%		3.0%	6.4%	12.0%	
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	6	3.5%			1.7%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	4.2%			2.7%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	6	2.6%			5.1%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	-0.6%			1.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Health—General and Rehabilitative: Nursing							
Top Administrative Position	6	5.8%			5.2%		
Top Finance Position	6	0.5%			0.4%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	13	4.2%		0.0%	6.2%	7.4%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	7.0%			4.3%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	4.7%			4.4%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	21	3.2%	-3.3%	0.5%	3.1%	7.7%	11.2%
Top Finance Position	7	3.8%			4.8%		
Top Operations Position	7	5.3%			4.2%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	-1.7%			1.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	0.6%			-0.2%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	3.4%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Provo-Orem, UT							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	8.4%			8.8%		
Raleigh-Durham-Chapel Hill, NC							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	9	4.2%			4.2%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	7	5.9%			5.2%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	12	5.5%		1.0%	4.9%	8.5%	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	7	5.6%			4.1%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	-0.7%			0.0%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	1.1%			0.2%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	1.5%			0.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	7.3%			6.7%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	-1.2%			1.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	46	3.1%	-9.1%	0.0%	3.6%	8.5%	14.0%
Top Finance Position	6	4.2%			2.6%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	13	2.9%		1.2%	3.3%	4.9%	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	6	2.6%			1.2%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	9	5.7%			4.8%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	7	5.7%			7.7%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	0.0%			0.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	2.4%			1.8%		
Top Finance Position	6	4.0%			7.5%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	16	3.9%		0.3%	3.9%	9.7%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	14	4.8%		-0.1%	4.7%	9.7%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	11	1.5%		-1.6%	0.5%	2.6%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	16	2.4%		-2.2%	3.0%	5.9%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	2.9%			3.5%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	9	2.5%			3.7%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	9.5%			5.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	18	3.2%		0.5%	4.5%	8.1%	
Youth Development: Youth Development Programs							
CEO/Executive Director	14	6.1%		3.3%	6.7%	9.0%	
Reading, PA							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	6.6%			6.3%		
Reno, NV							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	5.2%			9.4%		
Richmond-Petersburg, VA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	7	-1.7%			0.2%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	3.2%			3.0%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	-1.4%			0.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	4.7%			2.8%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	14	1.8%		-0.6%	0.5%	4.7%	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	5.4%			5.7%		
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	4.1%			3.8%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	0.2%			1.0%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	5.9%			2.5%		
Housing, Shelter: Housing Support							
CEO/Executive Director	5	2.3%			0.3%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	10	7.3%		3.2%	6.4%	9.4%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	11	2.6%		2.6%	3.4%	4.4%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Human Services—Multipurpose and Other: Children & Youth Services							
Top Finance Position	5	1.7%			2.1%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	12	1.1%		-2.9%	-0.2%	2.6%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	1.6%			1.5%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	2.6%		-1.1%	0.0%	2.6%	
Youth Development: Youth Development Programs							
CEO/Executive Director	7	-3.2%			3.1%		
Riverside-San Bernardino-Ontario, CA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	0.6%			2.4%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	31	3.2%	-13.3%	-2.2%	3.2%	10.3%	17.7%
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	-3.3%			-1.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	10	3.4%		-0.2%	4.1%	9.6%	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	8	5.2%			4.1%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	11	2.1%		-2.5%	2.3%	6.3%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	14	1.2%		-1.4%	0.7%	5.1%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	10	2.0%		0.0%	1.4%	3.0%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	14	7.7%		5.0%	6.3%	12.6%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	12	3.0%		0.0%	4.4%	6.3%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	7.1%			8.4%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	1.9%			-1.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	21	-0.7%	-13.6%	-5.8%	-2.2%	0.7%	18.4%
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	4.6%			5.2%		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	2.9%			0.0%		
Roanoke, VA							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	3.7%			3.3%		
Rochester, NY							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	10.8%			9.2%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	16	1.5%		-0.2%	2.3%	4.1%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	7.5%			7.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rochester, NY							
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	8.9%			9.6%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	5	1.2%			2.1%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	7	-0.1%			1.1%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	10	7.8%		2.9%	6.6%	10.6%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	2.4%			-1.1%		
Top Operations Position	5	2.3%			3.1%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	3.0%			2.6%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	16	4.4%		1.3%	3.9%	8.1%	
Top Finance Position	10	1.6%		1.0%	2.6%	2.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rockford, IL							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	4.8%			2.7%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	0.5%			-1.0%		
Sacramento, CA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	4.9%			2.9%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	5	0.2%			0.3%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	6.3%			3.6%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	8	3.8%			3.9%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	7.9%			3.7%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	21	5.8%	-4.2%	-1.7%	4.6%	12.6%	17.5%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	5.6%			6.2%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	-0.5%			2.6%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	16	2.9%		0.4%	4.4%	5.8%	
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	5	9.1%			10.2%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	0.0%			3.6%		
Top Finance Position	5	-3.4%			0.7%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	5	0.7%			0.1%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	7.2%			6.7%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	13	2.9%		0.0%	1.3%	3.5%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	12	1.4%		-0.9%	0.7%	3.7%	
Top Finance Position	5	6.6%			1.8%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	7	1.4%			0.0%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	13	3.8%		-1.7%	1.6%	5.3%	
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	0.4%			0.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	0.7%			-2.2%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	6	-0.1%			1.2%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	9.0%			8.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	5.1%		0.0%	3.7%	9.3%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Youth Development: Youth Development Programs							
CEO/Executive Director	10	4.9%		0.4%	7.0%	13.1%	
Saginaw-Bay City-Midland, MI							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	3.1%			0.7%		
Salinas, CA							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	3.1%			0.0%		
Salt Lake City-Ogden, UT							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	6.9%			6.1%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	8	5.3%			1.1%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	2.2%		-1.7%	2.9%	5.0%	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	5	6.9%			3.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salt Lake City-Ogden, UT							
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	5	10.3%			17.5%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	2.5%			2.3%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	1.7%			3.0%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	-0.7%			-0.2%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	4.7%			0.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	11.6%			7.9%		

San Antonio, TX

Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	5	4.3%			1.3%		
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Arts, Culture, and Humanities: Performing Arts

CEO/Executive Director	7	7.3%			6.4%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	4.6%			4.5%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	17	5.8%		1.4%	4.9%	8.9%	
Top Administrative Position	7	10.9%			9.3%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	5.5%			5.3%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	0.3%			0.0%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	5.2%			3.9%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	15	4.1%		0.4%	2.8%	4.2%	
Top Finance Position	5	4.0%			4.7%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	14	6.6%		0.0%	5.9%	12.6%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	7	5.5%			4.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	4.0%		0.0%	4.6%	6.2%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	16	-1.1%		-7.9%	0.5%	3.3%	
Youth Development: Youth Development Programs							
CEO/Executive Director	5	-0.1%			5.5%		
San Diego, CA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	9	4.4%			0.4%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	16	4.3%		-0.3%	3.4%	7.9%	
Top Finance Position	5	8.2%			7.6%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	16	3.7%		-0.8%	3.1%	5.6%	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	4.6%			1.1%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	8.5%			8.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	3.5%			3.8%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	59	3.2%	-7.3%	-1.5%	3.0%	9.4%	16.0%
Top Finance Position	18	1.5%		-0.9%	2.1%	5.0%	
Top Operations Position	5	2.2%			5.5%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	4.0%			4.5%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	9	6.3%			4.8%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	10	0.7%		-7.2%	1.1%	7.9%	
Top Finance Position	10	6.6%		3.3%	6.4%	9.8%	
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	5	6.5%			4.1%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	11	6.7%		-1.1%	2.7%	13.6%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	25	2.9%	-1.2%	0.1%	1.2%	3.4%	8.5%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
Top Finance Position	9	6.6%			2.9%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	15	3.1%		-0.2%	2.4%	8.8%	
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	7	7.1%			3.8%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	8	2.6%			0.0%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	22	4.9%	-1.4%	0.0%	2.4%	11.3%	13.9%
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	-2.2%			-1.2%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	3.2%			4.4%		
Medical Research: Medical Disciplines Research							
CEO/Executive Director	5	2.6%			4.7%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	7	12.6%			12.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	6.4%			8.3%		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	7	-0.3%			2.2%		
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	8	3.1%			4.7%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	14	1.7%		-2.9%	1.3%	6.6%	
Top Finance Position	5	1.7%			-1.7%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	26	0.5%	-16.8%	-3.4%	0.0%	5.0%	13.8%
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	9	2.5%			2.1%		
Youth Development: Youth Development Programs							
CEO/Executive Director	13	0.7%		-0.8%	0.0%	1.5%	

San Francisco-Oakland, CA

Animal-Related: Animal Protection & Welfare

CEO/Executive Director	8	5.5%			5.1%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	5	-0.5%			1.3%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	42	0.3%	-8.4%	-4.0%	0.0%	4.5%	9.8%
Arts, Culture, and Humanities: Arts Services							
CEO/Executive Director	6	1.7%			0.2%		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	5	3.1%			0.0%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	22	1.8%	-17.5%	-5.5%	2.5%	10.1%	20.3%
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	9	4.1%			1.3%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	24	5.9%	-2.4%	2.4%	5.0%	10.1%	15.0%
Top Finance Position	7	3.5%			2.0%		
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	11	1.5%		0.1%	1.7%	5.2%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	13	4.0%		1.8%	4.8%	7.7%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	10	6.1%		2.2%	4.8%	14.5%	
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	-1.9%			-1.9%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	10	2.3%		-4.9%	2.1%	8.0%	
Top Operations Position	5	4.1%			4.5%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	5.8%			4.0%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	11	1.3%		-2.6%	0.0%	5.9%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	11	1.9%		-1.2%	1.8%	5.3%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	85	5.2%	-2.2%	0.3%	4.7%	8.3%	16.1%
Top Development Position	13	8.3%		4.3%	6.9%	11.2%	
Top Education Position	6	4.2%			3.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Top Finance Position	29	8.3%	0.5%	3.0%	5.9%	14.2%	20.0%
Top Operations Position	7	5.2%			3.5%		
Top Technology Position	9	3.0%			6.1%		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	6.4%			11.4%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	13	2.5%		0.0%	2.5%	5.4%	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	8	2.1%			1.9%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	6	5.6%			2.3%		
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	8	-0.9%			1.8%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	16	8.6%		2.9%	5.7%	14.6%	
Top Finance Position	5	2.9%			4.5%		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	6	2.9%			3.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	11	6.0%		1.2%	3.2%	10.4%	
Top Finance Position	5	6.1%			9.3%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	4.5%			2.8%		
Top Finance Position	7	3.2%			3.9%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	6	-2.4%			-1.9%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	7	-1.2%			-1.8%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	19	3.4%		1.7%	3.4%	7.6%	
Top Finance Position	5	4.7%			4.4%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	31	5.0%	-5.6%	0.0%	4.8%	9.4%	14.0%
Top Finance Position	13	3.7%		0.0%	3.1%	9.8%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	30	3.7%	-3.7%	0.8%	4.2%	6.9%	16.9%
Top Finance Position	8	6.2%			7.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	12	7.1%		1.1%	4.9%	16.9%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	19	2.0%		-2.5%	2.0%	5.7%	
Top Finance Position	6	5.5%			5.6%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	9	3.8%			2.9%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	10	4.2%		-1.6%	0.9%	10.0%	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	9	-0.3%			1.8%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	9	1.0%			1.1%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	9	-0.1%			2.7%		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	8	1.4%			1.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	0.9%			1.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	3.8%			1.6%		
Unknown							
CEO/Executive Director	6	3.9%			-0.3%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	3.6%			0.4%		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	3.9%			3.8%		
Youth Development: Youth Development Programs							
CEO/Executive Director	19	2.1%		-2.2%	0.9%	5.3%	

San Jose, CA

Arts, Culture, and Humanities: Arts & Culture

CEO/Executive Director	8	2.5%			1.6%		
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Arts, Culture, and Humanities: Museums

Top Finance Position	5	8.9%			8.5%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	12	3.1%		0.0%	1.4%	3.5%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	3.5%			0.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	41	6.1%	-5.0%	0.0%	7.5%	11.7%	17.1%
Top Finance Position	11	-1.0%		-8.4%	5.1%	8.1%	
Top Operations Position	7	-4.3%			-4.7%		
Housing, Shelter: Housing Development, Construction, & Management							
Top Finance Position	5	7.1%			8.2%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	13	3.0%		0.0%	3.0%	8.0%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	3.7%			5.5%		
Top Finance Position	5	5.9%			6.7%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	11	6.2%		2.4%	3.2%	8.3%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	4.0%			0.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	-3.3%			-3.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	2.4%		-0.3%	0.0%	4.9%	
Youth Development: Youth Development Programs							
CEO/Executive Director	8	3.1%			1.7%		
San Juan, PR							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	3.9%			4.8%		
Santa Barbara-Santa Maria-Lompoc, CA							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	5.4%			4.6%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	16	-1.4%		-2.5%	1.2%	3.4%	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	8	8.0%			9.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Barbara-Santa Maria-Lompoc, CA							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	3.7%			7.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	6.3%			4.6%		
Santa Cruz, CA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	3.6%			0.1%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	6.3%			5.9%		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	1.4%			1.8%		
Santa Fe, NM							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	1.3%			0.1%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	6	-2.8%			-0.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Rosa, CA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	2.3%			1.2%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	4.0%			1.5%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	5.0%		0.0%	2.5%	16.1%	
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	9	6.0%			3.1%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	5.9%			2.2%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	10	4.8%		-1.8%	5.7%	8.0%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	8.5%			10.4%		

Sarasota-Bradenton, FL

Arts, Culture, and Humanities: Performing Arts

CEO/Executive Director	9	6.5%			6.9%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sarasota-Bradenton, FL							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	3.2%			2.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	3.5%			0.1%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	4.0%			3.2%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	6.4%			8.8%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	2.3%			0.2%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	4.6%			1.5%		

Savannah, GA

Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	2.6%		-4.1%	5.3%	8.3%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	2.9%			1.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Scranton—Wilkes-Barre—Hazleton, PA							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	3.8%			3.6%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	3.6%			3.2%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	1.4%			2.6%		
Seattle-Everett, WA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	3.0%			4.3%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	22	2.3%	-3.1%	0.0%	1.6%	3.3%	8.0%
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	7	3.7%			1.0%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	23	4.9%	-3.0%	-0.3%	3.4%	9.3%	16.1%
Top Finance Position	5	2.5%			3.8%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	10.3%			5.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	5.0%			2.6%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	7.3%			8.3%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	8	1.7%			2.7%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	12	-1.4%		-1.6%	0.8%	5.9%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	66	3.2%	-1.8%	0.0%	2.7%	6.1%	8.6%
Top Business Position	8	5.4%			5.3%		
Top Development Position	6	4.4%			2.7%		
Top Finance Position	26	3.7%	-0.4%	1.3%	4.2%	5.8%	9.8%
Top Operations Position	6	4.6%			5.2%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	4.4%			2.5%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	11	6.9%		4.9%	6.9%	10.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	6	8.2%			9.3%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	6	1.9%			0.6%		
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	5	0.8%			0.9%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	15	3.3%		0.2%	1.5%	6.3%	
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	6	0.2%			0.0%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	10	4.8%		5.3%	5.9%	6.7%	
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	9	3.1%			6.0%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	6	2.1%			5.1%		
Top Finance Position	8	1.1%			-2.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	5	4.3%			4.7%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	7	0.0%			0.0%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	9.9%			10.5%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	42	7.3%	-1.0%	1.3%	6.0%	10.6%	19.4%
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	22	5.0%	-7.7%	0.1%	4.2%	9.0%	19.0%
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	7	4.2%			3.9%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	11	0.4%		-1.2%	1.3%	4.7%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	27	6.8%	-0.5%	2.9%	7.8%	11.5%	16.7%
Top Finance Position	6	2.7%			4.8%		
Top Operations Position	7	8.4%			6.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	8	4.8%			5.0%		
Top Finance Position	5	1.6%			-0.1%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	18	-3.1%		-4.3%	0.0%	3.7%	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	15	1.8%		-0.4%	2.8%	6.4%	
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	5	2.3%			0.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	1.9%			1.3%		
Top Finance Position	6	7.5%			5.4%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	3.0%			6.4%		
Top Finance Position	5	5.5%			4.2%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	8	6.2%			5.9%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	1.4%			-1.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	0.2%			0.0%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	-6.4%			-10.4%		
Unknown							
CEO/Executive Director	10	3.5%		0.0%	0.5%	7.4%	
Youth Development: Youth Development Programs							
CEO/Executive Director	21	8.8%	-0.3%	2.1%	8.6%	17.5%	19.4%
Sioux Falls, SD							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	6.9%			-0.8%		
Spokane, WA							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	-3.0%			-1.4%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	6.9%			3.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Spokane, WA							
Unknown							
CEO/Executive Director	5	-0.1%			1.3%		
Springfield, MA							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	2.0%			0.0%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	0.5%			4.8%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	14	3.0%		-1.3%	2.2%	8.6%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	0.4%			-1.7%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	7.0%			6.7%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	14	1.4%		-1.8%	0.6%	3.3%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	7.1%			4.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, MA							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	1.6%		-1.7%	0.2%	5.4%	
Springfield, MO							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	5.7%			2.6%		
St. Cloud, MN							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	6.7%			4.0%		
St. Louis, MO-IL							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	8	5.6%			1.9%		
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	9	5.6%			4.4%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	10	6.6%		-0.1%	4.8%	13.0%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	12	4.8%		0.0%	3.6%	10.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	1.7%			1.9%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	9.2%			11.5%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	0.7%			3.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	36	0.6%	-12.9%	-0.4%	2.1%	4.8%	7.6%
Top Finance Position	8	6.2%			4.7%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	4.3%			4.6%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	4.7%			3.9%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	6	7.7%			2.4%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	6	5.1%			4.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	-0.8%			1.7%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	8	6.6%			6.4%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	9	7.5%			7.4%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	35	1.4%	-10.6%	-5.8%	0.3%	6.4%	14.1%
Top Finance Position	8	4.1%			2.8%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	17	4.8%		1.2%	3.3%	7.0%	
Top Finance Position	6	0.5%			2.2%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	9	1.6%			3.4%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	20	3.7%	-4.0%	-0.5%	2.6%	8.0%	10.6%
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	4.7%			5.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	11	-0.1%		-0.6%	3.2%	4.5%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	4.6%			4.3%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	1.1%			0.0%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	6	5.9%			5.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	18	0.8%		-0.7%	0.0%	1.3%	
Youth Development: Youth Development Programs							
CEO/Executive Director	13	5.0%		0.0%	1.9%	13.1%	

Stamford, CT

Arts, Culture, and Humanities: Performing Arts

CEO/Executive Director	6	-4.9%			-0.4%		
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Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	25	2.1%	-3.3%	0.0%	2.4%	4.2%	5.7%
Top Development Position	6	5.0%			5.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Stamford, CT							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Top Finance Position	7	7.3%			5.1%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	0.1%			0.1%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	-1.2%			1.4%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	10	5.3%		0.2%	3.5%	7.8%	
Top Finance Position	6	3.7%			2.0%		

Stockton-Lodi, CA

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	7	2.1%			2.0%		
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Syracuse, NY

Educational Institutions and Related Activities: Libraries

CEO/Executive Director	6	1.6%			2.4%		
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Health—General and Rehabilitative: Hospitals

CEO/Executive Director	7	4.6%			2.6%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Syracuse, NY							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	-3.0%			-1.4%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	3.4%			3.3%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	4.6%			2.2%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	6.5%			1.6%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	5.8%			4.2%		

Tacoma, WA

Arts, Culture, and Humanities: Museums							
CEO/Executive Director	5	5.7%			5.0%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	1.2%			0.7%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	1.1%			-0.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tacoma, WA							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	8	7.0%			6.4%		
Youth Development: Youth Development Programs							
CEO/Executive Director	7	-0.6%			0.9%		
Tallahassee, FL							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	5.3%			5.6%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	6.1%			2.0%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	5.2%			3.1%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	5	-1.4%			0.6%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	1.8%			0.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	6	2.3%			1.0%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	5	7.2%			5.8%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	6	0.5%			5.3%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	7	2.4%			2.1%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	2.9%			2.5%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	29	4.4%	-1.0%	0.0%	3.8%	8.6%	15.4%
Top Finance Position	5	7.6%			5.5%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	3.8%			0.5%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	5	3.6%			1.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	5	3.2%			4.2%		
Health—General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	5	-0.6%			0.3%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	6	1.1%			0.4%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	8	4.6%			1.8%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	14	5.0%		2.3%	4.7%	5.6%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	3.9%		-1.3%	4.8%	9.3%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	9	2.4%			1.2%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	15	1.3%		0.6%	4.0%	5.3%	
Top Finance Position	7	2.9%			5.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	2.4%			1.7%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	3.1%			0.9%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	-7.9%			-7.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	19	-0.8%		-6.7%	0.0%	1.3%	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	4.5%			0.9%		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	-1.2%			0.1%		

Toledo, OH

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	6	3.4%			2.7%		
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Food, Agriculture, and Nutrition: Food Programs

CEO/Executive Director	6	3.6%			3.6%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Toledo, OH							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	12	5.1%		0.6%	3.2%	10.9%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	4.1%			1.5%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	-3.1%			-6.6%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	0.2%			0.3%		
Topeka, KS							
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	2.9%			1.0%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	5	2.6%			1.2%		
Trenton, NJ							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	5	0.3%			0.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Trenton, NJ							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	2.2%		-0.8%	0.7%	6.5%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	3.1%			1.1%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	1.9%			2.4%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	11	4.4%		1.4%	3.3%	9.3%	
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	2.7%			3.3%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	10	3.2%		0.5%	2.0%	3.2%	

Tucson, AZ

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	18	2.6%		-2.8%	0.5%	8.1%	
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Educational Institutions and Related Activities: Service and Other

CEO/Executive Director	5	4.7%			0.0%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tucson, AZ							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	6	4.8%			3.0%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	5.0%			3.6%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	7.6%			1.8%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	6.5%			6.7%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	13	4.6%		-0.2%	1.8%	10.7%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	3.0%			1.4%		

Tulsa, OK

Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	5.3%		2.5%	6.9%	9.8%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	0.3%			2.0%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tulsa, OK							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	4.9%			4.5%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	1.9%			3.2%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	8.9%			4.6%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	33	-1.7%	-12.9%	-7.4%	-0.4%	2.8%	11.4%
Top Finance Position	5	-1.5%			-3.8%		

Tyler, TX

Religion-Related, Spiritual Development: Christianity

CEO/Executive Director	8	6.0%			0.3%		
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Vallejo-Fairfield-Napa, CA

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	6	9.8%			7.7%		
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Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations

CEO/Executive Director	7	2.6%			3.2%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vallejo-Fairfield-Napa, CA							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	1.6%			3.2%		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	9	3.7%			2.9%		
Ventura, CA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	4.7%			5.2%		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	5	2.2%			5.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	1.2%			1.4%		
Visalia-Tulare-Porterville, CA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	5.8%			6.5%		
Washington, DC-MD-VA							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	13	8.9%		1.9%	6.7%	18.9%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	12	3.0%		-0.4%	1.4%	5.4%	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	41	2.0%	-3.9%	-0.8%	0.7%	4.4%	10.2%
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.							
CEO/Executive Director	8	2.5%			0.3%		
Arts, Culture, and Humanities: Historical Organizations							
CEO/Executive Director	22	4.0%	-3.0%	1.4%	3.1%	6.9%	14.6%
Arts, Culture, and Humanities: Humanities							
CEO/Executive Director	8	4.7%			6.5%		
Arts, Culture, and Humanities: Media & Communications							
CEO/Executive Director	27	3.6%	-5.3%	0.1%	2.9%	8.2%	14.7%
Top Finance Position	12	2.6%		0.5%	1.9%	3.7%	
Top Technology Position	5	2.2%			1.5%		
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	11	3.0%		-1.2%	2.4%	5.7%	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	34	4.6%	-0.4%	0.4%	3.1%	7.7%	17.1%
Top Finance Position	6	-0.6%			0.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	28	3.5%	-3.6%	-1.2%	3.2%	7.7%	10.5%
Arts, Culture, and Humanities: Visual Arts							
CEO/Executive Director	7	6.7%			4.4%		
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	25	1.7%	-6.8%	-2.3%	1.6%	4.6%	8.8%
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	43	3.7%	-5.2%	-0.4%	3.1%	7.7%	14.2%
Top Finance Position	7	1.7%			4.0%		
Top Operations Position	6	2.7%			2.1%		
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.							
CEO/Executive Director	13	6.6%		2.9%	5.8%	11.3%	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	26	2.9%	-6.1%	-0.7%	2.1%	6.1%	16.7%
Top Finance Position	5	7.2%			4.1%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	19	2.4%		-1.1%	4.4%	8.2%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	24	2.1%	-4.3%	-0.1%	2.0%	4.1%	7.0%

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	8	5.2%			3.6%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	18	1.7%		-2.7%	2.3%	3.9%	
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	5	2.8%			3.0%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	23	2.9%	-9.6%	0.0%	1.8%	6.9%	15.7%
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	6	1.6%			-0.6%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	13	3.9%		0.0%	4.6%	6.7%	
Top Legal Position	5	5.1%			4.6%		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	2.5%			1.6%		
Crime, Legal-Related: Service and Other							
CEO/Executive Director	10	4.0%		0.3%	5.5%	9.0%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	5	5.0%			6.3%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	15	5.7%		3.1%	5.6%	10.9%	
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	10	6.3%		2.4%	6.3%	10.8%	
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	20	4.0%	-2.8%	0.0%	2.8%	6.6%	10.0%
Top Finance Position	5	9.3%			11.8%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	11	4.0%		2.9%	5.5%	7.3%	
Top Finance Position	5	4.7%			6.1%		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	15	1.5%		-1.5%	3.7%	6.0%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	24	1.4%	-12.6%	-0.3%	2.2%	6.9%	11.9%
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	26	6.6%	-0.7%	0.0%	3.1%	12.9%	18.9%
Top Operations Position	8	2.7%			0.6%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	154	3.6%	-5.3%	0.0%	3.3%	7.8%	12.5%
Top Business Position	11	2.7%		-1.3%	3.7%	5.1%	
Top Development Position	15	4.2%		1.9%	4.3%	7.4%	
Top Education Position	7	7.9%			5.3%		
Top Facilities Position	7	4.6%			3.8%		
Top Finance Position	40	4.4%	-3.0%	0.7%	5.2%	8.3%	11.7%
Top Operations Position	28	4.5%	-4.1%	0.2%	2.5%	8.8%	16.5%
Top Technology Position	7	1.4%			0.6%		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	5	8.0%			5.1%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	21	1.3%	-10.5%	-1.4%	2.4%	3.0%	14.7%
Top Development Position	6	4.1%			3.5%		
Top Education Position	5	3.6%			2.2%		
Top Finance Position	12	2.6%		-1.1%	1.7%	3.3%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	86	2.5%	-6.8%	-0.1%	2.3%	5.7%	12.3%
Top Administrative Position	6	3.6%			2.5%		
Top Finance Position	20	4.5%	0.8%	2.1%	4.1%	6.0%	9.6%
Top Human Resources Position	5	4.8%			4.0%		
Top Legal Position	5	8.9%			8.2%		
Top Operations Position	15	5.1%		2.2%	3.6%	5.8%	
Top PR/Communications Position	5	7.7%			6.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Educational Institutions and Related Activities: Service and Other							
Top Technology Position	6	4.3%			4.8%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	21	2.4%	-2.3%	0.0%	1.7%	5.6%	9.0%
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	17	3.6%		0.0%	4.6%	7.2%	
Top Finance Position	8	6.8%			4.6%		
Employment, Job-Related: Service and Other							
CEO/Executive Director	7	6.3%			4.7%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	11	5.2%		-0.4%	1.9%	12.3%	
Environmental Quality, Protection, and Beautification: Environment N.E.C.							
CEO/Executive Director	10	4.4%		-0.1%	3.2%	11.1%	
Environmental Quality, Protection, and Beautification: Environmental Education							
CEO/Executive Director	7	2.9%			4.7%		
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
CEO/Executive Director	44	3.6%	-2.9%	0.1%	2.7%	8.6%	13.0%
Top Development Position	5	4.1%			4.0%		
Top Finance Position	19	4.9%		0.8%	3.7%	6.6%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection							
Top Operations Position	8	7.4%			8.4%		
Top PR/Communications Position	5	7.1%			7.3%		
Environmental Quality, Protection, and Beautification: Service and Other							
CEO/Executive Director	42	5.8%	-2.1%	0.9%	3.6%	9.7%	18.1%
Top Development Position	6	5.3%			3.8%		
Top Finance Position	8	-0.5%			0.3%		
Top Operations Position	8	2.8%			3.0%		
Top PR/Communications Position	5	7.5%			6.3%		
Food, Agriculture, and Nutrition: Food Programs							
CEO/Executive Director	10	5.6%		3.3%	9.3%	13.7%	
Food, Agriculture, and Nutrition: Nutrition							
CEO/Executive Director	5	1.0%			0.1%		
Food, Agriculture, and Nutrition: Service and Other							
CEO/Executive Director	5	-7.2%			-6.0%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	12	7.8%		0.0%	5.4%	16.5%	
Top Finance Position	6	8.1%			8.0%		
Health—General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	7	5.0%			3.5%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Health—General and Rehabilitative: Health Support							
CEO/Executive Director	15	-3.1%		-4.9%	-0.8%	2.9%	
Top Finance Position	5	6.7%			7.7%		
Health—General and Rehabilitative: Hospitals							
CEO/Executive Director	18	3.1%		-0.2%	1.9%	6.7%	
Top Finance Position	10	0.1%		-0.3%	1.3%	2.2%	
Top Human Resources Position	5	0.6%			2.2%		
Top Operations Position	6	10.7%			10.5%		
Top Technology Position	5	6.9%			4.8%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	6	9.4%			8.6%		
Health—General and Rehabilitative: Public Health							
CEO/Executive Director	15	0.9%		-0.7%	1.1%	4.8%	
Top Operations Position	5	5.7%			4.7%		
Health—General and Rehabilitative: Service and Other							
CEO/Executive Director	38	3.4%	-5.6%	0.0%	2.5%	6.2%	13.0%
Top Finance Position	14	3.3%		0.6%	2.8%	3.8%	
Top Operations Position	8	0.4%			1.9%		
Top Technology Position	8	5.3%			4.7%		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	9	-4.8%			1.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	31	4.2%	-0.9%	0.4%	3.0%	7.7%	9.4%
Top Finance Position	7	1.8%			1.8%		
Housing, Shelter: Housing Support							
CEO/Executive Director	15	0.1%		-4.1%	0.0%	3.0%	
Housing, Shelter: Service and Other							
CEO/Executive Director	5	5.0%			5.9%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	10	2.4%		1.5%	3.0%	5.7%	
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	62	3.0%	-5.8%	0.0%	3.3%	6.9%	12.3%
Top Finance Position	18	4.4%		-0.8%	1.9%	8.0%	
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	56	3.3%	-3.6%	0.0%	2.1%	7.7%	11.9%
Top Finance Position	8	2.9%			1.4%		
Top Operations Position	6	7.6%			3.3%		
Human Services—Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	17	0.8%		-1.6%	0.0%	1.3%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	18	4.1%		0.1%	3.9%	8.6%	
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	46	3.1%	-4.3%	-0.1%	1.6%	6.8%	13.2%
Top Finance Position	6	6.8%			3.9%		
Human Services—Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	15	3.5%		0.0%	6.0%	8.1%	
Human Services—Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	-4.9%			-6.4%		
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	21	3.8%	-2.8%	-0.3%	3.2%	8.3%	10.6%
Top Finance Position	9	2.4%			0.1%		
Human Services—Multipurpose and Other: Service and Other							
CEO/Executive Director	16	2.2%		0.0%	2.8%	6.1%	
International, Foreign Affairs, and National Security: International Development							
CEO/Executive Director	56	3.1%	-7.8%	-1.2%	2.4%	7.5%	16.5%
Top Finance Position	14	2.2%		-0.6%	2.7%	6.4%	
Top Operations Position	9	7.5%			5.1%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
International, Foreign Affairs, and National Security: International Human Rights							
CEO/Executive Director	19	0.8%		-0.2%	1.0%	6.0%	
Top Finance Position	5	4.1%			2.8%		
International, Foreign Affairs, and National Security: International Peace & Security							
CEO/Executive Director	21	-0.3%	-13.2%	0.0%	1.3%	3.8%	7.9%
Top Finance Position	5	7.4%			6.9%		
International, Foreign Affairs, and National Security: Promotion of International Understanding							
CEO/Executive Director	31	4.2%	-5.3%	-0.1%	3.1%	9.2%	17.6%
Top Finance Position	5	7.5%			4.2%		
International, Foreign Affairs, and National Security: Service and Other							
CEO/Executive Director	34	3.4%	-6.9%	-0.9%	3.1%	9.1%	14.3%
Top Finance Position	6	6.3%			5.7%		
Medical Research: Medical Research N.E.C.							
CEO/Executive Director	7	7.1%			7.2%		
Medical Research: Service and Other							
CEO/Executive Director	15	1.8%		-0.1%	2.4%	5.1%	
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	5	4.8%			4.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	20	2.0%	-5.9%	-0.2%	1.2%	4.1%	10.2%
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	10	2.6%		0.6%	1.4%	3.8%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	9	0.7%			3.1%		
Mutual/Membership Benefit Organizations, Other: Service and Other							
CEO/Executive Director	12	3.0%		2.0%	4.8%	6.8%	
Top Finance Position	5	4.2%			3.3%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	6	6.3%			6.2%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion							
CEO/Executive Director	9	3.8%			0.6%		
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	12	4.8%		0.1%	2.9%	7.7%	
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other							
CEO/Executive Director	11	6.6%		1.0%	3.3%	11.8%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	6	5.9%			5.5%		
Public Safety, Disaster Preparedness, and Relief: Safety Education							
CEO/Executive Director	7	0.3%			1.9%		
Public Safety, Disaster Preparedness, and Relief: Service and Other							
CEO/Executive Director	7	0.3%			4.2%		
Public, Society Benefit—Multipurpose and Other: Consumer Protection							
CEO/Executive Director	6	5.1%			3.5%		
Public, Society Benefit—Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	20	6.1%	0.0%	1.9%	5.5%	9.8%	12.6%
Top Finance Position	6	-1.0%			1.6%		
Top Operations Position	6	4.1%			2.3%		
Public, Society Benefit—Multipurpose and Other: Leadership Development							
CEO/Executive Director	9	1.1%			3.4%		
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	15	5.7%		1.3%	7.7%	9.5%	
Top Finance Position	6	0.9%			1.5%		
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	19	1.9%		0.0%	2.5%	5.6%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Public, Society Benefit—Multipurpose and Other: Service and Other							
CEO/Executive Director	48	2.7%	-6.6%	0.0%	2.5%	7.2%	10.7%
Top Finance Position	14	6.6%		3.0%	6.1%	9.2%	
Top Operations Position	10	2.8%		0.5%	7.2%	7.8%	
Top PR/Communications Position	8	2.7%			3.2%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	29	2.1%	-7.4%	-0.4%	1.9%	8.2%	10.2%
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	-3.6%			-6.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	40	1.7%	-8.8%	0.0%	1.7%	5.1%	9.6%
Top Finance Position	6	5.8%			3.6%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	1.3%			2.3%		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	8.3%			8.5%		
Science and Technology Research Institutes, Services: Biological & Life Sciences							
CEO/Executive Director	5	6.8%			7.4%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	9	1.8%			2.7%		
Science and Technology Research Institutes, Services: General Science							
CEO/Executive Director	8	6.7%			5.2%		
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
CEO/Executive Director	8	3.7%			4.3%		
Science and Technology Research Institutes, Services: Science & Technology N.E.C.							
CEO/Executive Director	7	5.6%			3.3%		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	20	3.4%	-2.2%	0.0%	2.2%	5.0%	12.3%
Top Finance Position	8	5.7%			4.9%		
Top Technology Position	5	3.2%			3.6%		
Social Science Research Institutes, Services: Service and Other							
CEO/Executive Director	10	3.6%		0.2%	3.0%	7.6%	
Top Finance Position	6	4.6%			6.1%		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	23	5.8%	-1.4%	3.2%	4.9%	9.9%	13.0%
Top Finance Position	8	0.4%			2.7%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Social Science Research Institutes, Services: Social Science N.E.C.							
CEO/Executive Director	6	0.9%			0.6%		
Unknown							
CEO/Executive Director	7	4.3%			1.6%		
Youth Development: Service and Other							
CEO/Executive Director	8	6.0%			7.1%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	3.2%			2.7%		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	-0.5%			3.5%		
Youth Development: Youth Development Programs							
CEO/Executive Director	49	5.1%	-2.2%	0.0%	4.2%	10.9%	14.6%
Top Finance Position	7	9.1%			9.6%		
Top Operations Position	5	5.4%			3.8%		

Waterbury, CT

Educational Institutions and Related Activities: Elementary & Secondary Schools

CEO/Executive Director	5	6.1%			5.4%		
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501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Waterbury, CT							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	0.9%			-0.8%		
West Palm Beach-Boca Raton, FL							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	10	3.8%		-4.0%	7.0%	13.5%	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	7	3.6%			2.2%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	10	6.7%		0.4%	5.6%	12.6%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	23	0.3%	-12.0%	-2.7%	0.5%	4.8%	10.6%
Top Finance Position	5	2.4%			1.5%		
Top Operations Position	5	4.1%			4.5%		
Health—General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	-2.4%			-0.6%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	3.4%			1.8%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	-1.7%			-1.3%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	9.9%			9.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	-0.1%			0.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	7.9%			8.3%		

Wichita, KS

Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	-0.1%			1.8%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	0.5%			0.0%		
Health—General and Rehabilitative: Hospitals							
Top Administrative Position	5	6.2%			5.9%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	4.4%			5.2%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wichita, KS							
Human Services—Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	-1.3%			-2.6%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	2.5%			-0.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	4.5%			4.0%		
Wilmington, DE-NJ-MD							
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	7	-2.4%			0.0%		
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	3.1%			1.7%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	16	6.4%		1.8%	3.2%	8.8%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	1.1%			0.6%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	0.4%			1.3%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wilmington, DE-NJ-MD							
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	10	3.6%		1.0%	2.2%	4.5%	
Wilmington, NC							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	4.0%			4.5%		
Worcester, MA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	0.3%			0.0%		
Health—General and Rehabilitative: Nursing							
CEO/Executive Director	5	1.6%			5.1%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	5.8%			7.3%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	6.7%			5.3%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	9	4.7%			2.9%		

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
York, PA							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	5	4.3%			2.6%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	5.5%			3.2%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	6	5.7%			4.3%		
Top Finance Position	5	4.3%			4.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	-0.9%			0.0%		

Youngstown-Warren, OH

Human Services—Multipurpose and Other: Human Services

CEO/Executive Director	6	1.8%			4.5%		
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Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Akron, OH							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	0.9%			3.4%		
Albany-Schenectady-Troy, NY							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.5%			1.6%		
Between \$1 million and \$5 million							
Top Business Position	6	2.6%			2.6%		
Greater than \$5 million							
CEO/Executive Director	6	5.7%			5.9%		
Top Finance Position	5	5.5%			8.1%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	15	3.5%		0.0%	3.2%	7.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	4.0%		0.0%	2.2%	6.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	4.3%	0.5%	1.2%	3.3%	5.3%	7.6%
Top Legal Position	5	4.6%			2.4%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albuquerque, NM							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.5%			1.4%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	16	-2.1%		-4.4%	-0.1%	0.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.0%			7.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.6%			4.7%		

Anchorage, AK

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	8	1.1%			0.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.6%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.1%			5.6%		

Ann Arbor, MI

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	6	8.8%			5.8%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ann Arbor, MI							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.1%			-0.4%		
Atlanta, GA							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.9%			2.0%		
Greater than \$5 million							
CEO/Executive Director	5	3.4%			3.9%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.0%			6.7%		
Top Finance Position	5	6.4%			6.4%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	32	2.3%	-6.4%	0.0%	2.9%	5.5%	13.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	2.0%	-8.4%	1.3%	3.1%	4.6%	9.3%
Between \$1 million and \$5 million							
CEO/Executive Director	41	4.7%	-4.2%	1.3%	3.8%	8.7%	12.0%
Top Finance Position	5	2.9%			1.6%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	18	5.2%		2.0%	3.7%	6.8%	
Top Finance Position	6	4.8%			4.2%		
Top Operations Position	6	4.2%			2.8%		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	5	5.1%			4.7%		
Top Administrative Position	5	5.1%			4.7%		
Top Finance Position	6	6.8%			8.2%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	7	7.6%			6.6%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
Top Finance Position	6	11.0%			8.6%		

Austin-San Marcos, TX

501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less

CEO/Executive Director	5	1.9%			0.5%		
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Between \$1 million and \$5 million

CEO/Executive Director	6	-2.4%			1.9%		
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Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Greater than \$5 million							
CEO/Executive Director	5	3.7%			2.8%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	27	3.3%	-3.7%	-1.9%	0.1%	6.9%	14.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	3.2%	-4.1%	-0.2%	2.2%	6.8%	14.6%
Between \$1 million and \$5 million							
CEO/Executive Director	48	3.3%	-5.5%	-0.1%	3.0%	6.7%	11.0%
Top Finance Position	5	-2.9%			-4.2%		
Top Legal Position	5	1.8%			6.4%		
Top Operations Position	5	0.1%			0.6%		
Greater than \$5 million							
CEO/Executive Director	11	3.7%		-1.9%	3.0%	10.6%	
Top Finance Position	6	3.9%			4.1%		
Top Legal Position	7	2.0%			4.0%		
Top Operations Position	5	3.6%			4.7%		
Baltimore, MD							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.6%			1.6%		
Greater than \$5 million							
CEO/Executive Director	8	-0.2%			-1.7%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	23	3.5%	-1.4%	0.3%	3.8%	5.8%	8.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	1.6%		-2.2%	3.0%	3.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	23	4.3%	0.7%	2.0%	4.0%	6.6%	11.4%
Greater than \$5 million							
CEO/Executive Director	9	8.3%			7.7%		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	6	4.9%			5.5%		
Top Administrative Position	5	4.1%			4.5%		
Barnstable-Yarmouth, MA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	0.6%			1.3%		
Baton Rouge, LA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	13	6.0%		-0.1%	3.7%	13.9%	

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baton Rouge, LA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.2%			4.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	-0.4%		-4.8%	1.1%	3.8%	
Beaumont-Port Arthur, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	0.3%			1.7%		
Bergen-Passaic, NJ							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	5.5%			9.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.7%			2.5%		
Top Finance Position	6	3.1%			3.0%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	-3.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.7%			3.1%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bergen-Passaic, NJ							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
Top Facilities Position	6	4.8%			3.0%		
Birmingham, AL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	12	6.0%		1.7%	4.3%	11.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.9%			3.9%		
Bismarck, ND							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	6.4%			4.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.8%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.9%			3.9%		
Boise City, ID							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	4.7%		-1.1%	4.2%	15.2%	

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boise City, ID							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.2%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.7%			0.7%		
Boston, MA							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	8	7.1%			4.9%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.4%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	4.4%		-0.6%	3.4%	7.0%	
Top Business Position	5	2.2%			3.8%		
Top Finance Position	7	-0.5%			1.7%		
Greater than \$5 million							
CEO/Executive Director	7	1.0%			2.0%		
Top Business Position	5	5.2%			4.0%		
Top Finance Position	8	3.3%			2.1%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	34	1.9%	-3.8%	-2.9%	0.0%	5.9%	10.2%

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	5.4%	-0.6%	2.2%	4.6%	8.0%	16.7%
Between \$1 million and \$5 million							
CEO/Executive Director	28	4.5%	-2.3%	2.4%	3.8%	7.8%	11.9%
Greater than \$5 million							
CEO/Executive Director	19	2.0%		-1.2%	0.7%	4.8%	
Top Finance Position	9	1.3%			3.7%		
Top Legal Position	7	2.8%			5.1%		
Top Operations Position	5	0.6%			1.3%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.5%			1.8%		
Top Administrative Position	9	1.5%			1.8%		
Top Facilities Position	7	1.3%			2.4%		
Greater than \$5 million							
CEO/Executive Director	10	3.4%		-0.3%	3.4%	4.9%	
Top Administrative Position	10	3.4%		-0.3%	3.4%	4.9%	
Top Facilities Position	11	5.3%		2.8%	3.3%	6.1%	
Top Finance Position	14	3.5%		2.6%	4.2%	7.1%	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.0%			2.7%		
Top Finance Position	5	6.2%			4.8%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	10	6.4%		0.4%	4.5%	9.9%	
Top Finance Position	7	13.8%			15.0%		
Boulder-Longmont, CO							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	10.9%			7.5%		
Buffalo-Niagara Falls, NY							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
Top Finance Position	5	8.4%			4.0%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	2.4%		0.3%	1.7%	4.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.3%			2.7%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
Top Administrative Position	5	3.0%			1.8%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Burlington, VT							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	1.2%			-1.8%		
Canton-Massillon, OH							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	-1.0%			0.0%		
Charleston, WV							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	13	2.8%		-1.1%	1.4%	6.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.5%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.7%			3.2%		
Charlotte-Gastonia-Rock Hill, NC-SC							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	12	5.6%		0.0%	3.6%	9.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.1%			2.1%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.5%			7.5%		
Cheyenne, WY							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	3.4%			3.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.7%			2.7%		
Chicago, IL							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.4%			7.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	7.6%			7.0%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	10	0.1%		-6.2%	1.7%	2.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.5%		0.4%	2.7%	3.1%	
Top Business Position	5	2.2%			1.5%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	33	3.3%	-1.6%	1.1%	3.0%	6.0%	8.5%
Top Business Position	18	5.3%		1.9%	4.9%	6.8%	
Top Finance Position	30	4.4%	0.2%	1.8%	3.2%	7.1%	9.7%
Greater than \$5 million							
CEO/Executive Director	9	2.8%			2.9%		
Top Business Position	7	3.4%			3.2%		
Top Finance Position	13	6.1%		3.1%	4.5%	9.4%	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	56	3.3%	-1.8%	0.0%	2.2%	5.0%	10.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	2.8%	-1.8%	-0.5%	2.5%	5.3%	7.3%
Between \$1 million and \$5 million							
CEO/Executive Director	88	5.2%	-0.9%	1.5%	4.6%	8.5%	13.7%
Top Finance Position	15	6.0%		2.2%	5.5%	7.8%	

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	53	4.6%	-5.5%	-0.2%	5.3%	8.9%	15.4%
Top Education Position	8	2.8%			3.4%		
Top Finance Position	37	4.9%	-6.1%	0.3%	3.2%	11.2%	14.4%
Top Human Resources Position	8	8.9%			6.5%		
Top Legal Position	12	1.9%		-1.3%	2.8%	5.7%	
Top Marketing Position	15	5.8%		2.3%	6.2%	9.0%	
Top Operations Position	15	5.7%		1.8%	3.2%	12.3%	
Top PR/Communications Position	14	6.2%		2.9%	5.7%	8.8%	
Top Technology Position	16	5.6%		1.1%	4.3%	10.0%	
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.0%			2.4%		
Top Administrative Position	7	0.8%			2.4%		
Greater than \$5 million							
CEO/Executive Director	29	4.3%	-2.6%	1.4%	4.1%	9.3%	11.8%
Top Administrative Position	29	4.2%	-2.6%	1.4%	4.1%	9.3%	11.8%
Top Facilities Position	25	5.1%	-1.2%	1.7%	4.4%	6.7%	11.8%
Top Finance Position	21	4.9%	0.4%	1.9%	3.7%	6.9%	12.5%
501(c)(08)—Fraternal Beneficiary Societies and Associations							
Greater than \$5 million							
CEO/Executive Director	6	1.2%			1.1%		
Top Finance Position	5	2.5%			3.0%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	8	1.6%			1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	2.9%		-2.5%	2.6%	10.3%	
Greater than \$5 million							
CEO/Executive Director	12	8.8%		4.7%	10.2%	16.3%	
Top Finance Position	9	2.0%			3.4%		

Cincinnati, OH-KY-IN

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less							
CEO/Executive Director	7	0.2%			0.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-3.3%			0.0%		
Between \$1 million and \$5 million							
Top Finance Position	5	3.2%			2.5%		

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	12	4.4%		1.3%	3.8%	8.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	11	1.5%		-1.1%	3.5%	6.3%	

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	8	-0.5%			1.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.0%			2.5%		
Top Finance Position	7	2.7%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.1%			0.1%		
Top Finance Position	10	4.8%		2.2%	4.0%	4.8%	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	21	2.6%	-2.0%	-0.5%	1.8%	4.9%	14.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.5%			5.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.0%		-0.4%	2.5%	5.5%	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.0%			-0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.4%			7.8%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado Springs, CO							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	6.7%			2.8%		
Columbia, SC							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	16	3.7%		-0.1%	1.4%	3.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.0%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	2.7%		0.2%	2.3%	5.9%	
Columbus, OH							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.6%			2.1%		
Greater than \$5 million							
CEO/Executive Director	7	7.1%			5.8%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	11	5.4%		2.2%	3.5%	9.1%	
Top Finance Position	5	4.4%			3.2%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
CEO/Executive Director	5	3.0%			1.9%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	30	1.4%	-6.9%	0.0%	2.6%	4.8%	8.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	1.9%		0.0%	1.6%	6.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	37	5.4%	-7.4%	1.9%	4.5%	10.3%	17.4%
Greater than \$5 million							
CEO/Executive Director	7	4.2%			3.9%		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	6	5.7%			5.9%		

Dallas-Fort Worth, TX

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	19	0.4%		-0.6%	1.5%	5.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	6.5%			4.9%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	26	4.2%	-2.0%	0.6%	2.6%	8.4%	14.0%
Top Finance Position	5	3.8%			4.1%		
Greater than \$5 million							
CEO/Executive Director	8	4.9%			7.1%		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	6	0.3%			0.3%		
Top Administrative Position	7	1.7%			1.4%		
Top Finance Position	6	5.8%			4.7%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.7%			4.5%		
Greater than \$5 million							
Top Finance Position	6	3.4%			-0.2%		
Davenport-Moline-Rock Island, IA-IL							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	6.3%			8.3%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Daytona Beach, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	-2.3%			0.0%		
Dayton-Springfield, OH							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	-2.4%			-2.4%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	-0.2%			-5.3%		
Between \$1 million and \$5 million							
Top Finance Position	5	5.4%			5.0%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	14	-0.5%		-1.7%	1.7%	3.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.5%			5.1%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	5.8%			3.3%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	9	2.0%			-0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.3%			6.6%		
Top Business Position	6	6.3%			6.3%		
Top Finance Position	7	0.3%			3.0%		
Greater than \$5 million							
CEO/Executive Director	5	1.6%			2.0%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	24	5.7%	-2.9%	0.0%	4.4%	10.0%	16.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	1.8%		0.0%	1.7%	4.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	37	3.3%	-5.7%	-0.2%	3.9%	9.0%	11.4%
Top Operations Position	5	2.5%			0.9%		
Greater than \$5 million							
CEO/Executive Director	10	5.8%		2.1%	3.2%	8.4%	
Top Finance Position	6	4.4%			4.7%		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	6	9.4%			9.3%		
Top Administrative Position	6	9.4%			9.3%		
Top Facilities Position	5	10.5%			10.0%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.0%			1.5%		
Greater than \$5 million							
CEO/Executive Director	6	6.3%			6.8%		
Top Finance Position	5	8.5%			8.7%		
Des Moines, IA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
CEO/Executive Director	6	7.5%			4.0%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	16	3.0%		1.8%	2.9%	4.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	6.3%		2.8%	4.4%	6.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	3.4%		0.4%	3.2%	4.8%	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.3%			7.3%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	10	3.1%		0.0%	1.4%	5.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.8%			1.9%		
Top Finance Position	7	7.7%			4.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	30	1.4%	-10.9%	0.2%	2.7%	5.3%	8.7%
Top Business Position	10	3.2%		1.5%	2.0%	2.6%	
Top Finance Position	29	4.0%	-2.4%	0.7%	3.1%	7.6%	11.2%
Greater than \$5 million							
CEO/Executive Director	5	7.7%			5.4%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	22	3.4%	-4.2%	-1.0%	1.7%	3.7%	18.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.5%			3.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	1.0%		-2.8%	0.7%	3.1%	
Greater than \$5 million							
CEO/Executive Director	5	1.9%			2.5%		
Top Finance Position	5	1.8%			1.0%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	5	7.0%			7.7%		
Top Facilities Position	8	3.4%			2.2%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	7	9.3%			5.9%		
Greater than \$5 million							
CEO/Executive Director	19	4.1%		-1.5%	6.4%	10.1%	
Top Finance Position	12	7.9%		3.6%	7.7%	12.8%	
Top Operations Position	9	9.9%			8.2%		
Top Technology Position	9	6.0%			4.9%		
Duluth-Superior, MN-WI							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	6.3%			3.3%		
El Paso, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	2.0%			0.0%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Eugene-Springfield, OR							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	3.6%			2.1%		
Flint, MI							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	7.7%			4.8%		
Fort Lauderdale-Hollywood, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	0.8%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.5%			5.3%		
Fort Myers-Cape Coral, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	7.2%			7.0%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Myers-Cape Coral, FL							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	6	7.1%			5.5%		
Top Administrative Position	6	7.1%			5.5%		
Fort Pierce-Port St. Lucie, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	3.6%			2.1%		
Fort Wayne, IN							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	7.5%			4.6%		
Fort Worth, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	2.3%			3.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.9%			0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.1%			4.9%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Worth, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	7	5.1%			5.4%		
Gary-Hammond-East Chicago, IN							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	0.2%			-0.4%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	0.8%			0.0%		
Grand Rapids-Muskegon-Holland, MI							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	5.5%		1.4%	4.2%	8.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	9.8%			6.7%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-1.7%			-3.6%		
Greater than \$5 million							
CEO/Executive Director	5	5.3%			5.5%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro—Winston-Salem—High Point, NC							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	0.8%			2.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.7%			3.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.8%			4.5%		
Greenville-Spartanburg-Anderson, SC							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.1%			2.9%		
Hamilton-Middletown, OH							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	3.0%			-0.8%		
Harrisburg-Lebanon-Carlisle, PA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
Top Business Position	5	3.3%			4.7%		
Top Finance Position	5	2.0%			2.1%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Harrisburg-Lebanon-Carlisle, PA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	23	2.3%	-5.4%	-1.7%	2.2%	5.5%	8.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	3.4%		0.1%	3.7%	6.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	4.2%		2.4%	2.9%	5.6%	

Hartford, CT

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

Between \$1 million and \$5 million

CEO/Executive Director	7	0.6%			0.0%		
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501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	12	2.3%		0.0%	4.3%	7.5%	
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Between \$500 thousand and \$1 million

CEO/Executive Director	10	1.1%		-1.5%	3.5%	5.6%	
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Between \$1 million and \$5 million

CEO/Executive Director	14	0.5%		-1.7%	0.6%	3.9%	
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Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Honolulu, HI							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.4%			6.3%		
Top Finance Position	7	-0.2%			-4.4%		
Greater than \$5 million							
Top Finance Position	5	6.8%			3.6%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	1.1%		-2.1%	1.5%	4.9%	
Houston, TX							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.3%			-0.6%		
Top Finance Position	6	1.2%			2.2%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	0.9%		-0.8%	0.0%	4.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	1.1%		-0.4%	2.9%	3.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	2.9%		-1.9%	0.0%	13.2%	

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	7	1.0%			0.4%		
Top Administrative Position	7	1.0%			0.4%		
Huntsville, AL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	5.7%			5.1%		
Indianapolis, IN							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.3%			3.8%		
Greater than \$5 million							
CEO/Executive Director	5	5.6%			2.3%		
Top Finance Position	6	4.5%			3.1%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	23	1.0%	-7.2%	-0.3%	1.5%	5.8%	8.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	2.1%		-0.2%	3.1%	5.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	28	2.3%	-7.0%	-2.2%	2.7%	5.7%	10.1%

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	8	10.2%			7.0%		
Top Finance Position	6	2.8%			3.5%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	11	6.6%		2.1%	5.6%	13.1%	
Greater than \$5 million							
CEO/Executive Director	7	5.0%			3.5%		
Jackson, MS							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	13	0.0%		-1.0%	0.0%	1.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	2.2%		-0.6%	1.5%	5.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.6%			2.4%		
Jacksonville, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.2%			4.2%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jacksonville, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.6%			4.4%		
Johnson City-Kingsport-Bristol, TN-VA							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.8%			3.7%		
Kalamazoo-Battle Creek, MI							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	9.9%			9.1%		
Top Finance Position	6	12.8%			10.9%		
Kansas City, MO-KS							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.1%			-2.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.8%			2.4%		
Top Business Position	9	4.3%			2.5%		
Top Finance Position	5	1.5%			1.3%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
Top Finance Position	5	0.9%			2.2%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	19	2.1%		-0.4%	3.0%	5.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.3%			3.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	23	5.1%	-2.9%	-0.5%	3.1%	8.3%	15.3%
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-2.8%			-1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.1%			7.0%		

Knoxville, TN

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	8	3.2%			1.0%		
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Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lakeland-Winter Haven, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	2.9%			2.5%		
Lansing-East Lansing, MI							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	8	7.1%			6.7%		
Top Finance Position	7	3.8%			2.6%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	3.1%		2.2%	2.9%	4.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	4.8%		-1.0%	4.0%	7.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	29	4.6%	-0.8%	1.1%	3.8%	6.9%	11.2%
Greater than \$5 million							
CEO/Executive Director	6	3.2%			3.6%		

Las Vegas, NV-AZ

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

Between \$1 million and \$5 million

CEO/Executive Director	6	-0.1%			3.1%		
Top Finance Position	6	3.4%			4.1%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Las Vegas, NV-AZ							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	2.5%			3.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.7%			9.4%		
Lexington, KY							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	3.4%			0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.4%			3.7%		
Lincoln, NE							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.8%			6.6%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	2.7%			4.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	4.0%		1.1%	4.2%	7.0%	

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Little Rock-North Little Rock, AR							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	15	-1.7%		-7.5%	0.9%	3.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	0.7%			1.8%		
Los Angeles-Long Beach, CA							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	-0.3%			3.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.5%			-0.1%		
Greater than \$5 million							
CEO/Executive Director	5	6.3%			3.3%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.5%			7.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	4.9%	-0.6%	1.6%	3.2%	10.0%	12.4%
Top Administrative Position	7	6.8%			6.7%		
Top Business Position	8	3.9%			2.4%		
Top Finance Position	15	0.8%		0.5%	1.8%	4.5%	

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
CEO/Executive Director	20	3.9%	-4.0%	1.5%	4.0%	7.1%	12.1%
Top Business Position	6	5.1%			4.5%		
Top Finance Position	16	5.7%		2.1%	5.1%	11.4%	
Top Legal Position	5	8.7%			10.0%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	38	1.0%	-6.8%	-2.0%	0.0%	5.8%	10.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	7.4%		1.3%	6.0%	11.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	30	3.8%	-5.0%	-2.3%	2.2%	9.0%	16.4%
Greater than \$5 million							
CEO/Executive Director	14	7.0%		2.7%	6.3%	8.5%	
Top Finance Position	12	3.9%		0.6%	4.8%	8.0%	
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
Top Administrative Position	5	3.2%			6.4%		
Greater than \$5 million							
CEO/Executive Director	7	2.3%			3.6%		
Top Administrative Position	8	2.8%			4.2%		
Top Finance Position	7	3.1%			3.3%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.4%			6.4%		
Top Administrative Position	5	4.6%			3.9%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	6	9.0%			7.2%		
Greater than \$5 million							
CEO/Executive Director	5	6.1%			-0.2%		
Top Technology Position	5	7.7%			7.3%		
Louisville, KY-IN							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.8%		-0.2%	1.8%	5.3%	
Madison, WI							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	14	5.9%		2.9%	4.5%	9.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	3.9%		-1.6%	4.9%	7.1%	

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Madison, WI							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	20	0.7%	-4.0%	-0.7%	0.2%	2.4%	6.1%
Greater than \$5 million							
CEO/Executive Director	7	2.5%			-0.8%		

Manchester, NH

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	7	-0.5%			0.8%		
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Between \$1 million and \$5 million

CEO/Executive Director	7	6.9%			3.7%		
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Melbourne-Titusville-Palm Bay, FL

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	5	1.8%			4.5%		
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Memphis, TN-AR-MS

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	10	2.9%		-3.3%	1.5%	6.1%	
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Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.5%			0.0%		
Top Finance Position	5	2.4%			1.9%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	13	5.6%		0.9%	3.1%	16.5%	
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
Top Finance Position	5	6.3%			8.4%		
Middlesex-Somerset-Hunterdon, NJ							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	9	-1.0%			2.0%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	1.6%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-1.2%			-0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.8%			2.6%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-0.2%			0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.7%			3.0%		
Top Business Position	7	0.4%			3.8%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	1.4%		-3.9%	1.8%	4.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	10.2%			10.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	3.6%		-1.0%	3.2%	6.3%	
Greater than \$5 million							
CEO/Executive Director	5	1.8%			1.4%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.2%			3.8%		
Top Administrative Position	5	0.2%			3.8%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.7%			3.2%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	9	-3.3%			0.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.2%			6.3%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	10	5.4%		1.5%	3.6%	7.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.0%		0.3%	1.9%	2.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	17	7.5%		2.0%	3.2%	10.6%	
Top Business Position	8	3.5%			3.4%		
Top Finance Position	10	2.6%		1.1%	2.3%	5.1%	
Greater than \$5 million							
CEO/Executive Director	10	3.1%		2.1%	3.8%	4.7%	
Top Business Position	5	4.4%			3.8%		
Top Finance Position	8	3.6%			3.8%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	41	2.4%	-2.2%	-0.5%	2.2%	4.7%	8.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	4.2%	0.3%	1.1%	2.9%	6.6%	11.0%
Between \$1 million and \$5 million							
CEO/Executive Director	30	3.3%	-2.9%	2.0%	3.2%	5.5%	8.6%

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	13	3.9%		0.8%	3.7%	5.8%	
Top Finance Position	8	7.7%			6.8%		
Top Operations Position	5	-0.8%			1.2%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	6	2.0%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	10.1%			8.7%		
Greater than \$5 million							
CEO/Executive Director	7	6.6%			4.2%		
Top Finance Position	9	6.5%			6.7%		
Mobile, AL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	-3.4%			0.6%		
Monmouth-Ocean, NJ							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.6%			1.8%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Monmouth-Ocean, NJ							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	0.4%			-0.4%		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
Top Facilities Position	5	5.2%			2.3%		
Montgomery, AL							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.0%			-1.6%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	1.4%			0.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.2%		-0.2%	0.7%	5.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.6%		1.3%	3.0%	3.7%	

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Naples, FL							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	8	5.3%			5.4%		
Top Administrative Position	10	4.1%		-6.7%	5.0%	15.7%	
Top Facilities Position	9	8.7%			5.9%		
Top Finance Position	10	5.8%		2.6%	5.7%	10.1%	
Nashville, TN							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.5%			5.5%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	24	4.3%	0.0%	0.0%	2.1%	7.0%	13.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	3.1%		0.0%	3.1%	4.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	17	2.1%		-0.2%	4.1%	9.3%	
Greater than \$5 million							
CEO/Executive Director	6	3.3%			5.2%		
Top Finance Position	5	8.6%			5.7%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.1%			5.5%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	7.2%			9.4%		
Nassau-Suffolk, NY							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	8	5.8%			1.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	3.6%		0.0%	2.3%	4.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	5.3%		2.5%	3.6%	6.2%	
Top Finance Position	11	5.2%		3.0%	5.5%	6.5%	
Greater than \$5 million							
CEO/Executive Director	8	7.9%			7.5%		
Top Finance Position	7	4.1%			3.4%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	12	1.1%		-0.1%	2.1%	4.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	9.9%			9.3%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	12	1.0%		-2.1%	1.6%	4.5%	
Top Administrative Position	12	1.0%		-2.1%	1.6%	4.5%	
Top Finance Position	5	1.1%			2.6%		
Greater than \$5 million							
CEO/Executive Director	21	2.3%	-3.2%	-2.3%	0.8%	4.6%	14.8%
Top Administrative Position	20	2.4%	-3.8%	-2.5%	0.7%	4.9%	15.7%
Top Facilities Position	21	3.9%	-2.8%	-0.6%	5.1%	7.9%	10.2%
Top Finance Position	13	5.5%		0.9%	2.9%	9.3%	

New Haven-Meriden, CT

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

Between \$500 thousand and \$1 million

CEO/Executive Director	5	4.1%			3.8%	
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Between \$1 million and \$5 million

CEO/Executive Director	7	0.7%			0.9%	
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501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	6	0.9%			3.0%	
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Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New London-Norwich, CT-RI							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	-0.5%			1.5%		
New Orleans, LA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.7%			2.3%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	7.1%			7.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	0.3%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.6%		2.3%	6.4%	9.9%	
New York, NY-NJ							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.2%			0.5%		
Greater than \$5 million							
CEO/Executive Director	6	3.6%			4.6%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	9	-0.8%			0.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	5.0%		0.2%	2.7%	10.6%	
Top Finance Position	6	0.1%			0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	41	4.3%	-0.7%	1.0%	3.4%	7.4%	11.4%
Top Business Position	12	0.8%		0.9%	2.4%	3.5%	
Top Finance Position	28	3.6%	-0.6%	0.1%	2.2%	5.7%	12.1%
Greater than \$5 million							
CEO/Executive Director	41	1.8%	-6.5%	0.7%	2.6%	5.6%	9.3%
Top Administrative Position	5	2.6%			5.0%		
Top Business Position	14	2.7%		2.1%	4.4%	5.7%	
Top Finance Position	33	3.7%	-1.5%	1.3%	3.7%	7.2%	9.0%
Top Legal Position	11	5.3%		3.1%	3.8%	5.3%	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	20	-1.7%	-16.3%	-8.3%	-2.8%	6.7%	10.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	3.9%	-3.1%	0.0%	4.8%	6.4%	10.4%
Between \$1 million and \$5 million							
CEO/Executive Director	49	2.8%	-3.0%	0.0%	2.5%	4.8%	10.7%
Top Finance Position	5	0.2%			4.3%		
Top Operations Position	6	2.6%			1.9%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	37	3.9%	-5.1%	1.2%	3.6%	6.7%	10.4%
Top Finance Position	18	5.7%		1.5%	5.1%	9.5%	
Top Legal Position	9	4.9%			5.4%		
Top Operations Position	11	6.1%		5.3%	5.5%	10.0%	
Top Technology Position	5	9.1%			6.7%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.6%			4.7%		
Top Administrative Position	7	4.6%			4.7%		
Greater than \$5 million							
CEO/Executive Director	38	2.8%	-2.0%	-0.4%	2.5%	6.4%	8.7%
Top Administrative Position	39	3.0%	-1.4%	-0.4%	2.4%	6.3%	8.7%
Top Facilities Position	16	4.2%		2.3%	3.6%	6.7%	
Top Finance Position	36	3.0%	-5.4%	-0.2%	3.6%	6.9%	9.4%
501(c)(09)—Voluntary Employees Beneficiary Associations							
Greater than \$5 million							
Top Administrative Position	5	2.7%			3.3%		
501(c)(13)—Cemetery Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.1%			1.3%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
501(c)(13)—Cemetery Companies							
Greater than \$5 million							
CEO/Executive Director	7	6.8%			8.5%		
Top Finance Position	5	4.4%			9.3%		
Newark, NJ							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	-0.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.1%		1.6%	3.1%	5.8%	
Greater than \$5 million							
CEO/Executive Director	5	5.3%			5.7%		
Top Business Position	6	3.5%			3.5%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	12	0.3%		-0.6%	0.1%	2.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.3%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.1%		2.4%	5.1%	9.2%	

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	6	1.8%			2.4%		
Top Administrative Position	6	1.8%			2.4%		
Top Facilities Position	9	5.3%			4.2%		
Top Finance Position	6	-0.7%			-1.0%		
Norfolk-Virginia Beach-Newport News, VA-NC							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	3.8%			4.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.9%			0.5%		
Oakland, CA							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.0%			2.8%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	6.4%			4.9%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	11	3.8%		0.8%	2.5%	5.1%	
Top Business Position	6	5.8%			3.1%		
Top Finance Position	7	6.6%			4.8%		
Greater than \$5 million							
CEO/Executive Director	13	4.5%		1.6%	4.4%	4.6%	
Top Finance Position	5	0.5%			1.9%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	14	-1.6%		-3.3%	0.0%	1.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.5%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	2.1%		-0.5%	1.6%	5.9%	

Oklahoma City, OK

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less

CEO/Executive Director	5	5.5%			2.9%		
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Between \$1 million and \$5 million

CEO/Executive Director	5	3.8%			2.5%		
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Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma City, OK							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	20	0.7%	-6.2%	-3.3%	2.7%	4.8%	5.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.1%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	3.4%		-1.1%	2.5%	5.6%	
Olympia, WA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	5.1%			4.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.8%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.4%			4.8%		
Omaha, NE-IA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	12	0.9%		-0.4%	0.9%	4.4%	

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.4%			2.3%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	-0.7%		-4.2%	0.0%	2.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.1%			0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.0%			3.0%		
Greater than \$5 million							
CEO/Executive Director	7	2.4%			3.4%		

Orlando, FL

501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.0%			0.9%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	2.8%			4.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.8%			4.0%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Peoria-Pekin, IL							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
Top Business Position	6	0.7%			1.8%		
Philadelphia, PA-NJ							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	13	4.4%		1.4%	3.5%	8.4%	
Top Finance Position	5	4.8%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	2.8%		-2.4%	1.6%	5.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	30	3.6%	-2.8%	0.8%	2.9%	6.4%	12.9%
Top Business Position	12	4.5%		2.6%	3.9%	6.0%	
Top Finance Position	20	0.7%	-13.0%	2.1%	3.0%	4.3%	8.0%
Greater than \$5 million							
CEO/Executive Director	7	2.3%			1.7%		
Top Finance Position	6	5.7%			2.5%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	31	4.6%	0.0%	0.0%	3.4%	8.7%	13.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	1.9%		0.1%	1.0%	3.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	3.3%	-3.0%	0.0%	3.7%	5.6%	8.6%

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	10	3.9%		0.8%	5.3%	8.5%	
Top Finance Position	8	4.6%			6.1%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.9%			-0.1%		
Top Administrative Position	7	1.6%			-0.8%		
Top Facilities Position	8	0.0%			-0.4%		
Greater than \$5 million							
CEO/Executive Director	9	1.6%			0.9%		
Top Administrative Position	9	1.6%			0.9%		
Top Facilities Position	6	1.8%			1.8%		
Phoenix-Mesa, AZ							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.4%			4.5%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.8%			1.4%		
Top Finance Position	6	5.9%			4.6%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	34	2.7%	-3.5%	0.0%	1.0%	7.0%	10.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	2.4%	-5.1%	0.0%	4.4%	6.9%	9.3%
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.2%		-3.6%	2.7%	7.2%	
Greater than \$5 million							
CEO/Executive Director	8	7.2%			5.7%		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
Top Finance Position	5	5.2%			4.0%		
Pittsburgh, PA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	11	-2.2%		-5.5%	0.0%	2.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.5%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.3%			2.7%		
Top Business Position	6	1.2%			1.2%		
Top Finance Position	6	-0.4%			1.8%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	18	0.7%		-1.0%	2.1%	4.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	6.0%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	7.6%		2.2%	9.6%	13.7%	
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
Top Administrative Position	5	6.5%			4.7%		
Top Facilities Position	7	3.5%			2.2%		
Top Finance Position	6	-0.1%			1.3%		
Portland, ME							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	1.7%		0.0%	1.8%	3.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.6%			3.2%		
Portland, OR-WA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	9.6%			9.9%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	9	6.5%			3.6%		
Top Finance Position	8	-1.2%			0.8%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	23	3.2%	-6.0%	-0.3%	2.5%	6.5%	12.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	4.7%		-1.1%	2.5%	9.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	3.8%	-3.5%	1.2%	3.9%	6.7%	13.8%
Greater than \$5 million							
CEO/Executive Director	5	3.1%			-0.1%		
Portsmouth-Dover-Rochester, NH-ME							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	4.3%			3.2%		
Providence-Fall River-Warwick, RI-MA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	3.5%			3.9%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.1%			1.3%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	16	4.0%		0.0%	2.8%	7.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.1%			1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.1%			3.2%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	8	4.0%			4.1%		
Top Operations Position	5	6.1%			8.4%		

Raleigh-Durham-Chapel Hill, NC

501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.1%			0.7%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	20	1.6%	-5.5%	-2.5%	1.3%	4.1%	12.1%

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	3.3%		1.2%	2.6%	5.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	3.8%		0.9%	3.2%	6.8%	
Greater than \$5 million							
CEO/Executive Director	9	-1.7%			-1.7%		

Reno, NV

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.4%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.7%			3.5%		

Richmond-Petersburg, VA

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	17	4.9%		0.0%	2.7%	6.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	2.3%		-0.9%	1.9%	3.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	5.3%		1.0%	4.3%	7.9%	
Greater than \$5 million							
CEO/Executive Director	6	7.8%			5.8%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	3.5%			1.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.9%			5.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.8%			2.1%		
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	6	1.3%			4.5%		
Top Administrative Position	7	1.7%			4.5%		
Roanoke, VA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.0%			2.9%		
Rochester, NY							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	-3.1%			-0.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.6%			2.1%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rochester, NY							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
Top Finance Position	5	1.4%			0.7%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	-0.6%			1.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.0%			0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.0%			4.1%		
Rockford, IL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	2.6%			1.0%		
Sacramento, CA							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	7	-1.2%			-1.4%		
Greater than \$5 million							
CEO/Executive Director	6	7.2%			6.9%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	-4.4%			0.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-4.3%			-5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.3%		-1.0%	5.6%	8.2%	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	26	3.0%	-0.6%	0.0%	0.0%	7.2%	12.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	4.4%	-2.4%	0.1%	3.1%	5.5%	15.9%
Between \$1 million and \$5 million							
CEO/Executive Director	57	3.8%	-4.0%	0.7%	3.1%	7.0%	11.8%
Greater than \$5 million							
CEO/Executive Director	11	4.4%		1.8%	6.5%	8.5%	
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	7	3.0%			3.1%		

Saginaw-Bay City-Midland, MI

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	6	4.3%			2.0%		
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Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Saginaw-Bay City-Midland, MI							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	7	9.6%			11.4%		
Top Finance Position	5	9.1%			6.1%		
Salem, OR							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	1.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	0.1%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.6%			4.5%		
Salt Lake City-Ogden, UT							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	18	2.2%		-1.5%	0.7%	4.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.1%			4.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	5.5%		1.1%	4.8%	7.9%	

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	0.3%			0.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.1%			4.2%		
San Diego, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	27	4.4%	-0.6%	0.0%	3.0%	7.6%	13.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	3.2%		0.0%	3.3%	5.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.8%		-4.7%	2.1%	11.1%	
San Francisco-Oakland, CA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.2%		0.0%	2.0%	2.8%	
Top Finance Position	7	4.7%			2.1%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	13	1.1%		-0.6%	0.0%	4.0%	

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.0%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	6.4%		2.9%	5.7%	8.3%	
Greater than \$5 million							
CEO/Executive Director	7	8.4%			10.1%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.0%		1.0%	4.8%	12.3%	
Top Administrative Position	9	6.1%			4.8%		
Greater than \$5 million							
CEO/Executive Director	10	-0.5%		-4.5%	1.7%	2.8%	
Top Administrative Position	10	-0.5%		-4.5%	1.7%	2.8%	
Top Facilities Position	7	6.6%			6.8%		
Top Finance Position	11	5.7%		2.1%	5.3%	9.0%	
San Jose, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	2.3%			2.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.4%		0.7%	2.8%	5.4%	

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Barbara-Santa Maria-Lompoc, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	8.1%			5.6%		
Santa Rosa, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	-2.3%			-2.9%		
Sarasota-Bradenton, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	2.8%			3.9%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.4%			5.6%		
Top Administrative Position	5	5.4%			5.6%		
Scranton—Wilkes-Barre—Hazleton, PA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	0.0%			0.5%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	10	5.4%		0.1%	4.9%	10.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.4%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.1%			3.8%		
Top Business Position	6	4.2%			4.1%		
Top Finance Position	10	2.9%		0.6%	2.4%	5.3%	
Greater than \$5 million							
CEO/Executive Director	12	5.6%		2.8%	5.1%	7.4%	
Top Finance Position	11	4.7%		2.2%	4.9%	6.1%	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	26	3.8%	-3.0%	0.0%	3.1%	7.1%	13.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	1.7%		-4.8%	0.8%	5.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	2.4%	-3.6%	-0.2%	3.5%	5.3%	6.7%
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	5	8.8%			6.9%		
Top Administrative Position	5	8.8%			6.9%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	6	4.2%			5.0%		
Spokane, WA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.4%			5.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.3%			3.9%		
Springfield, IL							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	8	0.3%			1.4%		
Top Finance Position	5	3.2%			3.1%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	8.3%			9.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	2.9%		0.4%	3.9%	5.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	12	6.6%		2.4%	5.1%	8.0%	

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, MA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	2.1%			0.0%		
St. Louis, MO-IL							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	7	4.7%			3.3%		
Top Business Position	9	3.3%			1.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.6%			1.0%		
Top Business Position	5	0.9%			1.4%		
Top Finance Position	7	4.1%			2.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.0%		0.8%	2.2%	4.2%	
Top Business Position	10	2.2%		0.4%	1.6%	2.5%	
Top Finance Position	11	3.0%		0.5%	2.2%	7.9%	
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	21	2.1%	-6.7%	0.0%	2.1%	5.3%	11.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.6%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	4.2%		1.3%	4.6%	8.4%	

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.5%			6.3%		
Greater than \$5 million							
CEO/Executive Director	7	4.3%			3.8%		
Top Administrative Position	5	5.7%			10.5%		
Top Finance Position	5	2.9%			3.6%		
501(c)(14)—State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	6	6.6%			5.4%		
Top Finance Position	7	8.2%			4.4%		
Top Marketing Position	5	9.5%			5.8%		
Stamford, CT							
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	12	-2.2%		-2.4%	-0.8%	2.5%	
Top Administrative Position	12	-2.2%		-2.4%	-0.8%	2.5%	
Top Facilities Position	10	4.8%		1.2%	3.2%	9.0%	
Top Finance Position	14	6.4%		2.5%	6.1%	7.5%	

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Stockton-Lodi, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	-0.4%			-0.2%		
Syracuse, NY							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	4.2%			2.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.9%			0.0%		
Tacoma, WA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	4.6%			6.2%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	3.9%			3.7%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	5	10.8%			11.6%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tallahassee, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	13	0.7%		-0.1%	2.0%	4.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	5.5%		0.7%	4.7%	10.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	23	0.3%	-11.4%	-4.8%	0.9%	4.2%	6.6%
Top Finance Position	5	5.2%			4.7%		
Greater than \$5 million							
CEO/Executive Director	7	8.1%			7.6%		
Top Finance Position	5	1.6%			0.4%		

Tampa-St. Petersburg-Clearwater, FL

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	23	2.9%	-3.1%	0.0%	1.7%	5.1%	10.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.4%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.7%		2.1%	3.6%	5.0%	

Toledo, OH

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	6	4.3%			3.3%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Toledo, OH							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.0%			2.8%		
Topeka, KS							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	2.3%		0.2%	1.9%	3.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.0%			6.0%		
Trenton, NJ							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.2%			1.8%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	4.0%			3.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.0%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	4.5%		-1.8%	6.0%	9.3%	

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tucson, AZ							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	5.6%			4.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.5%			2.4%		
Tulsa, OK							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	5.3%			6.2%		
Tyler, TX							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	1.3%			2.9%		
Ventura, CA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	4.7%			8.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.1%			3.5%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	13	0.9%		-4.6%	0.0%	5.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	1.3%		-3.2%	-1.0%	5.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	2.7%	-2.6%	-0.5%	1.9%	5.9%	8.6%
Greater than \$5 million							
CEO/Executive Director	30	5.6%	-1.8%	1.4%	3.2%	10.1%	16.7%
Top Finance Position	11	3.0%		-0.5%	2.5%	5.3%	
Top Legal Position	7	7.3%			4.5%		
Top Operations Position	5	8.9%			5.7%		
Top PR/Communications Position	12	3.2%		0.2%	1.0%	5.5%	
Top Technology Position	5	2.9%			3.8%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	-3.6%			-2.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	5.0%		-0.4%	2.8%	9.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	0.5%	-4.6%	-0.9%	1.8%	3.8%	5.5%
Top Business Position	7	0.6%			2.5%		
Top Finance Position	9	4.6%			3.1%		
Top Legal Position	5	3.0%			2.6%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
CEO/Executive Director	34	3.9%	-0.8%	2.0%	3.6%	5.8%	12.8%
Top Finance Position	30	4.8%	-2.3%	2.0%	4.4%	9.2%	15.4%
Top Legal Position	13	4.6%		2.4%	3.8%	6.7%	
Top Technology Position	5	0.8%			2.9%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	56	1.9%	-7.2%	0.0%	1.3%	5.3%	12.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	65	2.5%	-3.9%	0.0%	2.5%	4.9%	7.3%
Between \$1 million and \$5 million							
CEO/Executive Director	248	4.1%	-3.7%	0.6%	3.9%	7.6%	12.3%
Top Administrative Position	10	5.6%		2.4%	4.7%	8.3%	
Top Finance Position	39	5.0%	-2.8%	1.1%	5.4%	8.6%	13.5%
Top Legal Position	8	0.8%			3.3%		
Top Marketing Position	9	1.7%			1.1%		
Top Operations Position	28	3.7%	-3.5%	1.2%	4.6%	6.5%	7.9%
Top PR/Communications Position	15	5.3%		2.6%	5.2%	8.0%	
Top Technology Position	8	2.7%			2.9%		

Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	200	4.6%	-4.3%	0.9%	4.3%	8.4%	15.0%
Top Administrative Position	25	4.1%	-3.8%	-0.5%	5.3%	6.7%	12.1%
Top Business Position	11	-4.3%		-13.4%	-1.3%	4.4%	
Top Education Position	5	4.8%			3.9%		
Top Finance Position	124	5.2%	-3.1%	1.9%	5.2%	8.5%	15.3%
Top Human Resources Position	16	6.6%		4.4%	5.4%	7.9%	
Top Legal Position	52	4.0%	-6.7%	1.8%	4.8%	8.2%	13.0%
Top Marketing Position	19	8.1%		3.9%	7.6%	13.4%	
Top Operations Position	70	4.1%	-3.6%	0.6%	4.2%	7.6%	11.5%
Top PR/Communications Position	45	5.6%	-1.3%	0.9%	4.5%	10.5%	15.2%
Top Program Position	5	7.4%			8.1%		
Top Technology Position	24	6.3%	-0.5%	2.0%	4.8%	8.4%	16.5%
501(c)(07)—Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	17	4.8%		1.6%	4.2%	7.3%	
Top Administrative Position	20	4.5%	-0.4%	0.8%	4.2%	7.4%	9.8%
Top Facilities Position	10	3.6%		1.4%	4.7%	6.5%	
Top Finance Position	13	3.9%		1.6%	2.7%	4.8%	

West Palm Beach-Boca Raton, FL

501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

Between \$500 thousand and \$1 million

CEO/Executive Director	7	5.2%			3.8%		
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Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.0%			4.8%		
501(c)(07)—Social and Recreational Clubs							
Between \$1 million and \$5 million							
Top Finance Position	5	6.5%			6.0%		
Greater than \$5 million							
CEO/Executive Director	22	4.7%	-0.1%	0.7%	3.9%	7.3%	11.4%
Top Administrative Position	25	5.0%	-0.1%	0.6%	4.2%	7.5%	15.2%
Top Facilities Position	12	7.1%		1.6%	4.0%	11.6%	
Top Finance Position	22	5.4%	-0.3%	1.7%	4.6%	7.2%	14.4%
Wichita, KS							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	5	12.2%			10.6%		
Wilmington, DE-NJ-MD							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	3.3%			1.2%		

Appendix A. MSAs

The following metropolitan statistical areas (MSAs) are included in this report:

- Abilene, TX
- Akron, OH
- Albany-Schenectady-Troy, NY
- Albuquerque, NM
- Allentown-Bethlehem-Easton, PA
- Altoona, PA
- Amarillo, TX
- Anchorage, AK
- Ann Arbor, MI
- Appleton-Oshkosh-Neenah, WI
- Asheville, NC
- Atlanta, GA
- Atlantic City, NJ
- Auburn-Opelika, AL
- Augusta-Aiken, GA-SC
- Austin-San Marcos, TX
- Bakersfield, CA
- Baltimore, MD
- Bangor, ME
- Barnstable-Yarmouth, MA
- Baton Rouge, LA
- Beaumont-Port Arthur, TX
- Bellingham, WA
- Benton Harbor, MI
- Bergen-Passaic, NJ
- Billings, MT
- Biloxi-Gulfport-Pascagoula, MS
- Binghamton, NY
- Birmingham, AL
- Bismarck, ND
- Bloomington, IN
- Bloomington-Normal, IL
- Boise City, ID
- Boston, MA
- Boulder-Longmont, CO
- Bremerton, WA
- Bridgeport-Milford, CT
- Brockton, MA
- Brownsville-Harlingen-San Benito, TX
- Bryan-College Station, TX
- Buffalo-Niagara Falls, NY
- Burlington, VT
- Canton-Massillon, OH
- Casper, WY
- Cedar Rapids, IA
- Champaign-Urbana, IL
- Charleston, WV
- Charleston-North Charleston, SC
- Charlotte-Gastonia-Rock Hill, NC-SC
- Charlottesville, VA
- Chattanooga, TN-GA
- Cheyenne, WY
- Chicago, IL
- Chico-Paradise, CA
- Cincinnati, OH-KY-IN
- Cleveland, OH
- Colorado Springs, CO
- Columbia, MO
- Columbia, SC
- Columbus, GA-AL
- Columbus, OH
- Corpus Christi, TX
- Corvallis, OR
- Dallas-Fort Worth, TX
- Danbury, CT
- Davenport-Moline-Rock Island, IA-IL
- Daytona Beach, FL
- Dayton-Springfield, OH
- Denver-Boulder, CO
- Des Moines, IA
- Detroit, MI
- Dover, DE
- Dubuque, IA
- Duluth-Superior, MN-WI
- Dutchess County, NY
- Eau Claire, WI
- El Paso, TX
- Elkhart-Goshen, IN
- Erie, PA
- Eugene-Springfield, OR
- Evansville-Henderson, IN-KY
- Fargo-Moorhead, ND-MN
- Fayetteville-Springdale-Rogers, AR
- Flagstaff, AZ-UT
- Flint, MI
- Fort Collins-Loveland, CO
- Fort Lauderdale-Hollywood, FL
- Fort Myers-Cape Coral, FL
- Fort Pierce-Port St. Lucie, FL

- Fort Walton Beach, FL
- Fort Wayne, IN
- Fort Worth, TX
- Fresno, CA
- Gainesville, FL
- Galveston-Texas City, TX
- Gary-Hammond-
East Chicago, IN
- Grand Forks, ND-MN
- Grand Junction, CO
- Grand Rapids-
Muskegon-Holland, MI
- Great Falls, MT
- Greeley, CO
- Green Bay, WI
- Greensboro—Winston-
Salem—High Point, NC
- Greenville, NC
- Greenville-
Spartanburg-Anderson, SC
- Hagerstown, MD
- Hamilton-Middletown, OH
- Harrisburg-
Lebanon-Carlisle, PA
- Hartford, CT
- Hickory-Morganton-Lenoir, NC
- Honolulu, HI
- Houston, TX
- Huntington-
Ashland, WV-KY-OH
- Huntsville, AL
- Indianapolis, IN
- Iowa City, IA
- Jackson, MI
- Jackson, MS
- Jackson, TN
- Jacksonville, FL
- Jamestown, NY
- Janesville-Beloit, WI
- Jersey City, NJ
- Johnson City-Kingsport-
Bristol, TN-VA
- Johnstown, PA
- Jonesboro, AR
- Kalamazoo-Battle Creek, MI
- Kansas City, MO-KS
- Killeen-Temple, TX
- Knoxville, TN
- La Crosse, WI-MN
- Lafayette, IN
- Lafayette, LA
- Lakeland-Winter Haven, FL
- Lancaster, PA
- Lansing-East Lansing, MI
- Las Vegas, NV-AZ
- Lawrence, KS
- Lawrence-Haverhill, MA-NH
- Lewiston-Auburn, ME
- Lexington, KY
- Lima, OH
- Lincoln, NE
- Little Rock-North
Little Rock, AR
- Longview-Marshall, TX
- Los Angeles-Long Beach, CA
- Louisville, KY-IN
- Lowell, MA-NH
- Lubbock, TX
- Lynchburg, VA
- Macon, GA
- Madison, WI
- Manchester, NH
- McAllen-Edinburg-Mission, TX
- Medford-Ashland, OR
- Melbourne-
Titusville-Palm Bay, FL
- Memphis, TN-AR-MS
- Miami, FL
- Middlesex-Somerset-
Hunterdon, NJ
- Milwaukee, WI
- Minneapolis-St. Paul, MN-WI
- Missoula, MT
- Mobile, AL
- Modesto, CA
- Monmouth-Ocean, NJ
- Monroe, LA
- Montgomery, AL
- Myrtle Beach, SC
- Naples, FL
- Nashua, NH
- Nashville, TN
- Nassau-Suffolk, NY
- New Bedford, MA
- New Haven-Meriden, CT
- New London-Norwich, CT-RI
- New Orleans, LA
- New York, NY-NJ
- Newark, NJ
- Newburgh-Middletown, NY
- Norfolk-Virginia Beach-
Newport News, VA-NC
- Oakland, CA
- Ocala, FL
- Odessa-Midland, TX
- Oklahoma City, OK
- Olympia, WA
- Omaha, NE-IA

- Orange County, CA
- Orlando, FL
- Pensacola, FL
- Peoria-Pekin, IL
- Philadelphia, PA-NJ
- Phoenix-Mesa, AZ
- Pittsburgh, PA
- Pittsfield, MA
- Portland, ME
- Portland, OR-WA
- Portsmouth-Dover-Rochester, NH-ME
- Providence-Fall River-Warwick, RI-MA
- Provo-Orem, UT
- Pueblo, CO
- Racine, WI
- Raleigh-Durham-Chapel Hill, NC
- Rapid City, SD
- Reading, PA
- Redding, CA
- Reno, NV
- Richland-Kennewick-Pasco, WA
- Richmond-Petersburg, VA
- Riverside-San Bernardino-Ontario, CA
- Roanoke, VA
- Rochester, MN
- Rochester, NY
- Rockford, IL
- Rocky Mount, NC
- Sacramento, CA
- Saginaw-Bay City-Midland, MI
- Salem, OR
- Salinas, CA
- Salt Lake City-Ogden, UT
- San Antonio, TX
- San Diego, CA
- San Francisco-Oakland, CA
- San Jose, CA
- San Juan, PR
- San Luis Obispo-Atascadero-Paso Robles, CA
- Santa Barbara-Santa Maria-Lompoc, CA
- Santa Cruz, CA
- Santa Fe, NM
- Santa Rosa, CA
- Sarasota-Bradenton, FL
- Savannah, GA
- Scranton—Wilkes-Barre—Hazleton, PA
- Seattle-Everett, WA
- Sharon, PA
- Sheboygan, WI
- Shreveport-Bossier City, LA
- Sioux City, IA-NE
- Sioux Falls, SD
- South Bend, IN
- Spokane, WA
- Springfield, IL
- Springfield, MA
- Springfield, MO
- St. Cloud, MN
- St. Louis, MO-IL
- Stamford, CT
- State College, PA
- Stockton-Lodi, CA
- Syracuse, NY
- Tacoma, WA
- Tallahassee, FL
- Tampa-St. Petersburg-Clearwater, FL
- Toledo, OH
- Topeka, KS
- Trenton, NJ
- Tucson, AZ
- Tulsa, OK
- Tyler, TX
- Utica-Rome, NY
- Vallejo-Fairfield-Napa, CA
- Ventura, CA
- Visalia-Tulare-Porterville, CA
- Waco, TX
- Washington, DC-MD-VA
- Waterbury, CT
- Waterloo-Cedar Falls, IA
- Wausau, WI
- West Palm Beach-Boca Raton, FL
- Wheeling, WV-OH
- Wichita, KS
- Williamsport, PA
- Wilmington, DE-NJ-MD
- Wilmington, NC
- Worcester, MA
- Yakima, WA
- York, PA
- Youngstown-Warren, OH
- Yuba City, CA
- York, PA
- Youngstown-Warren, OH
- Yuba City, CA

Appendix B. NTEE codes

Major rroups

These are the National Taxonomy of Exempt Entities (NTEE) major groups used in this report:

- Animal-Related
- Arts, Culture, and Humanities
- Civil Rights, Social Action, Advocacy
- Community Improvement, Capacity Building
- Crime, Legal-Related
- Diseases, Disorders, Medical Disciplines
- Educational Institutions and Related Activities
- Employment, Job-Related
- Environmental Quality, Protection, and Beautification
- Food, Agriculture, and Nutrition
- Health—General and Rehabilitative
- Housing, Shelter
- Human Services—Multipurpose and Other
- International, Foreign Affairs, and National Security
- Medical Research
- Mental Health, Crisis Intervention
- Mutual/Membership Benefit Organizations, Other
- Philanthropy, Voluntarism, and Grantmaking Foundations
- Public Safety, Disaster Preparedness, and Relief
- Public, Society Benefit—Multipurpose and Other
- Recreation, Sports, Leisure, Athletics
- Religion-Related, Spiritual Development
- Science and Technology Research Institutes, Services
- Social Science Research Institutes, Services
- Unclassified
- Youth Development

Decile groups

These are the NTEE decile groups used in this report:

- Animal-Related: Animal Protection & Welfare
- Animal-Related: Animal Related N.E.C.
- Animal-Related: Animal Services N.E.C.
- Animal-Related: Service and Other
- Animal-Related: Veterinary Services
- Animal-Related: Wildlife Preservation & Protection
- Animal-Related: Zoos & Aquariums
- Arts, Culture, and Humanities: Arts & Culture
- Arts, Culture, and Humanities: Arts Services
- Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.
- Arts, Culture, and Humanities: Historical Organizations
- Arts, Culture, and Humanities: Humanities
- Arts, Culture, and Humanities: Media & Communications
- Arts, Culture, and Humanities: Museums
- Arts, Culture, and Humanities: Performing Arts
- Arts, Culture, and Humanities: Service and Other
- Arts, Culture, and Humanities: Visual Arts

- Civil Rights, Social Action, Advocacy: Civil Liberties
- Civil Rights, Social Action, Advocacy: Civil Rights
- Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.
- Civil Rights, Social Action, Advocacy: Intergroup & Race Relations
- Civil Rights, Social Action, Advocacy: Service and Other
- Civil Rights, Social Action, Advocacy: Voter Education & Registration
- Community Improvement, Capacity Building: Business & Industry
- Community Improvement, Capacity Building: Community & Neighborhood Development
- Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.
- Community Improvement, Capacity Building: Community Service Clubs
- Community Improvement, Capacity Building: Economic Development
- Community Improvement, Capacity Building: Nonprofit Management
- Community Improvement, Capacity Building: Service and Other
- Crime, Legal-Related: Administration of Justice
- Crime, Legal-Related: Correctional Facilities
- Crime, Legal-Related: Crime & Legal-Related N.E.C.
- Crime, Legal-Related: Crime Prevention
- Crime, Legal-Related: Law Enforcement
- Crime, Legal-Related: Legal Services
- Crime, Legal-Related: Protection Against Abuse
- Crime, Legal-Related: Rehabilitation Services for Offenders
- Crime, Legal-Related: Service and Other
- Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases
- Diseases, Disorders, Medical Disciplines: Cancer
- Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs
- Diseases, Disorders, Medical Disciplines: Medical Disciplines
- Diseases, Disorders, Medical Disciplines: Nerve, Muscle, & Bone Diseases
- Diseases, Disorders, Medical Disciplines: Service and Other
- Diseases, Disorders, Medical Disciplines: Specifically Named Diseases
- Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C.
- Educational Institutions and Related Activities: Adult Education
- Educational Institutions and Related Activities: Education N.E.C.
- Educational Institutions and Related Activities: Educational Services
- Educational Institutions and Related Activities: Elementary & Secondary Schools
- Educational Institutions and Related Activities: Graduate & Professional Schools
- Educational Institutions and Related Activities: Higher Education
- Educational Institutions and Related Activities: Libraries
- Educational Institutions and Related Activities: Service and Other
- Educational Institutions and Related Activities: Student Services
- Educational Institutions and Related Activities: Vocational & Technical Schools

- Employment, Job-Related: Employment N.E.C.
- Employment, Job-Related: Employment Preparation & Procurement
- Employment, Job-Related: Labor Unions
- Employment, Job-Related: Service and Other
- Employment, Job-Related: Vocational Rehabilitation
- Environmental Quality, Protection, and Beautification: Botanical, Horticultural, & Landscape Services
- Environmental Quality, Protection, and Beautification: Environment N.E.C.
- Environmental Quality, Protection, and Beautification: Environmental Beautification
- Environmental Quality, Protection, and Beautification: Environmental Education
- Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection
- Environmental Quality, Protection, and Beautification: Pollution Abatement & Control
- Environmental Quality, Protection, and Beautification: Service and Other
- Food, Agriculture, and Nutrition: Agricultural Programs
- Food, Agriculture, and Nutrition: Food Programs
- Food, Agriculture, and Nutrition: Food, Agriculture, & Nutrition N.E.C.
- Food, Agriculture, and Nutrition: Nutrition
- Food, Agriculture, and Nutrition: Service and Other
- Health—General and Rehabilitative: Ambulatory & Primary Health Care
- Health—General and Rehabilitative: Health (General & Financing)
- Health—General and Rehabilitative: Health Care N.E.C.
- Health—General and Rehabilitative: Health Support
- Health—General and Rehabilitative: Hospitals
- Health—General and Rehabilitative: Nursing
- Health—General and Rehabilitative: Public Health
- Health—General and Rehabilitative: Rehabilitative Care
- Health—General and Rehabilitative: Reproductive Health Care
- Health—General and Rehabilitative: Service and Other
- Housing, Shelter: Homeowners & Tenants Associations
- Housing, Shelter: Housing & Shelter N.E.C.
- Housing, Shelter: Housing Development, Construction, & Management
- Housing, Shelter: Housing Support
- Housing, Shelter: Service and Other
- Housing, Shelter: Temporary Housing
- Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations
- Human Services—Multipurpose and Other: Children & Youth Services
- Human Services—Multipurpose and Other: Emergency Assistance
- Human Services—Multipurpose and Other: Family Services
- Human Services—Multipurpose and Other: Human Services
- Human Services—Multipurpose and Other: Human Services N.E.C.
- Human Services—Multipurpose and Other: Personal Social Services
- Human Services—Multipurpose and Other: Residential Care & Adult Day Programs

- Human Services—Multipurpose and Other: Service and Other
- International, Foreign Affairs, and National Security: International Affairs, Foreign Policy, & Globalization
- International, Foreign Affairs, and National Security: International Development
- International, Foreign Affairs, and National Security: International Human Rights
- International, Foreign Affairs, and National Security: International Peace & Security
- International, Foreign Affairs, and National Security: International, Foreign Affairs, & National Security N.E.C.
- International, Foreign Affairs, and National Security: Promotion of International Understanding
- International, Foreign Affairs, and National Security: Service and Other
- Medical Research: Cancer Research
- Medical Research: Diseases of Specific Organs Research
- Medical Research: Medical Disciplines Research
- Medical Research: Medical Research N.E.C.
- Medical Research: Service and Other
- Medical Research: Specifically Named Diseases Research
- Mental Health, Crisis Intervention: Addictive Disorders N.E.C.
- Mental Health, Crisis Intervention: Counseling
- Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention
- Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.
- Mental Health, Crisis Intervention: Mental Health Associations
- Mental Health, Crisis Intervention: Mental Health Disorders
- Mental Health, Crisis Intervention: Mental Health Treatment
- Mental Health, Crisis Intervention: Service and Other
- Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment
- Mutual/Membership Benefit Organizations, Other: Service and Other
- Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs
- Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion
- Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.
- Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations
- Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations
- Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other
- Philanthropy, Voluntarism, and Grantmaking Foundations: Voluntarism Promotion
- Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services
- Public Safety, Disaster Preparedness, and Relief: Public Safety, Disaster Preparedness, & Relief N.E.C.
- Public Safety, Disaster Preparedness, and Relief: Safety Education
- Public Safety, Disaster Preparedness, and Relief: Service and Other

- Public, Society Benefit—Multipurpose and Other: Consumer Protection
- Public, Society Benefit—Multipurpose and Other: Government & Public Administration
- Public, Society Benefit—Multipurpose and Other: Leadership Development
- Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations
- Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.
- Public, Society Benefit—Multipurpose and Other: Public Utilities
- Public, Society Benefit—Multipurpose and Other: Service and Other
- Recreation, Sports, Leisure, Athletics: Amateur Sports
- Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions
- Recreation, Sports, Leisure, Athletics: Camps
- Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities
- Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.
- Recreation, Sports, Leisure, Athletics: Recreational Clubs
- Recreation, Sports, Leisure, Athletics: Service and Other
- Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities
- Religion-Related, Spiritual Development: Buddhism
- Religion-Related, Spiritual Development: Christianity
- Religion-Related, Spiritual Development: Interfaith Coalitions
- Religion-Related, Spiritual Development: Judaism
- Religion-Related, Spiritual Development: Religion-Related N.E.C.
- Religion-Related, Spiritual Development: Religious Media & Communications
- Religion-Related, Spiritual Development: Service and Other
- Science and Technology Research Institutes, Services: Biological & Life Sciences
- Science and Technology Research Institutes, Services: Engineering & Technology
- Science and Technology Research Institutes, Services: General Science
- Science and Technology Research Institutes, Services: Physical & Earth Sciences
- Science and Technology Research Institutes, Services: Science & Technology N.E.C.
- Science and Technology Research Institutes, Services: Service and Other
- Social Science Research Institutes, Services: Interdisciplinary Research
- Social Science Research Institutes, Services: Service and Other
- Social Science Research Institutes, Services: Social Science
- Social Science Research Institutes, Services: Social Science N.E.C.
- Unknown
- Youth Development: Adult & Child Matching Programs
- Youth Development: Scouting
- Youth Development: Service and Other
- Youth Development: Youth Centers & Clubs
- Youth Development: Youth Development N.E.C.
- Youth Development: Youth Development Programs

Centile groups

These are the NTEE centile groups used in this report:

- Animal-Related: Alliances & Advocacy
- Animal-Related: Animal Protection & Welfare
- Animal-Related: Animal Related N.E.C.
- Animal-Related: Animal Services N.E.C.
- Animal-Related: Animal Training
- Animal-Related: Fisheries Resources
- Animal-Related: Professional Societies & Associations
- Animal-Related: Protection of Endangered Species
- Animal-Related: Single Organization Support
- Animal-Related: Veterinary Services
- Animal-Related: Wildlife Preservation & Protection
- Animal-Related: Wildlife Sanctuaries
- Animal-Related: Zoos & Aquariums
- Arts, Culture, and Humanities: Alliances & Advocacy
- Arts, Culture, and Humanities: Art Museums
- Arts, Culture, and Humanities: Arts & Culture
- Arts, Culture, and Humanities: Arts & Humanities Councils & Agencies
- Arts, Culture, and Humanities: Arts Education
- Arts, Culture, and Humanities: Arts Services
- Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.
- Arts, Culture, and Humanities: Ballet
- Arts, Culture, and Humanities: Bands & Ensembles
- Arts, Culture, and Humanities: Children's Museums
- Arts, Culture, and Humanities: Community Celebrations
- Arts, Culture, and Humanities: Cultural & Ethnic Awareness
- Arts, Culture, and Humanities: Dance
- Arts, Culture, and Humanities: Film & Video
- Arts, Culture, and Humanities: Folk Arts
- Arts, Culture, and Humanities: Fund Raising & Fund Distribution
- Arts, Culture, and Humanities: Historical Organizations
- Arts, Culture, and Humanities: Historical Societies & Historic Preservation
- Arts, Culture, and Humanities: History Museums
- Arts, Culture, and Humanities: Humanities
- Arts, Culture, and Humanities: Management & Technical Assistance
- Arts, Culture, and Humanities: Media & Communications
- Arts, Culture, and Humanities: Museums
- Arts, Culture, and Humanities: Music
- Arts, Culture, and Humanities: Natural History & Natural Science Museums
- Arts, Culture, and Humanities: Opera
- Arts, Culture, and Humanities: Performing Arts
- Arts, Culture, and Humanities: Performing Arts Centers
- Arts, Culture, and Humanities: Performing Arts Schools
- Arts, Culture, and Humanities: Printing & Publishing
- Arts, Culture, and Humanities: Professional Societies & Associations
- Arts, Culture, and Humanities: Radio
- Arts, Culture, and Humanities: Research Institutes & Public Policy Analysis

- Arts, Culture, and Humanities: Science & Technology Museums
- Arts, Culture, and Humanities: Singing & Choral Groups
- Arts, Culture, and Humanities: Single Organization Support
- Arts, Culture, and Humanities: Support N.E.C.
- Arts, Culture, and Humanities: Symphony Orchestras
- Arts, Culture, and Humanities: Television
- Arts, Culture, and Humanities: Theater
- Arts, Culture, and Humanities: Visual Arts
- Civil Rights, Social Action, Advocacy: Alliances & Advocacy
- Civil Rights, Social Action, Advocacy: Censorship, Freedom of Speech, & Press
- Civil Rights, Social Action, Advocacy: Children's Rights
- Civil Rights, Social Action, Advocacy: Civil Liberties
- Civil Rights, Social Action, Advocacy: Civil Rights
- Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.
- Civil Rights, Social Action, Advocacy: Disabled Persons' Rights
- Civil Rights, Social Action, Advocacy: Fund Raising & Fund Distribution
- Civil Rights, Social Action, Advocacy: Immigrants' Rights
- Civil Rights, Social Action, Advocacy: Intergroup & Race Relations
- Civil Rights, Social Action, Advocacy: Lesbian & Gay Rights
- Civil Rights, Social Action, Advocacy: Minority Rights
- Civil Rights, Social Action, Advocacy: Reproductive Rights
- Civil Rights, Social Action, Advocacy: Research Institutes & Public Policy Analysis
- Civil Rights, Social Action, Advocacy: Right to Life
- Civil Rights, Social Action, Advocacy: Voter Education & Registration
- Civil Rights, Social Action, Advocacy: Women's Rights
- Community Improvement, Capacity Building: Alliances & Advocacy
- Community Improvement, Capacity Building: Business & Industry
- Community Improvement, Capacity Building: Chambers of Commerce & Business Leagues
- Community Improvement, Capacity Building: Community & Neighborhood Development
- Community Improvement, Capacity Building: Community Coalitions
- Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.
- Community Improvement, Capacity Building: Community Service Clubs
- Community Improvement, Capacity Building: Economic Development
- Community Improvement, Capacity Building: Fund Raising & Fund Distribution
- Community Improvement, Capacity Building: Management & Technical Assistance
- Community Improvement, Capacity Building: Men's Service Clubs
- Community Improvement, Capacity Building: Neighborhood & Block Associations
- Community Improvement, Capacity Building: Nonprofit Management
- Community Improvement, Capacity Building: Professional Societies & Associations

- Community Improvement, Capacity Building: Research Institutes & Public Policy Analysis
- Community Improvement, Capacity Building: Rural Economic Development
- Community Improvement, Capacity Building: Single Organization Support
- Community Improvement, Capacity Building: Small Business Development
- Community Improvement, Capacity Building: Support N.E.C.
- Community Improvement, Capacity Building: Urban & Community Economic Development
- Community Improvement, Capacity Building: Women's Service Clubs
- Crime, Legal-Related: Administration of Justice
- Crime, Legal-Related: Alliances & Advocacy
- Crime, Legal-Related: Child Abuse Prevention
- Crime, Legal-Related: Crime & Legal Related N.E.C.
- Crime, Legal-Related: Crime Prevention
- Crime, Legal-Related: Dispute Resolution & Mediation
- Crime, Legal-Related: Drunk Driving Related
- Crime, Legal-Related: Fund Raising & Fund Distribution
- Crime, Legal-Related: Inmate Support
- Crime, Legal-Related: Law Enforcement
- Crime, Legal-Related: Legal Services
- Crime, Legal-Related: Prison Alternatives
- Crime, Legal-Related: Professional Societies & Associations
- Crime, Legal-Related: Protection Against Abuse
- Crime, Legal-Related: Public Interest Law
- Crime, Legal-Related: Rehabilitation Services for Offenders
- Crime, Legal-Related: Research Institutes & Public Policy Analysis
- Crime, Legal-Related: Sexual Abuse Prevention
- Crime, Legal-Related: Spouse Abuse Prevention
- Crime, Legal-Related: Way Houses for Offenders & Ex Offenders
- Crime, Legal-Related: Youth Violence Prevention
- Diseases, Disorders, Medical Disciplines: AIDS
- Diseases, Disorders, Medical Disciplines: Alliances & Advocacy
- Diseases, Disorders, Medical Disciplines: Alzheimer's Disease
- Diseases, Disorders, Medical Disciplines: Autism
- Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases
- Diseases, Disorders, Medical Disciplines: Brain Disorders
- Diseases, Disorders, Medical Disciplines: Breast Cancer
- Diseases, Disorders, Medical Disciplines: Cancer
- Diseases, Disorders, Medical Disciplines: Digestive Diseases & Disorders
- Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs
- Diseases, Disorders, Medical Disciplines: Down Syndrome
- Diseases, Disorders, Medical Disciplines: Ear & Throat Diseases
- Diseases, Disorders, Medical Disciplines: Epilepsy
- Diseases, Disorders, Medical Disciplines: Eye Diseases, Blindness, & Vision Impairments
- Diseases, Disorders, Medical Disciplines: Fund Raising & Fund Distribution
- Diseases, Disorders, Medical Disciplines: Geriatrics
- Diseases, Disorders, Medical Disciplines: Heart & Circulatory System Diseases & Disorders

- Diseases, Disorders, Medical Disciplines: Kidney Diseases
- Diseases, Disorders, Medical Disciplines: Medical Disciplines
- Diseases, Disorders, Medical Disciplines: Nerve, Muscle, & Bone Diseases
- Diseases, Disorders, Medical Disciplines: Neurology & Neuroscience
- Diseases, Disorders, Medical Disciplines: Pediatrics
- Diseases, Disorders, Medical Disciplines: Professional Societies & Associations
- Diseases, Disorders, Medical Disciplines: Single Organization Support
- Diseases, Disorders, Medical Disciplines: Specifically Named Diseases
- Diseases, Disorders, Medical Disciplines: Surgical Specialties
- Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C.
- Educational Institutions and Related Activities: Adult Education
- Educational Institutions and Related Activities: Alliances & Advocacy
- Educational Institutions and Related Activities: Alumni Associations
- Educational Institutions and Related Activities: Charter Schools
- Educational Institutions and Related Activities: Education N.E.C.
- Educational Institutions and Related Activities: Educational Services
- Educational Institutions and Related Activities: Elementary & Secondary Schools
- Educational Institutions and Related Activities: Fund Raising & Fund Distribution
- Educational Institutions and Related Activities: Graduate & Professional Schools
- Educational Institutions and Related Activities: Higher Education
- Educational Institutions and Related Activities: Libraries
- Educational Institutions and Related Activities: Management & Technical Assistance
- Educational Institutions and Related Activities: Parent & Teacher Groups
- Educational Institutions and Related Activities: Preschools
- Educational Institutions and Related Activities: Primary & Elementary Schools
- Educational Institutions and Related Activities: Professional Societies & Associations
- Educational Institutions and Related Activities: Remedial Reading & Encouragement
- Educational Institutions and Related Activities: Research Institutes & Public Policy Analysis
- Educational Institutions and Related Activities: Scholarships & Student Financial Aid
- Educational Institutions and Related Activities: Secondary & High Schools
- Educational Institutions and Related Activities: Single Organization Support
- Educational Institutions and Related Activities: Special Education
- Educational Institutions and Related Activities: Student Services
- Educational Institutions and Related Activities: Student Sororities & Fraternities
- Educational Institutions and Related Activities: Support N.E.C.
- Educational Institutions and Related Activities: Two-Year Colleges

- Educational Institutions and Related Activities: Undergraduate Colleges
- Educational Institutions and Related Activities: Universities
- Educational Institutions and Related Activities: Vocational & Technical Schools
- Employment, Job-Related: Employment N.E.C.
- Employment, Job-Related: Employment Preparation & Procurement
- Employment, Job-Related: Goodwill Industries
- Employment, Job-Related: Job Training
- Employment, Job-Related: Labor Unions
- Employment, Job-Related: Management & Technical Assistance
- Employment, Job-Related: Sheltered Employment
- Employment, Job-Related: Vocational Counseling
- Employment, Job-Related: Vocational Rehabilitation
- Environmental Quality, Protection, and Beautification: Alliances & Advocacy
- Environmental Quality, Protection, and Beautification: Botanical Gardens & Arboreta
- Environmental Quality, Protection, and Beautification: Botanical, Horticultural, & Landscape Services
- Environmental Quality, Protection, and Beautification: Energy Resources Conservation & Development
- Environmental Quality, Protection, and Beautification: Environment N.E.C.
- Environmental Quality, Protection, and Beautification: Environmental Beautification
- Environmental Quality, Protection, and Beautification: Environmental Education
- Environmental Quality, Protection, and Beautification: Forest Conservation
- Environmental Quality, Protection, and Beautification: Fund Raising & Fund Distribution
- Environmental Quality, Protection, and Beautification: Garden Clubs
- Environmental Quality, Protection, and Beautification: Land Resources Conservation
- Environmental Quality, Protection, and Beautification: Management & Technical Assistance
- Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection
- Environmental Quality, Protection, and Beautification: Pollution Abatement & Control
- Environmental Quality, Protection, and Beautification: Professional Societies & Associations
- Environmental Quality, Protection, and Beautification: Recycling
- Environmental Quality, Protection, and Beautification: Research Institutes & Public Policy Analysis
- Environmental Quality, Protection, and Beautification: Single Organization Support
- Environmental Quality, Protection, and Beautification: Water Resources, Wetlands Conservation & Management
- Food, Agriculture, and Nutrition: Agricultural Programs
- Food, Agriculture, and Nutrition: Alliances & Advocacy
- Food, Agriculture, and Nutrition: Congregate Meals
- Food, Agriculture, and Nutrition: Farm Bureaus & Granges
- Food, Agriculture, and Nutrition: Farmland Preservation

- Food, Agriculture, and Nutrition:
Food Banks & Pantries
- Food, Agriculture, and Nutrition: Food Programs
- Food, Agriculture, and Nutrition: Food, Agriculture,
& Nutrition N.E.C.
- Food, Agriculture, and Nutrition: Meals on Wheels
- Food, Agriculture, and Nutrition: Nutrition
- Food, Agriculture, and Nutrition: Research
Institutes & Public Policy Analysis
- Food, Agriculture, and Nutrition: Soup Kitchens
- Health—General and Rehabilitative:
Alliances & Advocacy
- Health—General and Rehabilitative: Ambulatory
& Primary Health Care
- Health—General and Rehabilitative: Blood Banks
- Health—General and Rehabilitative:
Community Clinics
- Health—General and Rehabilitative: Community
Health Systems
- Health—General and Rehabilitative: Emergency
Medical Services & Transport
- Health—General and Rehabilitative:
Family Planning
- Health—General and Rehabilitative: Fund Raising
& Fund Distribution
- Health—General and Rehabilitative:
General Hospitals
- Health—General and Rehabilitative:
Group Health Practices
- Health—General and Rehabilitative:
Health (General & Financing)
- Health—General and Rehabilitative:
Health Care N.E.C.
- Health—General and Rehabilitative:
Health Support
- Health—General and Rehabilitative:
Home Health Care
- Health—General and Rehabilitative: Hospitals
- Health—General and Rehabilitative: Management
& Technical Assistance
- Health—General and Rehabilitative: Nursing
- Health—General and Rehabilitative:
Nursing Facilities
- Health—General and Rehabilitative:
Organ & Tissue Banks
- Health—General and Rehabilitative:
Patient & Family Support
- Health—General and Rehabilitative:
Professional Societies & Associations
- Health—General and Rehabilitative: Public Health
- Health—General and Rehabilitative:
Rehabilitative Care
- Health—General and Rehabilitative:
Reproductive Health Care
- Health—General and Rehabilitative: Research
Institutes & Public Policy Analysis
- Health—General and Rehabilitative:
Single Organization Support
- Health—General and Rehabilitative:
Specialty Hospitals
- Health—General and Rehabilitative:
Support N.E.C.
- Housing, Shelter: Alliances & Advocacy
- Housing, Shelter: Fund Raising & Fund Distribution
- Housing, Shelter: Home Improvement & Repairs
- Housing, Shelter: Homeless Shelters
- Housing, Shelter: Homeowners
& Tenants Associations
- Housing, Shelter: Housing & Shelter N.E.C.
- Housing, Shelter: Housing Development,
Construction, & Management

- Housing, Shelter: Housing Expense Reduction Support
- Housing, Shelter: Housing Rehabilitation
- Housing, Shelter: Housing Search Assistance
- Housing, Shelter: Housing Support
- Housing, Shelter: Independent Housing for People with Disabilities
- Housing, Shelter: Low Income & Subsidized Rental Housing
- Housing, Shelter: Management & Technical Assistance
- Housing, Shelter: Senior Citizens Housing & Retirement Communities
- Housing, Shelter: Single Organization Support
- Housing, Shelter: Temporary Housing
- Human Services—Multipurpose and Other: Adoption
- Human Services—Multipurpose and Other: Adult Day Care
- Human Services—Multipurpose and Other: Alliances & Advocacy
- Human Services—Multipurpose and Other: Blind & Visually Impaired Centers
- Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations
- Human Services—Multipurpose and Other: Child Day Care
- Human Services—Multipurpose and Other: Children & Youth Services
- Human Services—Multipurpose and Other: Deaf & Hearing Impaired Centers
- Human Services—Multipurpose and Other: Developmentally Disabled Centers
- Human Services—Multipurpose and Other: Emergency Assistance
- Human Services—Multipurpose and Other: Ethnic & Immigrant Centers
- Human Services—Multipurpose and Other: Family Counseling
- Human Services—Multipurpose and Other: Family Services
- Human Services—Multipurpose and Other: Family Services for Adolescent Parents
- Human Services—Multipurpose and Other: Family Violence Shelters
- Human Services—Multipurpose and Other: Financial Counseling
- Human Services—Multipurpose and Other: Foster Care
- Human Services—Multipurpose and Other: Fund Raising & Fund Distribution
- Human Services—Multipurpose and Other: Gift Distribution
- Human Services—Multipurpose and Other: Group Homes
- Human Services—Multipurpose and Other: Half-Way House (Short-Term Residential Care)
- Human Services—Multipurpose and Other: Homeless Centers
- Human Services—Multipurpose and Other: Hospices
- Human Services—Multipurpose and Other: Human Service Organizations
- Human Services—Multipurpose and Other: Human Services N.E.C.
- Human Services—Multipurpose and Other: In-Home Assistance
- Human Services—Multipurpose and Other: Management & Technical Assistance
- Human Services—Multipurpose and Other: Neighborhood Centers

- Human Services—Multipurpose and Other: Personal Social Services
- Human Services—Multipurpose and Other: Pregnancy Centers
- Human Services—Multipurpose and Other: Professional Societies & Associations
- Human Services—Multipurpose and Other: Residential Care & Adult Day Programs
- Human Services—Multipurpose and Other: Senior Centers
- Human Services—Multipurpose and Other: Single Organization Support
- Human Services—Multipurpose and Other: Single Parent Agencies
- Human Services—Multipurpose and Other: Support N.E.C.
- Human Services—Multipurpose and Other: Supportive Housing for Older Adults
- Human Services—Multipurpose and Other: Thrift Shops
- Human Services—Multipurpose and Other: Transportation Assistance
- Human Services—Multipurpose and Other: Urban League
- Human Services—Multipurpose and Other: Victims Services
- Human Services—Multipurpose and Other: Volunteers of America
- Human Services—Multipurpose and Other: Women’s Centers
- Human Services—Multipurpose and Other: Young Men’s or Women’s Associations
- International, Foreign Affairs, and National Security: Alliances & Advocacy
- International, Foreign Affairs, and National Security: Fund Raising & Fund Distribution
- International, Foreign Affairs, and National Security: International Academic Exchange
- International, Foreign Affairs, and National Security: International Agricultural Development
- International, Foreign Affairs, and National Security: International Cultural Exchange
- International, Foreign Affairs, and National Security: International Democracy & Civil Society Development
- International, Foreign Affairs, and National Security: International Development
- International, Foreign Affairs, and National Security: International Economic Development
- International, Foreign Affairs, and National Security: International Exchange N.E.C.
- International, Foreign Affairs, and National Security: International Human Rights
- International, Foreign Affairs, and National Security: International Migration & Refugee Issues
- International, Foreign Affairs, and National Security: International Peace & Security
- International, Foreign Affairs, and National Security: International Relief
- International, Foreign Affairs, and National Security: International, Foreign Affairs, & National Security N.E.C.
- International, Foreign Affairs, and National Security: Promotion of International Understanding
- International, Foreign Affairs, and National Security: Research Institutes & Public Policy Analysis
- International, Foreign Affairs, and National Security: Single Organization Support
- Medical Research: Biomedicine & Bioengineering Research

- Medical Research: Birth Defects & Genetic Diseases Research
- Medical Research: Cancer Research
- Medical Research: Fund Raising & Fund Distribution
- Medical Research: Medical Disciplines Research
- Medical Research: Medical Research N.E.C.
- Medical Research: Professional Societies & Associations
- Medical Research: Research Institutes & Public Policy Analysis
- Medical Research: Specifically Named Diseases Research
- Mental Health, Crisis Intervention: Addictive Disorders N.E.C.
- Mental Health, Crisis Intervention: Alliances & Advocacy
- Mental Health, Crisis Intervention: Community Mental Health Centers
- Mental Health, Crisis Intervention: Counseling
- Mental Health, Crisis Intervention: Eating Disorders & Addictions
- Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention
- Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.
- Mental Health, Crisis Intervention: Mental Health Associations
- Mental Health, Crisis Intervention: Mental Health Disorders
- Mental Health, Crisis Intervention: Mental Health Treatment
- Mental Health, Crisis Intervention: Professional Societies & Associations
- Mental Health, Crisis Intervention: Psychiatric Hospitals
- Mental Health, Crisis Intervention: Residential Mental Health Treatment
- Mental Health, Crisis Intervention: Sexual Assault Services
- Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment
- Mental Health, Crisis Intervention: Substance Abuse Prevention
- Mental Health, Crisis Intervention: Substance Abuse Treatment
- Mutual/Membership Benefit Organizations, Other: Alliances & Advocacy
- Mutual/Membership Benefit Organizations, Other: Domestic Fraternal Societies
- Mutual/Membership Benefit Organizations, Other: Mutual & Membership Benefit N.E.C.
- Mutual/Membership Benefit Organizations, Other: Professional Societies & Associations
- Philanthropy, Voluntarism, and Grantmaking Foundations: Alliances & Advocacy
- Philanthropy, Voluntarism, and Grantmaking Foundations: Community Foundations
- Philanthropy, Voluntarism, and Grantmaking Foundations: Corporate Foundations
- Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs
- Philanthropy, Voluntarism, and Grantmaking Foundations: Fund Raising & Fund Distribution
- Philanthropy, Voluntarism, and Grantmaking Foundations: Management & Technical Assistance
- Philanthropy, Voluntarism, and Grantmaking Foundations: Named Trusts N.E.C.
- Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion

- Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations N.E.C.
- Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations
- Philanthropy, Voluntarism, and Grantmaking Foundations: Private Independent Foundations
- Philanthropy, Voluntarism, and Grantmaking Foundations: Professional Societies & Associations
- Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations
- Philanthropy, Voluntarism, and Grantmaking Foundations: Single Organization Support
- Philanthropy, Voluntarism, and Grantmaking Foundations: Voluntarism Promotion
- Public Safety, Disaster Preparedness, and Relief: Automotive Safety
- Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services
- Public Safety, Disaster Preparedness, and Relief: Fire Prevention
- Public Safety, Disaster Preparedness, and Relief: Public Safety, Disaster Preparedness, & Relief N.E.C.
- Public Safety, Disaster Preparedness, and Relief: Safety Education
- Public Safety, Disaster Preparedness, and Relief: Search & Rescue Squads
- Public, Society Benefit—Multipurpose and Other: Alliances & Advocacy
- Public, Society Benefit—Multipurpose and Other: Citizen Participation
- Public, Society Benefit—Multipurpose and Other: Consumer Protection
- Public, Society Benefit—Multipurpose and Other: Financial Institutions
- Public, Society Benefit—Multipurpose and Other: Fund Raising & Fund Distribution
- Public, Society Benefit—Multipurpose and Other: Government & Public Administration
- Public, Society Benefit—Multipurpose and Other: Leadership Development
- Public, Society Benefit—Multipurpose and Other: Management & Technical Assistance
- Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations
- Public, Society Benefit—Multipurpose and Other: Professional Societies & Associations
- Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.
- Public, Society Benefit—Multipurpose and Other: Public Transportation Systems
- Public, Society Benefit—Multipurpose and Other: Public Utilities
- Public, Society Benefit—Multipurpose and Other: Research Institutes & Public Policy Analysis
- Public, Society Benefit—Multipurpose and Other: Single Organization Support
- Public, Society Benefit—Multipurpose and Other: Support N.E.C.
- Recreation, Sports, Leisure, Athletics: Alliances & Advocacy
- Recreation, Sports, Leisure, Athletics: Amateur Sports
- Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions
- Recreation, Sports, Leisure, Athletics: Baseball & Softball
- Recreation, Sports, Leisure, Athletics: Basketball
- Recreation, Sports, Leisure, Athletics: Camps

- Recreation, Sports, Leisure, Athletics: Community Recreational Centers
- Recreation, Sports, Leisure, Athletics: Equestrian
- Recreation, Sports, Leisure, Athletics: Fairs
- Recreation, Sports, Leisure, Athletics: Football
- Recreation, Sports, Leisure, Athletics: Fund Raising & Fund Distribution
- Recreation, Sports, Leisure, Athletics: Golf
- Recreation, Sports, Leisure, Athletics: Olympics
- Recreation, Sports, Leisure, Athletics: Parks & Playgrounds
- Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities
- Recreation, Sports, Leisure, Athletics: Professional Societies & Associations
- Recreation, Sports, Leisure, Athletics: Racquet Sports
- Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.
- Recreation, Sports, Leisure, Athletics: Recreational Clubs
- Recreation, Sports, Leisure, Athletics: Single Organization Support
- Recreation, Sports, Leisure, Athletics: Soccer
- Recreation, Sports, Leisure, Athletics: Special Olympics
- Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities
- Recreation, Sports, Leisure, Athletics: Swimming & Other Water Recreation
- Recreation, Sports, Leisure, Athletics: Winter Sports
- Religion-Related, Spiritual Development: Alliances & Advocacy
- Religion-Related, Spiritual Development: Buddhism
- Religion-Related, Spiritual Development: Christianity
- Religion-Related, Spiritual Development: Fund Raising & Fund Distribution
- Religion-Related, Spiritual Development: Hinduism
- Religion-Related, Spiritual Development: Interfaith Coalitions
- Religion-Related, Spiritual Development: Islam
- Religion-Related, Spiritual Development: Judaism
- Religion-Related, Spiritual Development: Management & Technical Assistance
- Religion-Related, Spiritual Development: Professional Societies & Associations
- Religion-Related, Spiritual Development: Protestant
- Religion-Related, Spiritual Development: Religion-Related N.E.C.
- Religion-Related, Spiritual Development: Religious Film & Video
- Religion-Related, Spiritual Development: Religious Media & Communications
- Religion-Related, Spiritual Development: Religious Printing & Publishing
- Religion-Related, Spiritual Development: Religious Radio
- Religion-Related, Spiritual Development: Research Institutes & Public Policy Analysis
- Religion-Related, Spiritual Development: Roman Catholic
- Religion-Related, Spiritual Development: Single Organization Support
- Religion-Related, Spiritual Development: Support N.E.C.
- Science and Technology Research Institutes, Services: Astronomy

- Science and Technology Research Institutes, Services: Biological & Life Sciences
- Science and Technology Research Institutes, Services: Computer Science
- Science and Technology Research Institutes, Services: Engineering
- Science and Technology Research Institutes, Services: Engineering & Technology
- Science and Technology Research Institutes, Services: General Science
- Science and Technology Research Institutes, Services: Marine Science & Oceanography
- Science and Technology Research Institutes, Services: Physical & Earth Sciences
- Science and Technology Research Institutes, Services: Professional Societies & Associations
- Science and Technology Research Institutes, Services: Research Institutes & Public Policy Analysis
- Science and Technology Research Institutes, Services: Science & Technology N.E.C.
- Science and Technology Research Institutes, Services: Support N.E.C.
- Social Science Research Institutes, Services: Interdisciplinary Research
- Social Science Research Institutes, Services: Professional Societies & Associations
- Social Science Research Institutes, Services: Research Institutes & Public Policy Analysis
- Social Science Research Institutes, Services: Social Science
- Social Science Research Institutes, Services: Social Science N.E.C.
- Unknown
- Youth Development: Adult & Child Matching Programs
- Youth Development: Alliances & Advocacy
- Youth Development: Big Brothers & Big Sisters
- Youth Development: Boy Scouts of America
- Youth Development: Boys & Girls Clubs
- Youth Development: Boys Clubs
- Youth Development: Camp Fire
- Youth Development: Fund Raising & Fund Distribution
- Youth Development: Girl Scouts of the U.S.A.
- Youth Development: Girls Clubs
- Youth Development: Scouting
- Youth Development: Single Organization Support
- Youth Development: Youth Centers & Clubs
- Youth Development: Youth Community Service Clubs